

Total Rewards at AXIS: Canada

At AXIS, we recognize that in order to be an industry leader, we need the dedication and accomplishments of our people, which is why we offer an attractive Total Rewards program, and incentivize exceptional performance.

While specific benefit packages vary by location, the three elements of our Total Rewards program remain consistent across the organization. We offer our people **competitive compensation, comprehensive benefits and attractive work-life perks, and reward outstanding service.**



Competitive Compensation

- **Market-competitive salaries** and total compensation packages that align with a transparent pay-for-performance philosophy
- **Short-term annual incentive programs** (i.e. target cash bonus) linked to both company and individual performance
- For eligible employees, **long-term incentives** such as equity, linked to both company and individual performance



Comprehensive Benefits

- **Employer-funded premium extended medical coverage**, including prescriptions, dental and vision care
- Employer **Registered Retirement Savings Plan** contribution of 10%
- **Disability insurance** with salary continuation for long-term leaves
- **Employer-funded life insurance and AD&D** equal to 2x base salary
- **Employer-funded business travel accident insurance** equal to 5x base salary
- A variety of **popular ancillary benefits** including no-cost Employee Assistance Program, dependent and supplemental life insurance, and more



Work-life Perks

- **A minimum of 20 vacation days, plus 2 personal days, 1 floating holiday**, and a generous sick time policy
- **Flexible** work arrangements for eligible employees
- **“Dress for your day”** dress code policy
- **Financial assistance** for continuing education and professional designations
- **Generous charitable matching** program and volunteering events
- **Employee discounts**
- **Global recognition program** that celebrates employee accomplishments
- **Comprehensive career development tools**, including on-demand mobile courses, programming for early career talent, leadership training, and more
- Seasonal **social events**

