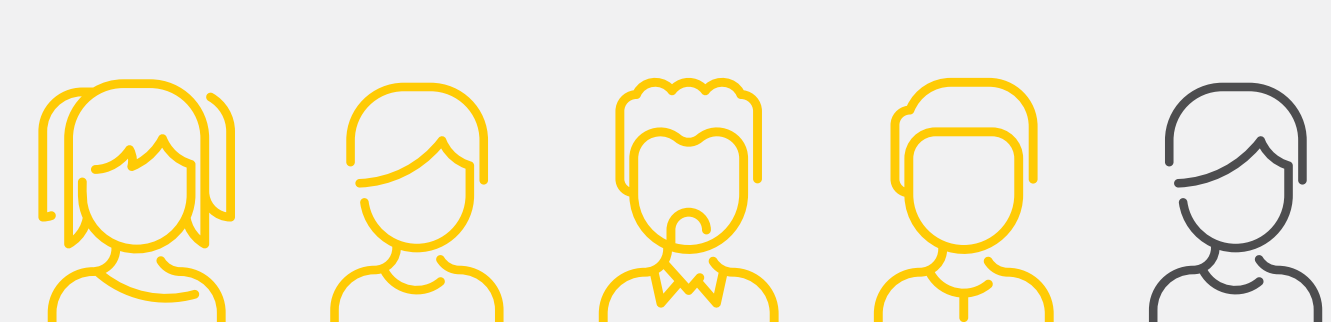


# WHY YOU SHOULD OFFER EMPLOYEE BENEFITS

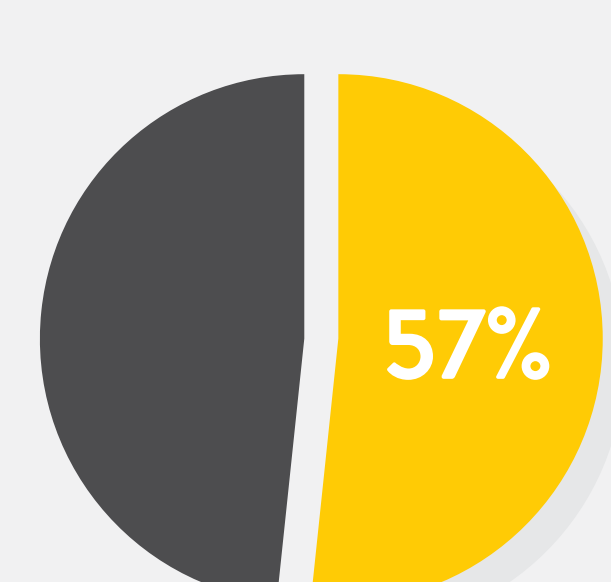


Next to salary, employee benefits are the most important tool in attracting and retaining staff.

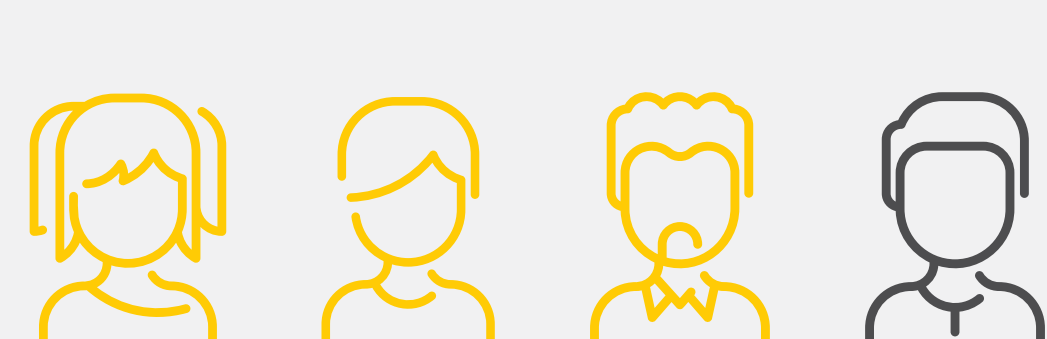
## HARD HITTING FACTS



**4 in 5** want benefits more than a pay raise.<sup>1</sup>



**57%** of employees said their benefits plan is more important than ever before.<sup>2</sup>

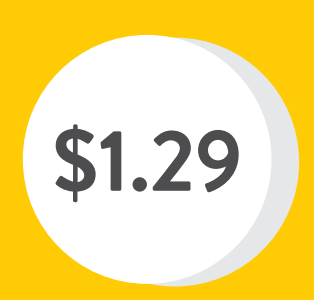


**3 out of 4** plan members (76%) agree that they would not move to a job that did not include a health benefit.<sup>3</sup>

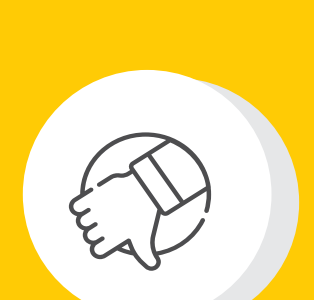
## GIVING EMPLOYEES A DOLLAR MORE AN HOUR:



Employees take home significantly less after federal and provincial deductions (only \$0.60 in some tax brackets).



That extra \$1.00 an hour will cost you about \$1.29 an hour after you pay the government.



There are no guarantees employees will save money for emergencies, leaving both them and you in a tight spot should the worst happen.



VS.

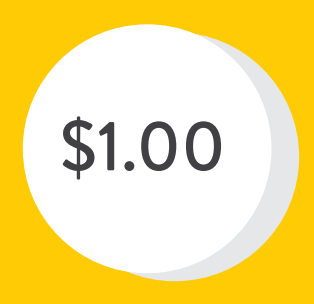
## GIVING EMPLOYEES BENEFITS COVERAGE:



Employees get ongoing support to stay physically and mentally healthy, plus protection when they need it most.



You'll be able to save your business money by deducting eligible expenses on your taxes.



It's simple math — \$1.00 paid in premium = \$1.00 worth of health benefits. Benefits received by employees are often tax-free.



## THE BENEFITS OF BENEFITS

1

**Protect Your People** — Benefits provide coverage for people who may unexpectedly face an emergency or critical illness.

**Promote Their Health** — Benefits promote or encourage an employee to maintain a state of health, wealth, and happiness.

2

3

**Attract and Retain Talent** — A group benefits plan protects employees and their families and is a direct way of showing you are an employer of choice — to the team you currently have, and to anyone considering working for you.

**Strengthen Your Business** — Access to benefits means employees lose less time to extended illnesses or health concerns, increasing efficiency, and driving a stronger business.

4

## REFERENCES

<sup>1</sup> 4 in 5 Employees Want Benefits or Perks More Than a Pay Raise; Glassdoor Employment Confidence Survey (Q3 2015) | <https://www.glassdoor.com/blog/ecs-q3-2015/>

<sup>2</sup> Employees will sacrifice a pay raise for better benefits | <https://www.benefitnews.com/news/employees-will-sacrifice-a-pay-raise-for-better-benefits>

<sup>3</sup> Sanofi Canada Health Care Survey 2019 | <https://www.sanofi.ca/-/media/Project/One-Sanofi-Web/Websites/North-America/Sanofi-CA/Home/en/About-us/The-Sanofi-Canada-Healthcare-Survey/sanofi-canada-healthcare-survey-2019-full-report.pdf?la=en&hash=9594CBE629770C135166181545B8871D>