

# What's in it for you?

Numerous innovative policies and practices play a significant role in making GlaxoSmithKline (GSK) one of the best companies to work for in Canada. Below is a sampling of the types of programs and services that GSK offers to support our employees in managing life's demands.

#### OUR BENEFITS PLAN

Tailored to the unique needs of you and your family

#### OUR PENSION PLAN

Helping you build financial security for your future

#### OUR SAVINGS PLAN

Provides matching GSK contributions of 50% on the first 5% of eligible contributions

#### ORANGE DAYS

Giving employees a paid day to volunteer in their community

#### UP TO 5 ADDITIONAL DAYS

Per year of unpaid vacation available

#### LUNCH AND LEARN SESSIONS

To help employees manage life's challenges

#### CAREER DEVELOPMENT PLANNING

Giving each employee the opportunity to prepare a career development plan tailored to their unique career aspirations

#### COMPASSIONATE LEAVE PROGRAM

The first of its kind in Canada

#### EMPLOYEE RECOGNITION

Our web-based recognition program, allowing us to recognize and reward employees for performance, leadership and spirit

#### EXTERNAL TRAINING OPPORTUNITIES

Tailored to your business and development objectives

#### LEADERSHIP DEVELOPMENT PROGRAMS

Allowing current and future leaders to build and develop leadership skills

#### COMPUTER PURCHASE PROGRAM

Allows employees an interest-free loan for the purchase of computer equipment

#### SELF-MANAGED TIME

Allowing employees in eligible roles to work flexible hours and a compressed work week all year round

#### TUITION REIMBURSEMENT

Up to \$2,500 per year

#### RETIREMENT PLANNING & INVESTMENT EDUCATION SEMINARS

Designed to educate, inform and empower employees to take responsibility for their retirement planning

#### AN EMPLOYEE ASSISTANCE PROGRAM

(EAP) which offers special services for new families, eldercare services, individual resiliency assessments, nutrition counseling, smoking cessation and more

#### COMPREHENSIVE WELLNESS SERVICES

Including on-site massage services, fitness centre, quiet rooms and employee vaccination programs

#### MORE PROGRAMS AND SERVICES TO MAKE YOUR LIFE EASIER

- Business Casual Attire
- Recreation Programs
- Year-End Holiday Closure
- Progressive Vacation Entitlement
- Free parking at all GSK locations
- Employee Charitable Giving & Participation Program
- Fitness Centre/Fitness Subsidy
- Competitive Maternity/Paternity/Parental/Adoption Leaves
- Virtual Company Store
- Subsidized Cafeterias/ Take home dinner program

GSK is proud to promote an open culture, encouraging people to be themselves and giving their ideas a chance to flourish. GSK is an equal opportunity employer.



*Together we can make life better.*