

At Intact, we have many things in common. We stay true to our values, we bring energy and passion to our work, and we want our customers to know that what matters to them, matters to us. We also want to build a leading Canadian company that values people as its biggest strength.

We recognize the difference employees make every day and the value it brings to our company and customers. To recognize the difference you make, we commit to never compromise on our values of integrity and respect, support you in your career and growth, surround you with inspiring teams, and offer a financial rewards program that recognizes your success. This is our employee promise; our commitment to you.

Our Promise is more than a statement. It is our commitment to our employees.

COMPANY, VALUES & PURPOSE

We won't compromise on our values of integrity and respect because they matter as much as results.

Our Purpose

We may have different jobs but we share the same goal. We are here to help people, businesses and society prosper in good times and be resilient in bad times.

Diversity and Inclusion

We value the diversity of our people and celebrate on Diversity Day and throughout the year. Courses and workshops also promote an inclusive, safe and respectful workplace.

Skills for Impact

Skills for Impact matches employees' professional skills with the Intact Foundation's charitable partners as part of their regular working hours.

Community Impact

Intact matches donations, rewards volunteer hours and encourages one business day a year for team volunteering.

INSPIRING TEAMS

We will make sure that you are surrounded by a strong team that will inspire you.

We strive to be a Best Employer

We strive to make Intact a great place to work; where employees are engaged, challenged and inspired to make a difference.

Recognition at Intact

We recognize and reward employees who live our values and go above and beyond. Service awards, day to day appreciation and annual team awards are other ways we recognize great work at Intact.

Employee Webcast

Employees post and vote on the questions that are most important to them. Senior Leaders answer those questions in a live webcast.

Employee Networks

Employees are supported and encouraged to join diverse networks which foster the development of leadership skills professionally and personally.

Social Committees

We sponsor and organize events such as picnics, holiday parties and family-friendly activities.

CAREER & GROWTH

We will support you to develop your skills and grow throughout your career.

Career Management Program

We provide in-person and virtual support to aid our employees in managing their career.

Professional Development Bonus

We reward the successful completion of selected designations and certificates.

Education Assistance Program

We support continuous skill development and reimburse 100% of approved job-related courses.

Campus

We provide an online platform with more than 100 in-class and virtual training courses.

Leadership Development

In-house programs and resources to encourage leadership skill development

**FINANCIAL
REWARDS**

We offer a comprehensive financial rewards program that recognizes your success.*

Compensation	Base Salary		Bonus	
	Salary is reviewed annually.		The Bonus Plan is tied directly to the company's national financial performance and either your overall performance (Performance Bonus) or a combination of regional, business unit and personal objectives (STIP). The bonus amount is calculated based on your bonus target and on your bonusable earnings.	
Savings	Pension	Employee Share Purchase Plan	Group RRSP	PC Purchase Plan
	3 Defined Benefit options and 1 Defined Contribution option to choose from.	50% match of the IFC net shares you purchase.	Voluntary account, possibility to deposit bonus.	\$3,500 interest-free loan every two years.
	Medical, Dental and Health Care Spending Account	Life and Disability Insurance	Employee and Family Assistance	Virtual Health Care
	5 medical and dental options plus access to a health care spending account.	Comprehensive life, Accidental Death & Dismemberment, Critical Illness, Short and Long Term Disability coverage.	24/7 access to confidential and professional counselling.	24/7 access to physicians, medical advice, prescriptions and more via a mobile app.
Time-Off	Vacation	Personal Days	Flex Days Off	Personal Leave of Absence
	At Hire: 3 weeks 7 years: 4 weeks 15 years: 5 weeks	Up to 2 personal days to use, available in select provinces.	You can purchase up to 5 extra days off per year.	You may be eligible to take an unpaid leave of up to 12 months
	Flexible Working Arrangements	New Parent Benefit	Wellness Spending Account	Dress for your Day
	Commute-free days, Work from home options, compressed schedule, flexible hours, and more.	18 weeks for birth mothers (2 at 100% and 16 at 75%), 6 weeks for other parents (75%).	\$350 provided by Intact and you can allocate extra Flex dollars.	You know best what you should wear to work each day.
Others	Discounts			
	Discounts on home and auto insurance as well as with our partners			

**Note: This document is a very high level summary only, please refer to the official documents for more details, including eligibility criteria.*