



LOCH LOMOND VILLA, INC.

TOTAL REWARDS INVENTORY

****Some items are based on the specific bargaining groups and/or full-time vs part time****

Compensation	Benefits	Work-Life Effectiveness
<p>Base Wages</p> <ul style="list-style-type: none"> <input type="checkbox"/> Salary Pay <input type="checkbox"/> Hourly Pay <p>Premium Pay</p> <ul style="list-style-type: none"> <input type="checkbox"/> Shift Differential Pay <input type="checkbox"/> Weekend/Holiday Pay <p>Variable Pay</p> <ul style="list-style-type: none"> <input type="checkbox"/> Referral Bonus <input type="checkbox"/> Dry Cleaning Allowance <input type="checkbox"/> Retiring Allowance 	<p>Legally Required/Mandated</p> <ul style="list-style-type: none"> <input type="checkbox"/> Employment Insurance <input type="checkbox"/> Workers Compensation Insurance <p>Health & Welfare</p> <ul style="list-style-type: none"> <input type="checkbox"/> Medical Plan <input type="checkbox"/> Dental Plan <input type="checkbox"/> Vision Plan <input type="checkbox"/> Prescription Drug Plan <input type="checkbox"/> Life Insurance <input type="checkbox"/> Spouse/Dependent Life Insurance <p>Retirement</p> <ul style="list-style-type: none"> <input type="checkbox"/> Defined benefit Pension Plan <p>Pay for Time Not Worked</p> <ul style="list-style-type: none"> <input type="checkbox"/> Vacation <input type="checkbox"/> Holiday <input type="checkbox"/> Sick Leave <input type="checkbox"/> Bereavement Leave <p>Voluntary Benefits</p> <ul style="list-style-type: none"> <input type="checkbox"/> Free Parking on site <input type="checkbox"/> Lawton's Pharmacy discount <input type="checkbox"/> Perkopolis retail and shopping Perks program 	<p>Workplace Flexibility</p> <ul style="list-style-type: none"> <input type="checkbox"/> Reduced Work Schedule <p>Paid and Unpaid Time Off</p> <ul style="list-style-type: none"> <input type="checkbox"/> Maternity/Paternity Leave <input type="checkbox"/> Adoption Leave <input type="checkbox"/> Family Emergency Days <input type="checkbox"/> Paid Leave Bank <p>Health & Wellness</p> <ul style="list-style-type: none"> <input type="checkbox"/> Return to Work Modified Duty Program <input type="checkbox"/> Employee Assistance Program <input type="checkbox"/> Health & Wellness Team <input type="checkbox"/> Care for the Caregiver Team <input type="checkbox"/> On-Site Fitness Facilities <input type="checkbox"/> On-Site Massage Therapist <input type="checkbox"/> Stress Management Programs <input type="checkbox"/> Immunization Clinics <input type="checkbox"/> On-Site Seminars (well-being, parenting, etc.) <input type="checkbox"/> Health Coaching <input type="checkbox"/> Health Fairs (on site) <input type="checkbox"/> Corporate Social Responsibility Programs / Green Initiatives <input type="checkbox"/> Caregivers Corner Relaxation Room <input type="checkbox"/> Modern Infrastructure and equipment <p>Caring for Dependents</p> <ul style="list-style-type: none"> <input type="checkbox"/> Resources and Referrals (child care / elder care) <input type="checkbox"/> On-Site Child-Care <p>Culture Change Initiatives</p> <ul style="list-style-type: none"> <input type="checkbox"/> Planetree Person-Centered Certified <input type="checkbox"/> LGBTQ+ Initiatives <input type="checkbox"/> Accredited through Accreditation Canada <input type="checkbox"/> Team Effectiveness <input type="checkbox"/> Staff Satisfaction Survey

Recognition	Performance Management	Talent Development
<p>Recognition</p> <ul style="list-style-type: none"> <input type="checkbox"/> Length of Service Awards <input type="checkbox"/> Retirement Awards <input type="checkbox"/> Organization-wide Recognition Program <input type="checkbox"/> Appreciation Luncheons, events <input type="checkbox"/> Employee Suggestion Program <input type="checkbox"/> Token of Kindness Program 	<p>Performance</p> <ul style="list-style-type: none"> <input type="checkbox"/> Performance Meetings <input type="checkbox"/> Performance Reviews (People Review) <input type="checkbox"/> Performance Planning/Goal Setting Sessions <input type="checkbox"/> Improvement Coaching <input type="checkbox"/> Goal Development 	<p>Learning Opportunities</p> <ul style="list-style-type: none"> <input type="checkbox"/> Extensive Orientation Program <input type="checkbox"/> On-the job learning <input type="checkbox"/> Outside Seminars and Conferences <input type="checkbox"/> Classroom Learning, Virtual Learning, Webinars <input type="checkbox"/> Internal Professional Development Day <input type="checkbox"/> Self-Development Tools <p>Coaching/Mentoring</p> <ul style="list-style-type: none"> <input type="checkbox"/> Leadership Training <input type="checkbox"/> Exposure to Resident Experts <input type="checkbox"/> Formal or Informal Mentoring Program <p>Advancement Opportunities</p> <ul style="list-style-type: none"> <input type="checkbox"/> Internal Job Postings <input type="checkbox"/> Internships <input type="checkbox"/> Apprenticeships <input type="checkbox"/> Foundation Bursary <input type="checkbox"/> Succession Planning