

2 0 2 5

**The Dwyer Group Canada, Inc.**

# BENEFIT SUMMARY

---



Set out below is an overview of some of the key aspects of DGC group insured benefit plans as well as other perquisites offered by DGC to eligible employees. This overview is intended to summarize the key aspects of the applicable benefit plans and policies and does not purport to be a complete description of such plans and policies. For more information, contact the Benefits department at [benefits@nbly.com](mailto:benefits@nbly.com).

## ELIGIBILITY

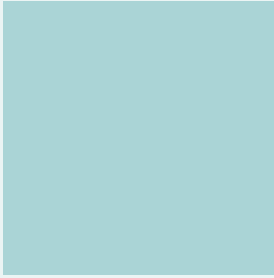
---

You are eligible for all plans if you are a regular full-time employee scheduled and working at least 30 hours per week; unless otherwise specified. Coverage begins on the first of the month after being employed by the Company for 30 days.

## MEDICAL ALLOWANCE

---

As a DGC group employee, you will receive a \$250 (CAD) allowance per pay period to be used for medical expenses/insurance of choice.



LIFE

AD&D

## LIFE AND AD&D INSURANCE

---

### Basic Life and AD&D

Neighbourly provides Basic Life and AD&D Insurance at no cost to you.

#### BASIC LIFE AND AD&D – EMPLOYEE COVERAGE

1x your basic annual earnings, to a maximum of \$300,000, with a minimum of \$25,000.

## CANADA SAVINGS BONUS PLAN

---

The Canada Savings Bonus Plan is designed to encourage associates to save money for a financially secure retirement by providing eligible associates with a yearly bonus payment as a reward for contributing to their personal Registered Retirement Savings Plan (RRSP). Associates are encouraged to use this annual bonus as further retirement savings.

Provided the eligibility criteria below are met, the Company will pay an annual bonus under this plan equal to 50% of the amount the associate contributes to their personal RRSP during the applicable contribution period for the applicable calendar year, to a maximum of 3% of the associate's eligible compensation for the applicable calendar year.

SAVINGS  
BONUS  
PLAN



# CANADA SAVINGS BONUS PLAN (CONT.)

---



For the purposes of this plan, eligible compensation means the gross amount of the associate's base salary, commissions, and bonuses (excluding any bonus payment under this plan) paid to the associate in the applicable calendar year. The applicable contribution period begins on January 1 of the applicable calendar year and ends on March 1 of the year following the applicable calendar year.

To be eligible for a bonus payment under this plan, the associate must:

- provide the Company with satisfactory proof of the amount the associate contributed to their personal RRSP during the applicable contribution period for the applicable calendar year by March 31 of the year following the applicable calendar year. What constitutes satisfactory proof is determined by the Company at its sole discretion and will generally include bank statements or letters from financial institutions confirming the amount the associate contributed to their personal RRSP during the relevant period.
- be employed by the Company on the date the applicable bonus is to be paid. Subject only to the minimum requirements of applicable employment standards legislation, an associate will not be considered to be employed if the associate has given or received notice of termination of employment for any reason, whether such termination is alleged to be lawful or unlawful. For greater certainty, an associate will not be eligible to receive a bonus payment if the date the applicable bonus would otherwise have been paid is after the completion of any applicable minimum statutory pay in lieu of notice period required by applicable employment standards legislation.

The Company will process the bonus payment through payroll, less applicable deductions and withholdings, and will not deposit the bonus payment directly into the associate's RRSP. This bonus payment will be subject to all applicable taxes and withholdings. Bonus payments will be paid with regular payroll within 30 days of the contribution deadline (i.e., by the end of April of the year following the applicable calendar year).

**For example:**

For the 2025 bonus, the Company will provide a bonus equal to a maximum of 3% of an associate's gross base salary, commissions, and bonuses (excluding bonuses paid under this plan) paid to the associate in 2025. An associate who is paid a total of \$100,000 in 2025 under these compensation headings collectively would be eligible for a maximum bonus of \$3,000, less applicable deductions and withholdings.

In order to receive the maximum bonus payment, the associate must: (1) provide the Company with proof by March 31, 2026 that the associate contributed at least \$6,000 to their personal RRSP between January 1, 2025 and March 1, 2026; and (2) the associate must be employed by the Company (or be in their minimum statutory pay in lieu of notice period under applicable employment standards legislation) on the date the bonus is paid, which will be between April 1, 2026 and April 30, 2026. The bonus will be paid to the associate through payroll, less applicable deductions and withholdings, during this period.

# SAVINGS

# VACATION

## VACATION

- All associates are entitled to annual vacation in accordance with the terms of their employment agreements and the DGC® vacation policy as amended from time to time.
- Annual vacation entitlements for new hires are pro-rated based on hire date (see Vacation Policy).

## Holidays

- All associates are entitled to statutory holidays in accordance with applicable employment standards legislation and the DGC® holiday policy as amended from time to time.
- The 2025 observance dates of the statutory holidays applicable to employees in British Columbia are as follows:

## 2025 British Columbia Holiday Schedule

HOLIDAY	2025 HOLIDAY OBSERVANCE DATE
New Year's Day	Wednesday, January 1
Family Day	Monday, February 17
Good Friday	Friday, April 18
Victoria Day	Monday, May 19
Canada Day	Tuesday, July 1
B.C. Day	Monday, August 4
Labour Day	Monday, September 1
National Day for Truth and Reconciliation	Tuesday, September 30
Thanksgiving Day	Monday, October 13
Remembrance Day	Tuesday, November 11
Christmas Day	Thursday, December 25

THIS BROCHURE CONTAINS A BRIEF SUMMARY OF THE VARIOUS BENEFIT PROGRAMS OFFERED BY NEIGHBOURLY. THIS SUMMARY IS DESIGNED TO HIGHLIGHT THE KEY FEATURES OF THESE PLANS. FOR DETAILED INFORMATION ABOUT EACH PLAN, PLEASE REFER TO THE SUMMARY PLAN DESCRIPTION. IN THE EVENT THAT THERE IS A DISCREPANCY BETWEEN THESE DOCUMENTS AND THE SUMMARY PLAN DESCRIPTION, THE SUMMARY PLAN DESCRIPTION WILL PREVAIL.