



# Canada Compensation & Benefits



At NOVA Chemicals, our team of high-performing professionals enjoys a **robust total compensation package** that includes competitive compensation, performance incentives, flexible benefits, and savings and profit sharing opportunities. We also offer a variety of lifestyle programs that promote health and wellness and allow employees to enjoy a work/life balance.

## Compensation

**BASE PAY** is the fixed amount of dollars paid throughout the year. Base pay may be adjusted due to market adjustments, movement through the range, promotion or progression to a different level of work.

**VARIABLE PAY PROGRAM** is based on the achievement of established objectives; thus delivering multiple levels of payout opportunities.

- **Incentive Compensation (IC)** is a variable pay program designed to provide the opportunity to earn awards based on achievement of results against predetermined individual or team-based objectives.
- **Profit Sharing** is the payment made to employees contingent on meeting or exceeding NOVA Chemicals' annual performance target.

## REWARDS & RECOGNITION

- **Applause** is a program designed to foster a high performance culture rich in recognition within NOVA Chemicals. Applause awards can be given throughout the year to recognize individual and team achievements.

## Benefits\*

*When it comes to benefits, each one of us has different needs and priorities. Our flexible benefit programs are designed to meet the diverse needs of our employees.*

### FLEXIBLE BENEFITS

- **Health and Dental Coverage**

NOVA Chemicals' Supplementary Health Care (SHC) Plan provides a company-paid core option and an Enhanced coverage option. Both options are intended to supplement your provincial health care. NOVA Chemicals also offers a company-paid core dental plan and two additional dental options. Employees have the option to choose the level of health and dental coverage that best meets their needs.



- **Life & Accident Insurances**

NOVA Chemicals provides certain levels of life insurance at no cost to the employee. Employees have the option to purchase supplemental life insurance at low group rates.

- **Total Comp Credits**

Total Comp Credits are notional dollars that employees receive from NOVA Chemicals to purchase Optional Benefits over and above Company paid core benefits. After an employee has purchased their optional benefits, any remaining Total Comp Credits can be received as additional taxable income or allocated to their Health Care Spending Account.

- **Health Care Spending Accounts (HCSA)**

A Health Care Spending Account is an individual account that reimburses you for health and dental expenses not otherwise covered by public or private insurance plans. Our HCSA is funded using Total Comp Credits – the same Total Comp Credits that NOVA Chemicals gives employees for the tax effective purchase of health, dental and other benefit options available to them through the flexible benefits plan.

### AUTOMATIC BENEFITS

- **Savings Plan**

Achieving long-term financial security is a matter of planning and investing. The Savings Plan allows you to save on a regular basis and share in the growth and success of the Corporation. The Plan provides a variety of investment options for your money.

- **Defined Contribution Pension Option**

The Defined Contribution pension option provides a way to accumulate money to provide a pension when you retire. NOVA Chemicals contributes a fixed percentage of pensionable earnings to your pension account. You can also make voluntary contributions to your pension account. Your account balance, that is, employer and voluntary contributions plus associated investment earnings, is used to provide income at retirement.

- **Disability Benefits**

Disability benefits provide a continuation of pay in the result of absences due to illness or injury. The Flexible Benefit Program includes short-term and long-term protection.

*\*Benefits may vary by location.*

## Lifestyle

NOVA Chemicals recognizes that all employees have interests and responsibilities outside of the workplace therefore we support and encourage our employees to balance their work and personal responsibilities through a variety of our lifestyle programs.

### VACATION

Vacation is intended to ensure employees have time away from the workplace each year to balance their personal and lifestyle needs with their business responsibilities. Employees are eligible for paid vacation time, pro-rated during their first year of employment. Vacation entitlement is accrued and computed on a calendar year basis (January 1 - December 31).



### HOLIDAYS

NOVA Chemicals celebrates 11 paid holidays per year. Holidays may vary by location.

### FLEX TIME

Flex Time allows employees to maintain a balance between work and personal life by supporting their needs to attend to personal commitments outside of the workplace. Employees earn 8 hours of flextime per month. Flextime may vary with some standard work schedules.

### ALTERNATIVE WORK ARRANGEMENTS (AWA)

Alternative work arrangements assist in increasing flexibility for our workforce allowing the leader and employee to customize the way they work to meet the specific needs of the job, the organization and the individual employee. Our AWA program is in place to support unique work arrangements that maximize both business and personal effectiveness. Some alternative work arrangements include variable work hours, modified workweeks, phased retirement, job sharing and telecommuting.

### SERVICE AWARD RECOGNITION PROGRAM

Our Service Award program recognizes employees at their service milestone, in increments of 5 years.

## **BALANCE**

NOVA Chemicals' BALANCE initiative is a healthy organization approach that enables employees and their families to take a greater role in managing personal health care decisions. We are proud to invest in our employees by offering a variety of incentives, tools and resources to assist in meeting the health goals for you and your family. Our BALANCE Program includes key elements such as:

- **Health & Fitness Subsidy** promotes and supports a healthy lifestyle for employees and their immediate family members through partial reimbursement of costs for a variety of health and fitness activities such as health club memberships, home fitness equipment, nutritional counseling and personal fitness trainers.
  
- **Health Risk Assessment (HRA)** – a confidential online questionnaire designed to make the employee aware of their current health status. The HRA provides a customized wellness report that summarizes your overall health, identifies health risks and suggests ways to make healthier choices.
  
- **Lifestyle Improvement Programs** – include:
  - nutritional counseling
  - weight management
  - work/life coaching

## **EMPLOYEE & FAMILY ASSISTANCE PROGRAM (EFAP)**

NOVA Chemicals' Employee & Family Assistance Program is a confidential, professional counseling service provided to employees and family members at no cost. The program is administered by an external provider and offers counseling services for personal well-being, relationship management, legal and financial clarity and work/life balance.

## **EMPLOYEE EDUCATION ASSISTANCE**

NOVA Chemicals' is committed to supporting employees in their endeavor to achieve their highest potential. NOVA Chemicals aids these efforts by providing financial assistance towards continuing education pursuits. This assistance enables employee growth that contributes to the company's overall business success.

## **HIGHER EDUCATION AWARD FOR DEPENDENTS**

The Higher Education Award program encourages dependent children of NOVA Chemicals' employees to further their education beyond the secondary school level by providing financial assistance to the employee for costs related to post-secondary school courses.

## **LEAVE OF ABSENCE**

Leave of absence grants time off to employees for life events such as maternity/paternity (including adoption), bereavement, and jury/witness duty. Employees are eligible to apply for personal unpaid leave of absence.

## RELOCATION ASSISTANCE

NOVA Chemicals supports and encourages the mobility and recruitment of its workforce through its relocation program. We recognize that relocation can be a significant change for an employee and their dependents therefore we strive to provide the right balance of support to assist the employee and their dependents. The program is designed to be flexible to address various business/employee needs and country-specific requirements.

## EMPLOYEE DISCOUNT AUTOMOTIVE PROGRAMS

Employees may qualify to receive automotive supplier discounts and enjoy special savings when purchasing an eligible new or unused vehicle.

## COMMUNITY & SOCIAL

- **United Way**

Our United Way campaign allows us to demonstrate the involvement, compassion and commitment to the communities we live and work in. NOVA Chemicals matches donations to individual communities and encourages the participation of employees for various United Way Campaign events.

- **Women In NOVA (WIN)** is a network committed to recognizing and valuing the contributions of women. WIN sponsors events and guest speakers to provide interesting and valuable information on such diverse topics as health & home related issues, diversity, career development and workplace equity.

- **Social Clubs** promote friendship and goodwill among employees through various social functions organized throughout the year. Discounts are offered to employees for social, athletic, cultural and recreational activities. Membership is voluntary and is open to all employees.

