

# DLL Benefit Highlights 2024

1. Collaborative company culture with opportunities for growth
2. Flexible Hybrid Working Policy
3. Competitive benefit coverage with premiums paid for by DLL
4. Employee Incentive Programs
5. Employee Recognition Awards



## Financial

- Employer paid Defined Contribution Pension Plan with no required employee match
- Optional Retirement Savings Program
- 37.5 hour work week with overtime available for eligible positions
- \$1000 Employee Referral Program
- Tuition reimbursement and professional dues coverage



## Other perks

- Hybrid work options with flexible hours
- Opportunity to join Member-led committees (DEI, Health & Wellness, Social, Community)
- Tutoring support for children between ages 3-18
- Corporate fitness discount
- Access to learning & development platforms, manager development, LinkedIn Learning
- Rewards and recognition platform



## Wellbeing



### Health

- Short Term Disability & Long Term Disability Coverage
- Fitness Subsidy Program for annual gym/fitness memberships
- 24/7 Employee Assistance Program by phone, online, or mobile app



### Time off

- Competitive vacation packages starting at 3 weeks of vacation
- 9 Paid Time Off days per calendar year, plus 1 additional unpaid
- Two paid community service days annually



### Insurance

- Extended Health & Dental insurance
- Vision coverage
- Life Insurance & AD+D coverage
- Pharmaceutical prescriptions
- Paramedical services (Physiotherapy, Acupuncture, Massage Therapy, etc)
- Mental Health assistance