



Benefits At a Glance

Benefit	Paid By	Richmond Full Time & Part Time Coworkers working at least 20 hrs/wk
Waiting Period		Full Time – 3 months Part Time – 12 months
Life Insurance	Company	2x annual salary reduce by 50% at age 65
Optional Life	Coworker	Coworker & Spouse - units of 10,000, max of 250,000 each
AD&D	Company	2x annual salary reduce by 50% at age 65
STD	Company	75% for 17 weeks to a maximum of \$450/week
LTD	Company	66 2/3 rd % of monthly salary
Health and Dental Deductible		Medical Single and Family \$25/year (Excl. Chronic and Rx) Dental - NIL
Prescription	Company	100% covered \$7.00 dispensing fee \$2000 annual max
Hospitalization	Company	100% coverage (semi-private)
Paramedical	Company	Coverage for Physiotherapists, Chiropractor, Naturopath, Osteopath, Podiatrist, Speech therapist and Psychologist Refer to benefit booklet for full details per practitioner
Health Care Maximum		\$100,000 lifetime maximum
Out of Country Coverage	Company	100% coverage for Out of Country Emergency Care
Dental	Company	Basic 100% Major 50% \$1500/year maximum (basic and major) Orthodontics 50% - max of \$1000 for dependents 18 and under
Preferred Vision Service (PVS)	Company	Up to 20% off eyewear from a PVS location www.pvs.ca
Registered Retirement Program (RSP)	Shared	Voluntary contributions can be made immediately If you make at least 1% contribution Ikea will contribute: 1% of your base pay after 36 months of employment. 2% of your base pay after 48 months and 3% after 60 months.
Education Assistance Program	Shared	75% reimbursement of approved courses
Staff Purchases		15% discount effective on hire
Uniforms	Company	Effective on hire date
Meal Subsidy	Shared	Effective on hire date
Shoe Allowance	Company	Up to \$100/year reimbursement after 3 month – where protective footwear is required

For further information please refer to the Benefit Handbook, Coworker Handbook, RSP Booklet or speak to a member of the Human Resources Team.