

BENEFITS & SUPPORTIVE SERVICES



BENEFITS

Total Rewards is more than compensation and benefits. Total Rewards reflects our commitment to attracting, developing and rewarding our greatest strength—our people. Every day, you'll have what you need to excel and thrive personally and professionally.



At Mariposa, we offer a wide range of benefits, including market-leading health and retirement pension plans, generous tuition assistance, paid time off that includes holiday expeditions and vacations, and programs that support you and your immediate family as well as your extended family. If you're considering employment or a franchise business with Mariposa Painting & Decorating Canada, then please realize that we offer benefits and supportive services that far exceed most other companies.



YOUR BENEFITS

Helping our people to feel secure.

Mariposa's benefits are designed to help you excel and thrive. Our best-in-class benefits and programs set us apart from other companies and help you and your family to feel secure and live with peace of mind.

We're glad you're interested in joining our team!

We offer a wealth of benefits that can help you and your family live a great life. From fitness classes to quality health care coverage, flexible work arrangements and tuition assistance to family support programs and services, ways to save today and for the future. We welcome you to explore more about our benefits and rewards at: mariposacanada.ca

Incentive opportunity compensation.

Our incentive opportunity compensation arrangements are designed to consistently increase income. Our opportunities are about recognizing diligence' and contributions to our progress as a company; and enabling everyone to share in the overall success.

Let's Grow Together



OUR HEALTH AND WELL BEING BENEFITS

HEALTHCARE

Mariposa provides extensive healthcare and well-being benefits with a full range of supportive services to meet our peoples' unique needs and improve the quality of life for themselves and their family.



EXTENDED CARE

At Mariposa, we want to help our people in many ways so that they can receive the treatment they require to live a healthy lifestyle, which includes therapeutic and holistic care.

DENTAL AND MENTAL CARE

Full-time employees qualify for extended healthcare benefits that include both dental care and emotional well-being therapy.





RETIREMENT PENSIONS



ALTERNATIVE AND PRIVATE OPTION

Mariposa's pension fund.

We come to work each day to ensure our members have a bright tomorrow.

The strategy created for Mariposa's pension fund is managed by TD Canada Trust. Mariposa's pension fund provides long-term strategic direction and areas of focus, as well as set of specific priorities for the next seventeen years. The strategy places the pension fund on a path to make a sustainable, affordable and meaningful Plan, while managing challenges across the pension landscape. At Mariposa, we understand that we will continue to face headwinds, therefore, we need to make the right choices today to prepare us for the future. Some of these challenges include:

- Plan maturity
- Rapid disruption across industries
- Geopolitical instability
- Changing nature of work
- Longer life expectancy

Long-Term aspirations to 2040.

- A member-first service-oriented platform delivering exceptional value and service
 - A governance model that is effective and collaborative.
 - A world-class investment platform, highly focused on the right strategic markets and partners.
 - A disciplined, prudent and risk-conscious steward that meets the changing needs of stakeholders.
 - An industry-leading employer with an exceptional workplace environment.
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OUR SUPPORTIVE SERVICES



mariposa advantage

INSURANCE, FINANCIAL SERVICES AND INVESTMENTS.

Mariposa Advantage offers a variety of solutions for life insurance and household insurance coverage, along with beneficial financial services and investment options that can be tailored to accommodate specific needs.

mariposa mortgage

MORTGAGE AND FINANCIAL ASSISTANCE.

Mariposa offers a variety of solutions for mortgage affordability and additional financial assistance.



OUR OTHER BENEFITS



YOU'RE A PART OF AN AWESOME COMPANY

Fun Nation



**mariposa
shared value**

BENEFITS AND REWARDS.

Mariposa offers its employees and franchise business partners a variety of benefits and rewards that includes company expeditions, gatherings, festivities, and vacations, with additional support for the purchasing of automobiles, household decorum and essentials, and everyday needs with groceries and personal care items.

YOU ARE APPRECIATED AND VALUED

Mariposa extensively appreciates and values each and every member of the company.



For more information about Mariposa's many benefits and supportive services, please contact us at: info@mariposacanada.ca
