

**HAGERTY**

# **2023 Benefits Overview**

**Full-Time (30+ Hours) Team Members in Canada**

Updated January 2023

# “Enjoy the Ride” Benefits

## Automotive Enthusiast Certification Program

This program supports team members in their pursuit of automotive knowledge and experiences. Certification classes include: Automotive History, Automotive Industry Trends and Values, Engine Mechanics, Performance, Car Care Clinic, Automobile Makes and Models. What makes this program unique is the depth and breadth of the required trainings and recommended experiences. We offer a recognition ceremony for all team members who have passed the exam and they are awarded a certification and pin.

### Eligibility

Eligible on the first day of employment



## Hagerty Drivers Club Membership

Team members are part of the Hagerty Drivers Club which offers unique automotive benefits and discounts. Membership features state-of-the-art roadside assistance, an award-winning magazine subscription, automotive discounts and members-only event access. Through inclusion in the HDC, team members receive discounts on Coker Tires, California Car Cover and \$50 toward DriveShare.

Eligible on the first day of employment



## Auto Restoration Scholarships

This provides team members with a hands-on learning experience in automotive restoration that supports individual career goals and fosters greater automotive knowledge. Team members will learn auto restoration skills from expert instructors at McPherson’s college restoration facility.

Eligible on the first day of employment



## Cars and Caffeine Events

A unique event for team members and local residents called “Cars and Caffeine” takes place every Friday morning during the summer months. Team members are encouraged to bring their classics, enjoy a cup of coffee and share the history, significance, and restoration information about their vehicle.

Eligible on the first day of employment



## Stick Shift 101

This offers team members the opportunity to learn the basics of operating a manual transmission vehicle and understand the unique aspects of classic cars—all while behind the wheel of vehicles from Hagerty’s car collection to include a 1930 Ford Model A, 1964 Ford Mustang, 1969 Chevrolet Camaro SS and other select Hagerty-owned vehicles.

Eligible on the first day of employment



# Health Care

## Extended Health Insurance

An extended health care plan is provided to team members and their families that complements the provincial plan. This benefit has many components that extend coverage to a variety of health care providers/ services. Hagerty pays the premium in full for the extended coverage. The plan includes 100% coverage for hospital care, vision, prescriptions and 80% for professional services, medical services and supplies.

First of the month following 30 days of full time employment



## Dental

A dental care plan is provided for team members and their family members. Hagerty pays the full premium for coverage. The plan has no deductible with a maximum benefit for \$1,500 per year for services.

First of the month following 30 days of full time employment



## Vision

A vision coverage plan is provided for team members and their family members. The plan pays 100% up to \$200 per 2 calendar years for prescription glasses, elective contact lenses, repairs and elective laser vision correction procedures.

First of the month following 30 days of full time employment



# Financial Protection & Planning

<b>Retirement Plan</b>	<p>Hagerty provides a RRSP plan with matching contributions. 100% company match on the first 4% of team member contributions.</p>	<p><b>Eligibility</b></p> <p>All regular full time team members who are at least 21 years of age; eligibility is the first of the month after 30 days of employment</p> <p>FT PT</p>
<b>Life Insurance</b>	<p>Company-paid life insurance provides a benefit equivalent to one year's salary, up to \$250,000, to the team member's beneficiary.</p>	<p>Eligible on the first day of employment</p> <p>FT PT</p>
<b>Long Term Disability</b>	<p>The company-paid long term disability insurance provides 66.7% of lost wages for qualified medical leave.</p>	<p>Eligible on the first day of employment</p> <p>FT PT</p>

# Work/Life Balance

<b>Adoption Assistance</b>	<p>Hagerty will provide up to \$5,000 (per child) in the form of reimbursement for eligible adoption expenses.</p>	<p>First of the month following 30 days of full time employment</p> <p>FT</p>																
<b>Vacation</b>	<p>0-5 years of service = 80 hours            5-10 years of service = 120 hours            10+ years of service = 160 hours            (Vacation starts accruing from date of hire. Part-time team members accrue PTO hours based on the number of hours worked per week.)            Note: Team Members may take vacation after 30 days of employment and after one year of service will be required to use vacation time that accrued in the previous year.</p>	<p>All regular full time team members are eligible to use after 30 days of employment</p> <p>FT PT</p>																
<b>Sick/Personal Time</b>	<p>Hagerty provides 40 hours of paid sick/personal time each calendar year. Sick/personal time starts accruing from date of hire. All regular full time team members accrue 1.67 hours per pay period. Part-time team members accrue PTO hours based on the number of hours worked per week.</p>	<p>Eligible to use after 30 days of employment</p> <p>FT PT</p>																
<b>Holidays</b>	<p>Hagerty provides the following paid holidays:</p> <table border="0"> <tr> <td>New Year's Day</td> <td>Labour Day</td> </tr> <tr> <td>Martin Luther King Jr. Day</td> <td>Thanksgiving</td> </tr> <tr> <td>Family Day (AB, BC, ON)</td> <td>Remembrance Day (AB, BC)</td> </tr> <tr> <td>Good Friday</td> <td>Christmas Eve</td> </tr> <tr> <td>Victoria Day</td> <td>Christmas Day</td> </tr> <tr> <td>National Holiday of Quebec (QC)</td> <td>Boxing Day (ON)</td> </tr> <tr> <td>Canada Day</td> <td>Birthday (Floating)</td> </tr> <tr> <td>Civic Day</td> <td></td> </tr> </table>	New Year's Day	Labour Day	Martin Luther King Jr. Day	Thanksgiving	Family Day (AB, BC, ON)	Remembrance Day (AB, BC)	Good Friday	Christmas Eve	Victoria Day	Christmas Day	National Holiday of Quebec (QC)	Boxing Day (ON)	Canada Day	Birthday (Floating)	Civic Day		<p>All regular full time team members are eligible as of their first day of employment; part time paid at 4 hours per holiday</p> <p>FT PT</p>
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<b>Bereavement Leave</b>	<p>Hagerty provides up to 24-40 hours of paid time off in the event of a death in the team member's extended or immediate family.</p>	<p>Available to all regular full time team members</p> <p>FT PT</p>																

## Work/Life Balance

		Eligibility
<b>Employee Assistance Program</b>	Online resources and confidential consultations to help manage life's challenges. Program includes up to five in-person counseling sessions with a licensed clinician, free legal and financial services, and wellness resources.	Eligible on the first day of employment FT PT I T
<b>Caregiver Time Off</b>	Caregiver time off is a paid time off benefit that allows for team members to care for family members; spouse, parents, children, stepparents, stepchildren or other close relatives. Regular full-time team members receive 40 hours and regular part-time team members receive 20 hours of Caregiver time off per calendar year.	Eligible to use after 30 days of employment FT PT
<b>Car Seat Program</b>	Hagerty provides new team member parents with a \$150 reimbursement towards a car seat. This is a taxed benefit.	Available to all regular full time team members FT

## Growth Mindset

<b>Hagerty U</b>	Our main learning platform which provides experiences, trainings and forums that cultivate individual and organizational learning. Team members can participate in over 60 different programs that support their development in role-specific skills, collector car knowledge, core business practices, insurance, leadership and personal well-being.	Eligible on the first day of employment FT PT I T
<b>Tuition Reimbursement Assistance</b>	Hagerty will reimburse an team member for up to \$1,500 of tuition expense per year. Classes must be pre-approved and the team member must earn a minimum of a 'B' for reimbursement. This is a taxed benefit and approved application is required.	First of the month following 30 days of full time employment FT
<b>Community Service Benefit</b>	Hagerty provides 16 hours of paid time off for full time team members—and 8 hours of paid time off for part time team members—per calendar year to provide community service to a not for profit organization.	All regular full time team members who have been employed for 30 days FT PT
<b>LinkedIn Learning</b>	LinkedIn Learning is an educational platform that helps you discover and develop a variety of skills through expert-led course videos. You will have access to extensive, personalized, bite-sized video-based learning 24/7 to support your personal and professional growth.	Eligible on the first day of employment FT PT I T

## Wellness

<b>Wellness Reimbursement</b>	Hagerty offers an annual reimbursement to team members for use on wellness programs, such as: gym memberships, at home workout equipment, in-person and virtual fitness classes, smoking cessation classes, weight watchers, etc. Reimbursement amount varies by hours worked. This is a taxed benefit.	Eligible on the first day of employment FT PT
<b>Event/Race Reimbursement</b>	Hagerty will reimburse the registration or entry fees each year for up to 3 races or fitness events in which an team member participates. This is a taxed benefit.	Eligible on the first day of employment FT PT

# Additional Benefits

## Overdrive

Our company recognition program, where managers and peers give points and shout-outs based on high performance in our core values. Points can be redeemed for gift cards, Hagerty swag and more. Redemptions are taxed.

Eligible on the first day of employment



## Referral Program

Hagerty is always looking for good people to join our talented team, and you can help. If you know someone who would be a good addition to Hagerty, you may be awarded a referral bonus of \$500.00 CAN if you refer a candidate and they are hired. Team members must refer candidates through the team member referral process in Workday. Please reference the Referral Program on Gearbox for further details.

Eligible on the first day of employment

