



**BWXT CANADA LTD
SALARIED EMPLOYEE BENEFIT SUMMARY
(Temporary Employees)**

1. Effective immediately upon employment, you will be covered under our benefit plan.
 - a. Emergency Medical Travel Assistance, through Mondial Travel Assistance.
 - b. Health and Dental co-insurance benefits for you and your family, which cover the following expenses:
 - semi private hospital
 - prescription drugs, based on the DTF (Dynamic Therapeutic Formulary)
 - vision care (\$300/24 months)
 - eye exam (\$60/24 months)
 - ambulance services
 - medical supplies and services
 - orthotics
 - basic (90%), minor (80%) and major restorative dental expenses (50%)
 - child orthodontic (\$1,500 per child lifetime)
 - paramedical practitioners (\$750/12 months)
 - coverage for full-time student dependent(s) up to age 25
 - c. Group Life Insurance and AD&D, each equal to one times your annual salary.
 - d. Confidential Employee Assistance Plan.
2. The Company observes the following 12 paid holidays:

New Year's Day	Victoria Day	Labour Day	Boxing Day
Family Day	Canada Day	Thanksgiving Day	Floating Holiday
Good Friday	Civic Holiday	Christmas Day	Floating Holiday
3. Vacation entitlement: You will not be eligible for paid vacation during your temporary assignment. At the end of your assignment you will receive a vacation payout based on earnings, as per provincial legislation guidelines.
4. You will be paid on a semi-monthly basis, on the 15th and the last day of each month, through direct payroll deposit.