



2019 CANADIAN BENEFITS SUMMARY

Employees are eligible on the first day of employment.

(Employees must work a minimum of 20 Hours/week to be considered benefit eligible.)

Holidays: Ten (10) paid holidays per year.

Vacation: Three (3) weeks per year (120 hours/0-5 years of service). Accrues on a per pay period basis at 4.62 hours.

Retirement: ON Semiconductor offers a group Registered Retirement Savings Plan (RRSP). Employees who make regular payroll contributions of at least 4% of earnings are eligible for the ON Semiconductor matching contributions equal to 4% of earnings.

Health: Comprehensive healthcare benefits are available for the employee, spouse, domestic partner, and dependent children. Three plan choices are available:

- **Core Plan:** 90% coverage for generic drugs up to first \$1,500; 100% thereafter (\$9 dispensing fee), 100% hospital and 90% paramedical with a maximum of \$500 each, vision coverage of \$250. Dental care has 90% coverage for basic/preventive, 60% coverage for major restorative up to a combined \$2500 per calendar year and orthodontics at 50% coverage up to \$1500.
- **Lifestyle Plan:** 50% of the first \$1500 in drug claims and 100% thereafter, no dental/vision coverage. This plan includes a Health Care Spending Account (HCSA) worth \$1200 (annualized) for you and your family.

Disability/Life Insurance:

- **Short Term Disability (STD)** – STD is equal to 66.7% of your weekly earnings up to a maximum of \$600 per week. No waiting period for accident or hospitalization; 5 day waiting period for illness. Maximum benefit period of 17 weeks.
- **Long Term Disability (LTD)** - LTD is equal to 75% of your monthly earnings up to a maximum of \$10,000. Waiting period is 17 weeks.
- **Basic Life Coverage** - Basic Life Insurance coverage of 100% of your annual earnings up to a maximum of \$250,000
- **Accidental Death & Dismemberment (AD&D)** – AD&D coverage of 100% of your annual earnings to a maximum of \$250,000.