



EMPLOYEE BENEFITS PACKAGE

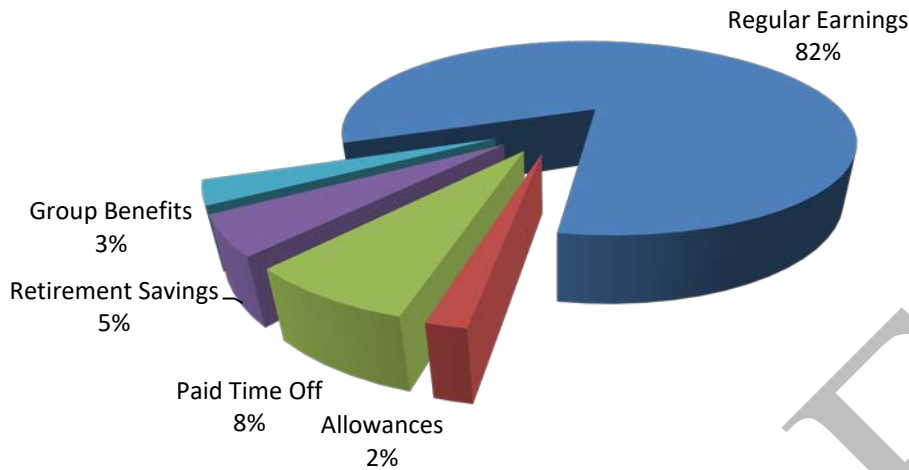
SIGA offers competitive wages and comprehensive benefits packages:

- Competitive wages
- Depending on which benefits plan you are eligible for, coverage could contain Life, Dependent Life, Accidental Death & Dismemberment, Long-Term Disability, Healthcare, Visioncare, and Dental Insurance
- Matching 6% Defined Contribution Pension Plan
- 3 -4 weeks of paid vacation per year for full time employees
- Paid sick leave (1 day per month)
- 5 personal days per year
- Treaty Day and Election leaves
- In addition to the 11 statutory holidays, SIGA provides 3 additional statutory holidays including Indian Government Day (April), National Aboriginal Day (June), and Provincial First Nations Unity Day (November).

Other Benefits:

- Cultural programs and services, including Cultural Diversity Days, elder referrals, and other cultural events.
- Regular performance reviews and merit based increases
- Academic and tuition support
- First Nations Savings Plan – Optional comparable benefit to CPP for First Nations employees
- Registered Retirement Savings Plan
- Tax Free Savings Account
- Employee Family Assistance Program
- Employee Purchase Program – Computer and Fitness equipment
- Bereavement Assistance
- Employee fitness and wellness opportunities - Discounted Gym Membership Program throughout Saskatchewan
- Leisure Opportunities.
- Family Days, and Employee/Children's Christmas Parties
- Various incentives and employee health programs i.e. Health fairs, free flu shots, etc.
- Long service awards at 5, 10, 15, and 20 years of employment
- Employee appreciation events
- Attendance Incentive Program
- Employee management committees
- Volunteer program
- Social committees

Sample Total Rewards Statement



PLEASE NOTE: This statement is provided for demonstration purposes, and is an example – not an offer or a guarantee.

SIGA Pays	Description	
REGULAR PAY: Sample annual pay rate.		
Regular earnings	\$32,000	
PAID TIME OFF: SIGA respects family and cultural commitments, with leave options that go beyond legislated requirements (for eligible employees).		
Paid Vacation	\$1,925	
Paid Sick Leave	\$800	
Treaty Day	\$125	
Personal Leave	\$500	
RETIREMENT SAVINGS: SIGA matches pension contributions of 6% of earnings (for eligible employees).		
SIGA Pension Plan	\$2,000	
GROUP BENEFITS: SIGA offers a core + flex benefits plan. SIGA pays 100% of health, dental and life insurance premiums for three of the four plan options available, and 40% of long term disability premiums (for eligible employees).		
Health	\$400	
Dental	\$250	
Life Insurance	\$275	
Accidental Death/Dismemberment	\$ 25	
Long Term Disability	\$300	
ALLOWANCES AND OTHER BENEFITS		
Gym/Fitness Reimbursement	\$100	Supporting wellness is important to SIGA. Stay healthy!
Christmas Gift	\$200	The Christmas Gift is subject to approval by the Board of Directors.
Attendance Incentive	\$350	The Attendance Incentive is based on each employee's unused sick leave and personal leave balance.
\$39,250	This reflects the approximate total compensation received in one year.	