

Total Rewards Roadmap

Wherever you are on your life journey, the Total Rewards Roadmap can help guide you through the many benefits and programs EY offers to support you, and your family.





LiveWell – Building a Better You

Use this...	For this...	Access here
WANT TO BUILD MORE MOVEMENT INTO YOUR DAY?		
EY LiveWell	A one-stop shop for tools and resources to help with your physical, financial, emotional and social wellbeing.	EY LiveWell
Wellbeing benefit	We offer 75% of the cost up to \$1,000 for wellbeing equipment, memberships and more.	Wellbeing benefit
NEED MEDICAL SUPPORT AND UNDERSTANDING A DIAGNOSIS?		
Healthcare Online	Healthcare Online is here to support you and your family with primary care needs, including mental health resources, as a part of your health benefits.	<ul style="list-style-type: none"> ▸ Information ▸ Guide ▸ FAQ
Teladoc Medical Experts	Develop a better understanding of the health care system, and your and your dependents' health.	Teladoc Medical Experts
EY FlexBenefits	We give you and your dependents the flexibility to select the benefits that best suit your and your dependents' needs.	<ul style="list-style-type: none"> ▸ Access here ▸ Information (staff) ▸ Information (students) ▸ FAQ
Gender Affirmation Assistance	Effective 01 July 2023 under EY's FlexBenefits medical plan, Gender Affirmation assistance is offered at \$25,000 lifetime maximum for you and your eligible dependents.	Information
STRUGGLING WITH MENTAL HEALTH AND ADDICTION?		
Mental health benefit	We offer a \$5,000 annual maximum at 100% coverage for all EY staff and their eligible dependents covered under your medical plan.	Mental health benefit
Smoking Cessation	As part of your FlexBenefits plan, you are insured up to a \$350 lifetime limit for anti-smoking drugs.	Smoking Cessation
MindBeacon Cognitive Behavior Therapy	Relieve your stress and anxiety with an innovative digital Cognitive Behaviour Therapy solution.	MindBeacon Cognitive Behavior Therapy
EAP (by TELUS Health)	EAP by TELUS Health (formerly LifeWorks) provides short-term and confidential counselling for mental health services to EY employees and their family household.	EAP (by TELUS Health)
WONDERING HOW TO ASSIST A COLLEAGUE WHO MAY BE STRUGGLING WITH A PERSONAL MATTER		
Everyday Caring	Everyday Caring Guide helps you prepare for a conversation with a person you may be concerned about. Noticing when a person may be struggling with a problem is the first step to making a difference.	<ul style="list-style-type: none"> ▸ For you as in individual ▸ For you as a Leader
EAP (by TELUS Health)	This service provides confidential advice and guidance to help managers, supervisors and people leaders deal with sensitive employee and workplace situations.	EAP (by TELUS Health)
LifeSpeak	LifeSpeak hosts a library of videos, plans, podcasts and tools to improve overall health and help you have tough conversations.	LifeSpeak
WANT TO BOOST YOUR EMOTIONAL HEALTH AND RESILIENCE?		
EY LiveWell	A one-stop shop for tools and resources to help with your physical, financial, emotional and social wellbeing.	EY LiveWell

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LifeSpeak	This service will act as another resource to help you overcome hurdles, accomplish personal goals and manage day-to-day life at both work and home.	LifeSpeak
NEED SOME ADDITIONAL TIME OFF?		
Extended Vacation Program	To offer more flexibility in your schedule, this program allows you to purchase additional vacation days supplementing your paid vacation days, personal days and holidays.	Extended Vacation Program
Out-of-country coverage for personal travel	Partners and staff who are covered under the FlexBenefits plan are automatically covered with Manulife's Emergency Travel Assistance plan, insured up to a lifetime maximum of \$5 million.	Personal Travel
PLANNING FOR A NEW LITTLE ONE?		
Here Comes Baby Handbook	EY's new-parent handbook is filled with information that provides answers to some common questions regarding maternity and parental leaves.	Here Comes Baby Parent Handbook
EY Family Leave Top Up	The family leave top up supplements employment insurance (EI) or Québec Parental Insurance Program (QPIP) weekly maternity/parental/paternity benefits. Therefore, the combination of gross EI/QPIP benefits and top up equals 100% of your gross base salary for up to 17 weeks.	<ul style="list-style-type: none"> ▶ Family Leave Top Up ▶ FAQ
EY 4-weeks paid Family Leave	All new parents who are ineligible or not receiving EI/QPIP for maternity/parental/paternity leave and who are permanent full-time or part-time employees are eligible to receive up to four weeks of paid family leave.	<ul style="list-style-type: none"> ▶ 4-weeks paid Family Leave ▶ FAQ
Fertility Treatment and Drug coverage	Under EY's FlexBenefits medical and prescription drug plans, fertility treatment and drug coverage is offered at \$15,000 lifetime maximum each for you and your eligible dependents.	Information
Career & Family Transitions Coaching Program	This program helps our people navigate the critical transition of taking family leave and returning to work with confidence.	If you would like to enroll in the program, please email at talentdevelopmentcanada@ca.ey.com .
Adoption & Surrogacy Assistance	We offer adoption and surrogacy-related financial assistance for up to \$20,000.	Adoption & Surrogacy Assistance
Flexible Work Arrangement	While most of us work flexibly on a day-to-day basis, a number of our professionals benefit from establishing a formal flexible work arrangement (FWA). Apply for a reduced schedule, compressed workweek or telework.	Flexible Work Arrangement

Use this...	For this...	Access here
EAP (by TELUS Health)	Contact EAP by TELUS Health for confidential telephone or face-to-face assistance on parenting, work and family balance, youth issues and more.	EAP (by TELUS Health)
EY Family Network	Local networks of parents and other family caregivers provide real-life, real-time encouragement and solutions to help our people navigate job and family commitments.	EY Family Network

INTERESTED IN EXPANDING YOUR KNOWLEDGE?

EY Educational Assistance Program	Continuous education is very important in the achievement of individual aspirations. The intent of our policy is to encourage the pursuit of these goals by sharing in the cost of relevant courses.	Canadian Expense Policy
EY Badges	EY Badges help you develop future-focused skills and give you access to experiences that will shape your career.	EY Badges
LifeSpeak	LifeSpeak hosts a library of videos, plans, podcasts and tools to improve overall health and help with parenting.	LifeSpeak
EY Wellbeing Learning	This guide is a collection of EY learning resources that can help support your wellbeing journey both personally and with your broader team.	EY Wellbeing Learning

GET HELP WITH CAREGIVING

Backup Child & Elder Care	EY provides 100 hours per calendar year of subsidized backup child and elder care when there is a disruption in your regular provider.	Backup Child & Elder Care
EAP (by TELUS Health)	Contact EAP by TELUS Health (formerly LifeWorks) for child care and elder care referral services	EAP (by TELUS Health)

LOOKING FOR WAYS TO SAVE?

Pension	Employee contributions are fixed at 4% of their annual gross salary and EY contributes based on years of service.	Pension Plan Policy
Desjardins Group Savings Plan	Join EY's group RRSP, TFSA and/or non-registered savings plan administered by Desjardins to help you save through payroll deductions or lump-sum payments. You select the fund portfolio that matches your goals.	Desjardins Group Savings Plan
Desjardins Financial Planning	Desjardins offers financial planning at no cost to you through the EY group retirement savings plans.	E-mail PlanningDFS1@dfs.ca to book your virtual appointment.
The Personal Group Home & Auto Insurance	EY has made arrangements with The Personal to offer you preferred group home and auto insurance rates.	The Personal Group Home & Auto Insurance
EAP (by TELUS Health)	Contact TELUS Health (Formerly LifeWorks) for retirement and financial planning, budgeting, investing and debt management.	EAP (by TELUS Health)
WorkPerks	Visit WorkPerks to view over 1,000 discounted products for EY employees.	WorkPerks

WANT TO CONNECT WITH PEOPLE AT EY?

Recognition Award	Applause e-cards, bravo gift cards and ovation cash awards are just a few ways we acknowledge all that our people do, as individuals and as teams, to contribute to EY's success.	Recognition Award
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