

ACCENTURE CANADA BENEFITS



YOUR LIVE WELL GUIDE

As of March 10, 2021

**accenture**

**IN THE
MOMENTS THAT
MATTER,
FOCUS ON WHAT
MATTERS MOST**





WHAT MATTERS MOST

We're in your corner with a suite of programs so you can rest easy and stay focused in the moments that matter. To learn more about these individual programs visit [GO.ACCENTURE.COM/CANADABENEFITS](https://go.accenture.com/canadabenefits)

FAMILY	EXTENDED HEALTH	TIME-AWAY	FINANCIAL + RETIREMENT (AND MORE)
Child & Family Care	Critical Illness Insurance	Bereavement Leave	Accidental Death & Dismemberment
Child Development Support	Dental Insurance	Compassionate Care/Family Medical Leave	Discounts
Elder Care	Extended Healthcare Insurance	Disability Leaves	Employee Share Purchase Program
Employee & Family Assistance Program (EFAP)	Global Medical Assistance	Holidays	Final Expense Insurance
Lactation Support	Health Care Savings Account	Jury Duty	Financial Planning & Advice
Pet Insurance	Hospital Cash	Other Provincial Leave	Life Insurance
	Prescription Drugs	Parental Leave	Retiree Insurance
	Vision	Reservist Leave	Retirement Program
	Wellness Program	Sick Leave	Voluntary Equity Investment Program
		Vacation	

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**Making Elections
Election Options
Additional Programs
Next Steps**

BENEFITS

ELECTION TO-DO LIST

1. WITHIN 2 WEEKS OF HIRE

Make sure you have received the enrolment email from the Accenture Benefits Centre. If not, contact the [Accenture Benefits Center](#).

2. WITHIN 31 DAYS RECEIPT OF ENROLMENT EMAIL

Make elections for *:

- Extended Health:
 - Core, Option 1, Option 2
- Dental: Option 1, Option 2
- Life Insurance
- Accidental Death & Dismemberment (AD&D)
- Long-Term Disability (LTD)
- Dependent Coverage

3. IMMEDIATELY AFTER ENROLMENT

Complete, sign and return the *Beneficiary Authorization* form as instructed on the form.

The elections you make will be retroactive to your eligibility date (usually your date of hire) and will be in effect throughout the calendar year, until December 31st.

If you don't elect coverage during your enrolment period, you will be assigned default coverage.

**If you do not make elections, you will waive some coverages. Default coverage doesn't include vision, dental or dependent coverage.*



BENEFITS

WHEN YOU CAN ENROL

WITHIN 31 DAYS

EXTENDED HEALTH

<https://livewellcanada.accenture.com>

- Core
- Option 1
- Option 2

DENTAL

- Option 1
- Option 2

ADDITIONAL INSURANCE OPTIONS

- Optional Life/Accidental Death & Dismemberment (AD&D)
- Dependent Life/Accidental Death & Dismemberment
- Long Term Disability

ANYTIME

RETIREMENT PLANS*

www.sunlife.ca/member

GRRSP

- Yes
- No

TFSA

- Yes
- No

**Please allow 2 weeks for your eligibility information to be sent to Sun Life. If you do not receive login instructions via home mail, call Sun Life Financial at +1 866 733 8612 to get started.*

VOLUNTARY BENEFITS

www.yourvoluntarybenefitsca.com

- Auto/Homeowners Insurance
- Critical Illness
- Final Expense
- Hospital Cash
- Pet Insurance

MAKING CHANGES TO YOUR BENEFITS

Outside of the new hire enrolment period, you **can only make changes to benefits during the following situations:**

ANNUAL ENROLMENT

- Once a year, every employee must re-enrol in benefits.
- Held in November each year.
- Changes made at Annual Enrolment **are effective the following January 1.**

LIFE EVENTS

- Life events are situations that can affect your coverage needs (marriage, birth, leaves, etc.). **You must make changes within 31 calendar days of the occurrence.**
- A full list of these events can be found on the Live Well at Accenture site.

Remember, you can update your beneficiaries at any time.

If you have questions about your benefits or personal situation, contact the Accenture Benefits Centre at 1.888.878.9638.

IMPORTANT!

**IF YOU DO NOT
MAKE ELECTIONS
YOU WILL WAIVE
SOME COVERAGES**

Default coverage does not include vision, dental or dependent coverage.



BEFORE MAKING BENEFITS ELECTIONS

CONTACT THE BENEFITS CENTRE

If you have additional questions about your benefits or your personal situation, please contact the Accenture Benefits Centre at 1.888.878.9638.

ELECTION OPTIONS

INVESTING IN YOU AND YOUR FAMILY'S FUTURE.

Benefits come in all shapes and sizes—from programs to protect your family to fitting your child with their first pair of glasses. Review your options. Make informed decisions.

WHO IS ELIGIBLE FOR COVERAGE

Permanent full time and part time employees who work 14 hours per week.

And, in general,

YOUR MARRIED SPOUSE

YOUR COMMON LAW SPOUSE

YOUR CHILDREN UNDER AGE 25*

For full eligibility requirements see the Green Shield Canada plan member booklet.

**age 26 in Quebec*

BENEFITS PLAN OPTIONS

Our flexible benefits plan offers you choice and control over your benefits options. This puts you in the driver's seat when it comes to selecting benefits that are right for you and your family.

CORE COVERAGE AND 2 LEVELS OF OPTIONAL COVERAGE:

- **Core coverage is automatically provided and includes basic coverage** for Extended Health, Life and AD&D Insurance and Long-Term Disability.
- **Option 1 & Option 2 allow you to increase your health coverage and optional Life and AD&D as well as Long-Term Disability** in the core plans. You can also add Dental and Dependent Life and AD&D coverage.

ALL HEALTH PLAN OPTIONS INCLUDE:

- **\$0 deductible** for extended healthcare.
- **\$5,000 out of pocket maximum** per individual for extended healthcare, **100% reimbursement thereafter.**
- **100% emergency out of country coverage.**

DID YOU KNOW...

You can mix and match your Extended Health and Dental between Core, Option 1 and Option 2.

EXTENDED HEALTHCARE OPTIONS

COVERAGE	CORE	OPTION 1	OPTIONS 2 (2 year lock-in)
Prescription Drugs	70% Generic 50% Brand	90% Generic 70% Brand	100% Generic 80% Brand
Semi-private Hospital	50% coverage	80% coverage	100% coverage
Vision Care	–	\$250 / 24 months eye glasses/contacts \$50 / 24 months eye exam	\$300/ 24 months eye glasses/contacts \$100 /24 months eye exam
Paramedical Services	50% coverage up to \$1,000/year	80% coverage up to \$1,500/year	90% coverage up to \$2,000/year

ALL OPTIONS INCLUDE:

- Online Digital Therapy Program, included in Paramedical Services maximum
- Out of Country coverage –100% Emergency Only
- Palliative Care
- No deductibles

DENTAL CARE OPTIONS

COVERAGE	OPTION 1	OPTIONS 2 (2 year lock-in)
Annual Maximum	\$2,000 calendar year combined	\$3,000 calendar year combined
Basic Services	100%	100%
Supplementary	70%	90%
Dentures	70%	90%
Major Restorative	50%	70%
Orthodontics	50% \$2000 lifetime maximum	70% \$3,000 lifetime maximum

NOTE:

There is no Core Coverage option for Dental care.

CO-ORDINATION OF BENEFITS

You can combine your Accenture Group Benefits Plan with your spouse's benefit plan to be eligible for up to 100% reimbursement.

EMPLOYEE

Green Shield is first payer for employee eligible expenses.

Any unpaid balance can be submitted to the spousal plan.

SPOUSE

Spousal benefit plan is first payer for spouse's eligible expenses.

Any unpaid balance can then be submitted to Green Shield.

DEPENDENT CHILD

The earliest birth date (regardless of the year) of the employee and spouse determines which plan pays first for these claims.

NOTE: *If your spouse/common-law spouse loses or gains coverage, your Co-ordination of Benefits (COB) must be updated within 31 days from the date of the coverage change. If you miss this 31-day window, your COB date will be the date you update your COB and not the retroactive date. This means your claims may not be processed and paid in full.*

EMERGENCY TRAVEL ASSISTANCE

International Business Travel & Medical Insurance Program

- Accenture employees are covered through the [Accenture International Business Travel & Medical Insurance program](#) when traveling outside their country of employment for business or training.
- The program includes travel and emergency medical assistance and insurance coverage.

International Travel Assistance benefit via Green Shield

- Covers an accidental injury or illness not previously diagnosed or treated in Canada
- Call Centre is available 24 hours a day, 7 days per week
- Emergency Medical Treatment -100%
- Out of Canada maximum - \$1,000,000 per lifetime



THE COST OF YOUR COVERAGE

Accenture gives you Flex Credits to use for your Extended Health and Dental coverage.

EXTENDED HEALTH CARE ANNUAL COST			
Level of Coverage	Employee	Employee +1	Employee +2 or more
Core	\$695.49	\$1,235.63	\$1,821.77
Option 1	\$783.12	\$1,420.69	\$2,077.77
Option 2	\$1,096.53	\$1,985.77	\$2,923.43

EXTENDED HEALTH CARE ANNUAL FLEX CREDITS (Full-Time Employees)			
Level of Coverage	Employee	Employee +1	Employee +2 or more
Core	\$745.37	\$1,353.38	\$1,975.98
Option 1	\$745.37	\$1,353.38	\$1,975.98
Option 2	\$745.37	\$1,353.38	\$1,975.98

EMPLOYEE DENTAL CARE ANNUAL COST			
Level of Coverage	Employee	Employee +1	Employee +2 or more
Option 1	\$734.73	\$1,322.51	\$1,983.78
Option 2	\$1,299.43	\$2,339.71	\$3,508.68

DENTAL CARE ANNUAL FLEX CREDITS			
Level of Coverage	Employee	Employee +1	Employee +2 or more
Opt-out	\$225.00	\$225.00	\$225.00
Option 1	\$683.70	\$1,231.38	\$1,846.20
Option 2	\$683.70	\$1,231.38	\$1,846.20

How your flexible benefits plan works:

- Choose the health and dental options that best meet your needs. Flex Credits are allocated based on the coverage level you elect.
- The online enrolment tool tallies together the number of health and dental Flex Credits you need to pay for your elections. If you don't have enough flex credits, you may change your elections or pay the difference via payroll deductions.
- Leftover Flex Credits are automatically deposited into your Health Care Spending Account.

SAMPLE *FLEX CREDIT CALCULATION*

Let's look at the costs for an employee who selects: **Option 1 - Health and Dental coverage for themselves and 1 dependent:**

1. Note coverage cost for **Option 1/Employee +1**: Extended Health Care **\$1,420.69** / Dental Care **\$1,322.51**

2. Add together the Flex Credits allocated for Extended Health Care (**\$1,353.38**) and Dental Care (**\$1,231.38**) to get your Total Flex Credits:

\$1,353.38 Extended Health Care Flex Credits
 \$1,231.38 Dental Care Flex Credits
\$2,584.76 total Flex Credits allocated to employee

3. First, subtract the **Extended Health Care cost** from the **Total Flex Credits**

\$2,584.76 Total Flex Credits
 \$1,420.69 Extended Health Care cost
\$1,164.07 Flex Credits left over and \$0 Extended Health Care cost to employee

4. Second, subtract **Dental Care cost** from the leftover Flex Credits

\$1,164.07 Left over Flex Credits after Health Care cost subtracted
 - \$1,322.51 Dental Care cost
- \$ 158.44 Dental Care cost owed by the employee annually

5. \$158.44 / 24 = **\$6.60 per payroll deduction for Dental Care**

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HEALTH CARE SPENDING ACCOUNT (HCSA)

Unused Flex Credits are deposited into your HCSA to be used for eligible medical and dental expenses. The HCSA uses an expanded definition of dependents for eligible expenses. You can use your HCSA funds for any family member who is considered a dependent according to the Income Tax Act.

TAX SAVINGS

The HCSA gives you a tax-effective way of paying for eligible medical and dental related expenses that are not covered by provincial health plans or by your regular benefits plan.

USE HCSA DOLLARS TO:

Top-up existing health or dental benefit maximums.

Pay for any medical expenses you incur that qualify as a medical expense tax credit under the Canadian Income Tax Act.

UNUSED BALANCES

Unused balances can be carried forward for one year. You forfeit any unused dollars in the HCSA that have been carried forward at the end of the second year.

- For example, if you have \$50 remaining in your HCSA at December 31, 2020, and do not incur any eligible expenses by December 31, 2021, you will forfeit that money carried forward in 2021 by January 1, 2022. These rules are consistent with guidelines provided by the Canada Revenue Agency.

QUESTIONS TO CONSIDER

1. Do I want extended healthcare coverage?

If so, which option may be right for my family and me?

2. Do I want dental coverage?

If so, which option may be right for my family and me?

3. Do I want vision coverage?

If so, be sure to elect Option 1 or Option 2 Extended Health.

4. Does your spouse have their own healthcare and dental?

If they do, consider coordinating benefits for yourself and your dependents to receive maximum reimbursement for health and dental expenses.

CORE LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

Life insurance pays out a lump-sum payment to your beneficiaries if you die while ensured.

Accidental Death & Dismemberment Insurance generally pays if you die in an accident or suffer a severe injury, such as a loss of a body part or the ability to hear, see or speak.

Employees automatically receive 1x their annual salary in Life and AD&D Insurance.

- Premiums are 100% employer paid, making it a taxable benefit for employees.

Leaders automatically receive 1.5 million in Life Insurance and 7 times annual salary in AD&D Insurance.

- Premiums are 100% employer paid, making it a taxable benefit for employees.

CORE DISABILITY INSURANCE

Short Term Disability* coverage protects your income for illness or injury lasting more than 5 consecutive business days but not longer than 6 months and is automatically provided by Accenture.

Employees and Leaders receive 66.67% to 100% of salary based on the years of continuous service with Accenture.

Long Term Disability (LTD)* insurance protects your income if you are unable to work due to an illness or injury exceeding 6 months.

Employees below leadership receive a core level of coverage from Accenture that replaces 50% of your regular monthly income, up to \$15,000 a month. You may purchase increased levels of coverage up to an additional 20% subject to the monthly maximum of \$15,000.

Leaders are automatically enrolled in LTD coverage is mandatory and is paid by the employee. The benefit level is 60% of your regular monthly income subject to a monthly maximum.

Evidence of insurability may be required.

**Temporary employees are not eligible for STD or LTD.*

ADDITIONAL INSURANCE PURCHASE OPTIONS*

DEFAULT

CORE LIFE AND AD&D

- **Employee:** Accenture provides you with Basic Life and Basic AD&D Insurance equal to your annual base salary (rounded up to the next \$1,000) at no cost to you.

- **Leadership:** Accenture provides you with Basic Life of \$1.5 million and Basic AD&D Insurance equal to seven times your base salary (rounded to the next \$1,000) at no cost to you.

Note: Employer-paid Life and AD&D insurance premiums are considered a taxable benefit to employees in all provinces.

ADDITIONAL PURCHASE OPTIONS

EMPLOYEE OPTIONAL LIFE AND AD&D

- **Life:** Units of \$10,000 up to a maximum of \$3,000,000 when combined with Basic Life
- **AD&D:** Units of \$10,000 up to a maximum of \$1,500,000 when combined with Basic AD&D

LEADERSHIP OPTIONAL LIFE AND AD&D

- **Life:** 1x - 9x annual salary up to a maximum of \$3,000,000 when combined with Basic Life
- **AD&D:** 1x - 3x up to \$3,000,000 when combined with Basic AD&D

DEPENDENT LIFE AND AD&D

- **Spouse options:** units of \$10,000 up to \$300,000
- **Children options:** units of \$5,000 up to \$20,000

**After the New Joiner period, changes can only be made during Annual Enrolment or a qualifying life event.*

*** Employee Optional Life is subject to evidence of insurability and approval by the carrier.*

QUESTIONS TO CONSIDER

1. Do I want additional Life and/or Accidental Death & Dismemberment (AD&D) Insurance?

If so, how much additional coverage do I need?

2. Does my spouse or child(ren) need Life and/or Accidental Death & Dismemberment (AD&D) Insurance?

If so, how much coverage do they need?

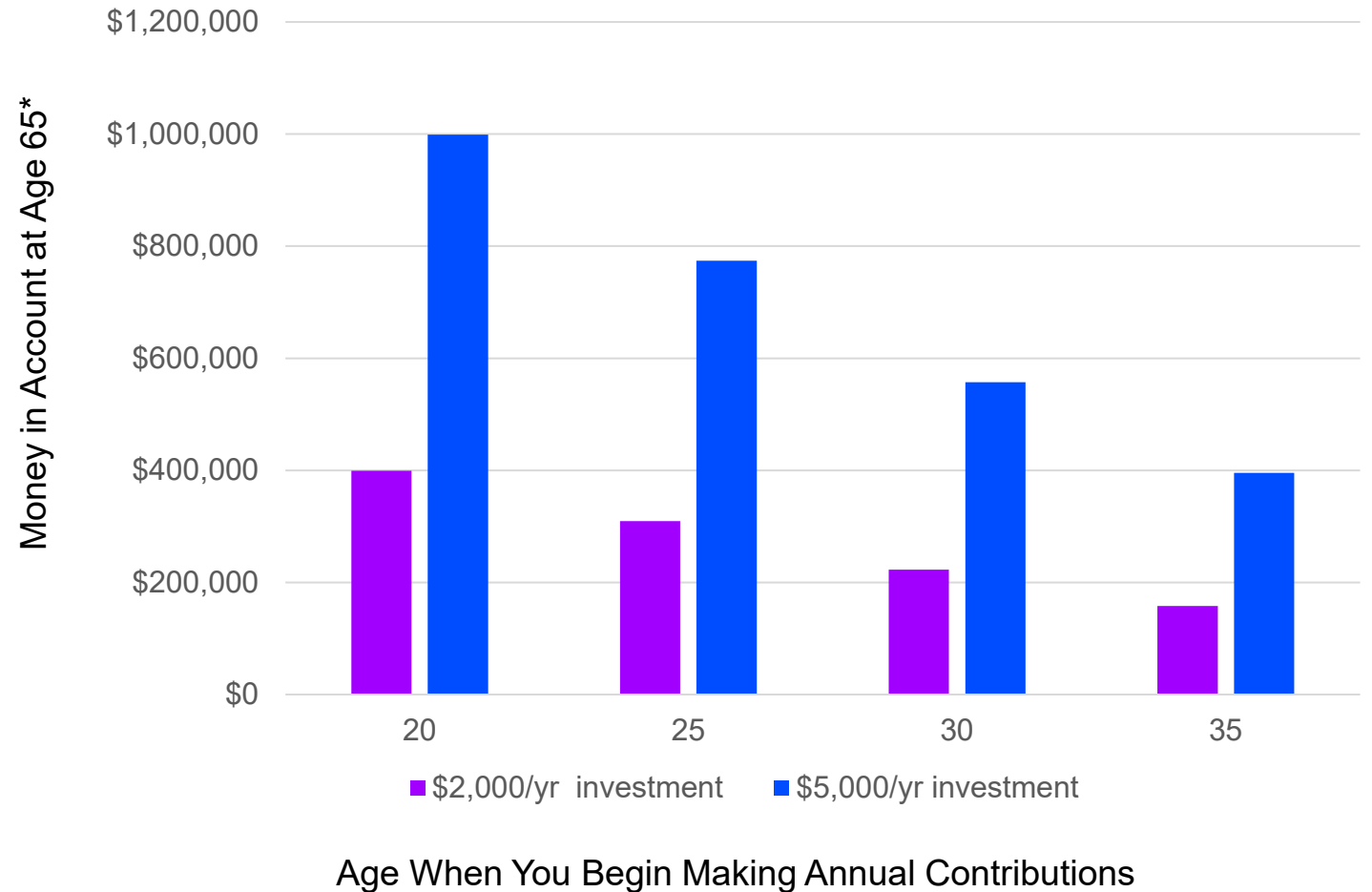
3. Do I want additional Long Term Disability Insurance?

If so, how much coverage do I want?

INVEST EARLY

RETIRE ON YOUR TERMS

Whether you want to retire in the mountains or at the beach, take small actions today to prepare for "someday."



**Assumes 6% return. Uses Excel Future Value Function.*

GROUP REGISTERED RETIREMENT SAVINGS PLAN (RRSP)

A RRSP is a savings and investing plan to help you prepare for future.

- This is a voluntary program that offers the convenience of payroll deduction and a reduction of taxes at the source.
- You are eligible to join at the time you are hired.
- Contributions can be allocated to your own RRSP account and/or a spousal account.
- Accenture contributions will begin on the earliest pay date that is administratively possible (generally within two pay periods following enrolment).
- Various investment options are available including Foreign Equity, Canadian Equity, Balanced Funds, Bond Funds, and Target Date Funds.

DEFERRED PROFIT SHARING PLAN (DPSP)

Accenture contributes to your DPSP each pay period. You can use these contributions, plus investment earnings, to purchase a monthly pension from a life insurance company at retirement.

- Your DPSP contribution is based on your contribution to the Group Registered Retirement Savings Plan (GRRSP).
- Accenture contributions will begin on the earliest pay date that is administratively possible (generally within two pay periods following enrolment).
 - The percentage of your matching contribution will depend on your career track.
- Funds are immediately vested.
- **Eligibility**
 - Full-time employees must have 12 months of continuous service.
 - Part-time employees must have 12 months of continuous service and earn at least 35% of the Year's Maximum Pensionable Earnings (YMPE) or complete 700 hours of employment in each of the two consecutive calendar years immediately before becoming covered under the plan.



TAX FREE SAVINGS ACCOUNT (TFSA)

You also have the option of electing a Tax Free Savings Account (TFSA) to help you save for your financial future.

- TFSAs offer flexibility by allowing you to withdraw funds at any time for any reason without a withholding tax, and investment returns in the TFSA are non-taxable.
- When funds are withdrawn, the permitted contribution amount is restored.
- You are eligible to join the TFSA upon hire.
- Various investment options are available including Foreign Equity, Canadian Equity, Balanced Funds, Bond Funds, and Target Date Funds.
- You must enrol in the program via the Sun Life Financial website: www.sunlife.ca/member.
- Your contributions will begin on the earliest pay date that is administratively possible (generally within two pay periods following enrolment).
- Accenture does not contribute to the TFSA.

FINANCIAL PLANNING & ADVICE

Through Sun Life Financial, Accenture offers an online advice tool and professional management service that can help you choose the right GRRSP/DPSP investments for you.

Visit www.sunlife.ca/member to learn more.

EMPLOYEE SHARE PURCHASE PROGRAM

Employees below Leadership may increase their stake in Accenture.

- Purchase Accenture shares at a 15% discount.
- Bi-annual dividends to individuals paid out by brokers.
- Maximum contribution is \$7,500 per enrolment period.
- Enrolment period from March 15 - April 15 or September 15 - October 15
- Visit [myHoldings website](#) for more information, plans and forms.

VOLUNTARY EQUITY INVESTMENT PROGRAM

Provides Accenture Leaders an opportunity to invest in and acquire Accenture plc shares on a monthly basis through payroll deductions.

- Purchase shares monthly at full price.
- Bi-annual dividends to individuals paid out by brokers.
- Purchase shares are matched at 1 RSU for each 2 shares purchased during and still held at the end of the one year offering period.
- RSUs are subject to a further two year vesting period.
- Enrolment period November 15 - December 15 for most leaders (new joiner leaders can also enrol May 15 - June 15*).
- Visit [myHoldings website](#) for more information, plans and forms.

QUESTIONS TO CONSIDER

1. Do I want to participate in the GRRSP?

If so, how much do I want to contribute per paycheck?

2. Do I need help deciding which investments are right for me?

If so, call Sun Life Financial customer care centre.

3. Do I want to participate in the Employee Share Purchase Program?

If so, when does the next enrolment period begin and what actions do I need to take?

4. If eligible, do I want to participate in the Voluntary Equity Investment Program?

If so, when does the next enrolment period begin and what actions do I need to take?

VOLUNTARY BENEFIT OPTIONS*

AUTO/HOMEOWNER INSURANCE

Get quotes and compare rates discounted specifically for Accenture employees on automobile and homeowners' insurance.

CRITICAL ILLNESS INSURANCE

Provides a lump sum payment if you or your eligible dependents are diagnosed with a covered condition.

DISCOUNT MALL

Perkopolis, your online discount mall, provides exclusive access to various discounted products and services including theatres, hotels, attractions, movies, shopping, travel and much more. You also have banking perks through the Bank of Montréal.

FINAL EXPENSE INSURANCE

Provides a benefit to your beneficiary following your death that can be used to cover final financial obligations.

HOSPITAL CASH

Helps with unanticipated expenses you may incur if you are hospitalized for accidents or sicknesses.

PET INSURANCE

Cover a multitude of medical problems and conditions related to accidents and illnesses. Coverage is available for dogs, cats, birds, and exotic pets.

**All Voluntary Benefits are paid directly to the vendor. Enrolment in these programs is through the Your Voluntary Benefits website, not the Live Well at Accenture site. It may take 2 to 4 weeks for the Your Voluntary Benefits website to receive your eligibility information.*

ADDITIONAL PROGRAMS

MORE OFFERINGS TO SUPPORT YOU AND YOUR FAMILY.

Whether it's getting help managing stress or taking time off to recharge, we offer a variety of programs to support your moments that matter.

WELLNESS PROGRAM

Accenture's wellness program helps you practice healthy habits and supports your physical and mental wellbeing.

- The [Virgin Pulse App](#) brings digital health to your fingertips and rewards you for the little things you do every day to improve your health. Track your individual health goals through personalized programs and resources and earn rewards for participation—up to \$200 per year!
- [MommaStrong](#) offers online fitness programs with the unique needs of mothers in mind. You'll learn why your body is doing what it does and get short workouts that will address specific problems you may encounter along the way.
- The [Desk Warriors Video Series](#) are 5 to 8-minute fitness breaks to improve strength and flexibility, increase energy, and improve your mindset, and help you stay present in the moment.
- [Fitness Club discounts](#) are offered via Perkopolis, a discount mall with negotiated specially for Accenture employees. Login to Perkopolis and click Shop, then Wellness, then Fitness Clubs.



MENTAL WELLBEING RESOURCES

Resource	Description	Advantages
Employee & Family Assistance Program (EFAP)	EFAP is a benefit paid for by Accenture to help you solve personal problems. EFAP is available 24/7/365 and is 100 percent confidential. You and each member of your household have 5 in-person/virtual visits with a therapist per issue.	Provides you and anyone in your household with confidential services to talk to a therapist about depression, anxiety, stress, substance abuse, family issues, or financial and legal issues.
Optum	Optum provides several of resources to boost your health & wellbeing, including free premium access to the Sanvello app – a therapy app that provides on-demand help for stress, anxiety, and depression.	Gives you access to read or listen to a podcast related to how to manage and get help for stress, anxiety, and depression.
Talkspace	Talkspace is an online therapy platform that makes it easy and convenient for you to connect with a licensed behavioral therapist from anywhere, at any Time with unlimited text, video, and voice messages to your dedicated therapist via web.	You don't need to make appointments or commute to see a therapist.
Stronger Minds Program By Beacon	Stronger Minds is a free digital program created to support our emotional well-being due to the COVID-19 crisis.	Gives you day-to-day guidance through short expert Q&A videos, quick reads and resilience-building activities.

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM

The Employee Assistance Program (EFAP) is a free and confidential service available 24/7/365 to help you and your family find the resources you need to solve personal problems including:

- Depression, anxiety and stress
- Substance abuse
- Problems or conflicts at work
- Parenting and family issues
- Financial or legal issues

2021 HOLIDAYS

DATE	HOLIDAY
January 1	New Year's Day
February 15	Family Day (Alberta , British Columbia, New Brunswick, Saskatchewan and Ontario ONLY) Heritage Day (Nova Scotia) Louis Riel Day (Manitoba)
April 2	Good Friday
May 24	Victoria Day
June 24	St. Jean Baptiste Day (Quebec ONLY)
July 1	Canada Day
August 2	Civic Holiday (Alberta, British Columbia, New Brunswick, Nova Scotia and Ontario ONLY) Saskatchewan Day (Saskatchewan ONLY)
August 5	Saskatchewan Day (Saskatchewan ONLY)
September 6	Labour Day

DATE	HOLIDAY
October 11	Thanksgiving Day
November 11	Remembrance Day (British Columbia, Alberta, New Brunswick, Manitoba, Nova Scotia and Saskatchewan ONLY)
December 27	Christmas Day*
December 28	Boxing Day*
December 29	Floater Day** (Ontario, Quebec and Manitoba ONLY)
December 30	Floater Day (Quebec ONLY)

*Christmas Day falls on a Saturday; holiday will be observed on Monday, December 27th. Boxing Day falls on a Sunday; holiday will be observed on Tuesday, December 28th.

**Floater Day not available for Utilities Operations employees hired prior to January 1, 2011. For eligible Utilities Operations employees, the floater day is not a set date and should be scheduled at a mutually agreeable time in the given fiscal year.



VACATION TIME

Accenture is committed to helping you achieve your work-life balance. Vacation time may be used throughout the calendar year. The number of paid-time off days is based on career level.

- Please review Policy 0066 for more information including the number of vacation days you are eligible to receive.
- Standard holidays, bereavement, reservist leave, jury duty, paid leaves and short-term disability are not deducted from your vacation time.



MATERNITY/ PARENTAL LEAVE

Accenture complies with maternity/parental leave provisions as per the applicable provincial employment standards.

- Two levels of income: Government E.I./QPIP Benefit and Accenture Maternity/Parental Sub (“top up”) Plan Benefit.
- Qualifying employees are eligible for 17 weeks of maternity/parental leave “top up” benefit when combined with E.I./QPIP.



QUESTIONS?

**CONTACT THE
ACCENTURE
BENEFITS
CENTRE AT
1.888.878.9638**

**READY TO
ENROL?**

**VISIT
LIVEWELLCANADA.
ACCENTURE.COM**

RESOURCES

Questions?

Contact the Accenture
Benefits Centre at
1.888.878.9638

General	Contact Information
Live Well at Accenture	https://livewellcanada.accenture.com 1.888.878.9638 Accenture Benefits Centre email: accenture.benefitsadmin@seb-admin.ca
PeopleLine (PTO, Equity)	1.800.432.2729
Voluntary Benefits	https://yourvoluntarybenefits.accenture.com 1.866.810.9384
Canada HR Benefits Mailbox	CanadaHRBenefits@accenture.com
Health, Dental & HCSA Claims Processing	
Green Shield Canada	https://onlineservices.greenshield.ca/Accenture 1.888.711.1119
Retirement	
Sun Life Financial	www.sunlife.ca/member 1.866.733.8612
Voluntary Benefits	
Your Voluntary Benefits	https://yourvoluntarybenefits.accenture.com 1.866.810.9384
Benefits Information	
Canada Benefits KX site	https://in.accenture.com/canada/canada-benefits/