

# BENEFIT OVERVIEW



# PARADIGM CONSULTING GROUP

# PARADIGM'S BENEFIT PROGRAM

Paradigm offers a unique set of monetary and non-monetary benefits, which reflects our commitment to our employees. We believe and support our employee's health and their wellness, both personally and professionally.

## VACATION

- Three weeks if less than 7 years industry experience
- Four weeks after 1 year with Paradigm and 7 years of industry experience, or four weeks with 10 years of industry experience
- Five weeks after 7 years with Paradigm
- Vacation is earned monthly and can be taken at any time

## ADDITIONAL

- **Profit Sharing:** potential to earn up to 10% on top of base salary
- **Floating Holiday:** after one year of service, employees receive an additional "floating" holiday each fiscal year

## UNIQUE

- **Sabbatical:** Paid 6-week sabbatical after 7 years with Paradigm
- **Home Office Equipment Purchase Loan:** Interest-free taxable benefit of 2 year loan, up to \$3000, to buy personal home office equipment
- **Training & Professional Development:** 100% of approved technical and professional education and required memberships

## CORE BENEFITS

- **Prescription Drug Coverage:** 100% for drugs that are covered
- **Dental:**
  - Basic Coverage (basic 100%, major 50%)
  - Orthodontic Coverage - 50% to lifetime maximum of \$1500
- **Health Services:** out of province, ambulance, chiropractor, etc.
- **Healthcare Spending Account:** \$500 for medical expenses not covered (i.e. eye care, laser surgery, contact, cosmetic dental, etc.)
- **Global Medical Assistance:** provides worldwide support for travelers in emergency medical situations.
- **Disability Insurance:** Short-term and Long-term disability plans
- **Life Insurance:** 2 times annual earnings, to a maximum of \$250,000. Basic Life Dependent Insurance coverage for spouse and children.
- **Accidental death & dismemberment:** An amount equal to basic life insurance.
- **RRSP Contributions:** 6% of salary, includes flexible payment options.
- **Employee Family Assistance Program:** Provides professional, confidential support services for you and your family.
- **Virtual Healthcare Service and Wellness Clinic:** An app through Canada Life that you can access 24/7 to speak about non-urgent medical care with healthcare professionals.
- **Group Critical Illness Insurance:** Financial support during your difficult time, of a tax-free, one-time payment of \$10,000 for you to use, however you need it, when diagnosed with a critical illness.
  
- **Core Benefits are covered for:**
  - Your partner
  - Dependents
    - up to age 22, if single & working less than 30 hrs/wk
    - up to age 25, if a fulltime student (> 15 hrs/wk)

## WHO WE ARE

Paradigm Consulting Group has been successfully providing information technology and business consulting services since 1990.

Paradigm's consulting practices are located throughout Western Canada: Regina, Winnipeg and Saskatoon.

Our customers span several industries, with particular expertise in: Insurance, Crown Corporations, Public Sector, Healthcare and Telecommunications.

## CONTACT US

**E-mail:** [Careers@ParadigmConsulting.com](mailto:Careers@ParadigmConsulting.com)

**Website:** [Careers.ParadigmConsulting.com](http://Careers.ParadigmConsulting.com)

1200-1881 Scarth St, Regina, SK, S4P 4K9 306-522-8588

700-177 Lombard Ave, Winnipeg, MB, R3B 0W5 204-946-5800

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