

BENEFITS ELIGIBILITY OVERVIEW

Tim Hortons



ALL REGULAR FULL-TIME U.S EMPLOYEES (working 30+ hours/week) | Eligible from date of hire



PART-TIME TEAM MEMBERS | Eligible upon meeting requirements below



DISABILITY BENEFITS | 90-day waiting period

Benefits	Team Member <1 Year	Team Member >1 Year + 30hrs per week	Shift Supervisors & Asst Managers	Restaurant General Manager
Medical & Pharmacy		✓	✓	✓
Ciga Global Telehealth	✓	✓	✓	✓
Teladoc Telehealth		✓	✓	✓
Dental Insurance		✓	✓	✓
Vision Insurance		✓	✓	✓
UVP Supplemental Vision Buy-up	✓	✓	✓	✓
Health Savings Account (HSA)		✓	✓	✓
Flexible Spending Accounts (FSA)		✓	✓	✓
Life & AD&D Insurance	✓	✓	✓	✓
Supplemental Life & AD&D			✓	✓
Disability Insurance				✓
Progyny		✓	✓	✓
InflectionIQ	✓	✓	✓	✓
Employee Assistance Program	✓	✓	✓	✓
Retirement Savings 401(k)	✓	✓	✓	✓
401(k) Employer Match		✓	✓	✓
Critical Illness	✓	✓	✓	✓
Accident Insurance	✓	✓	✓	✓
Hospital Indemnity Insurance	✓	✓	✓	✓
Identity Protection/Legal Plan	✓	✓	✓	✓
Pet Insurance	✓	✓	✓	✓
Travel Assistance Program	✓	✓	✓	✓
ClassPass	✓	✓	✓	✓
PerkSpot	✓	✓	✓	✓

*All benefits subject to eligibility requirements as defined by company policy

Questions? Speak with the Hiring Manager during your interview.