

Your Total Compensation

As an employee of InterDigital Canada Ltee, you receive more than your direct compensation. The company also makes significant contributions to your financial security and health/welfare in the form of your “indirect” compensation, or benefits package.

Your total compensation/benefits at InterDigital includes:

- **Compensation**
 - Competitive Base Salary
 - Retention and Performance Based Short and Long Term Incentive Opportunities
- **Benefit Plan**
 - Medical Plan
 - Dental Plan
 - Basic Group Life & Accidental Death and Dismemberment Insurance
 - Short Term Disability Plan
 - Long Term Disability Plan
 - Employee Assistance Program/LifeWorks® (EAP)
- **Retirement (RRSP)**
 - Registered Retirement Savings Plan
- **Work/Life**
 - Paid Vacation
 - Company Holidays
 - Tuition Reimbursement
 - Travel Assistance
 - Wellness Program

Your Health & Welfare Benefits

It is important to understand the benefits portion of your total compensation package so you can use it to the fullest extent. This overview highlights just the key features of the benefits program. If you have questions about your benefits, you may also contact your Human Resources representative.

Healthcare Benefit Plan

Payment for your benefit selections comes from two sources – the company and you. The costs you’ll see when you enroll reflect your personal cost after the company subsidy has been applied.

Eligibility

Employees are eligible to participate upon hire (Day 1), pending insurance provider verification of insurability where applicable. Eligible employees must be a resident of Canada and be scheduled to work at least 24 hours per week. A spouse who is a non-resident of Canada will not be eligible for benefits under the plan.

There is no waiting period for benefits. Your participation may begin on your first day of employment. However, it is imperative that the enrollment forms be filled out and returned within the **first 30 days** of employment.

In addition to your personal coverage, you may also elect medical and/or dental coverage for your spouse or qualified domestic partner. You may also cover your unmarried children or the unmarried children of your domestic partner until their 21st birthday or until their 26th birthday if they are a full time student attending an educational institution recognized under the Income Tax Act.

Basic Group Life and Accidental Death and Dismemberment

The Company automatically provides you with Basic Group Life insurance equal to one and one-half your annual salary up to a maximum of \$300,000. Proof of good health is required for coverage in excess of \$150,000. If your death is the result of an accident, your beneficiary will also receive an accidental death benefit equal to your total Group Life Insurance benefit. This plan also includes dismemberment benefits for certain accidental injuries such as loss of a limb or loss of eyesight.

Short Term Disability Plan

The Company automatically provides Short Term Disability (STD) coverage. If you are approved for a STD claim, payments will begin with the eighth day of disability. For the first 17 weeks you are paid 75% of your weekly base salary to a maximum of \$1500.

Long Term Disability Plan

The Company automatically provides you with Long Term Disability (LTD) coverage equal to 75% of your monthly base salary to a maximum of \$5000. If you are approved for an LTD claim, payments will begin the 18th week of disability.

** This is a summary of benefits only. The company reserves the right to change the level of benefits at any time. An employee’s specific rights to benefits under insured benefit plans is governed solely by InterDigital Canada Ltee agreements with the benefit plan provider.*

Extended Health Care Plan (Cost shared by Employer & Employee)

Eligible Employees

Provider	Great West Life
Benefit year equals	January to December
Deductible	Individual - \$25 per benefit year Family - \$50 per benefit year
Reimbursement level	
In-province hospital	100% - for hospital care in the province where you live
Prescription drugs	90% - reimbursement plan
Out-of-province expenses	Emergency services – 100% after deductible, up to a lifetime maximum of \$1,000,000 per person or, if lower, any other applicable lifetime maximum Referred services – 80% after deductible
Medical services and equipment	90% after deductible Private duty nurse – maximum \$25,000 over 3 consecutive benefit years Hearing aids – maximum \$500 over 5 benefit years
Paramedical services	90% after deductible- maximum of \$500 per benefit year for each specialty
Contact lenses or eyeglasses	100% - maximum of \$250 in any 12 month period for a person under age of 18 or in any 24 month period for any other person
Lifetime maximum	Unlimited
Emergency Travel Assistance	60 day travel limitation
Termination age	when you retire or reach 70, whichever is earlier

Dental Plan (Cost shared by Employer & Employee)

Eligible Employees

Provider	Great West Life
Benefit year equals	January to December
Plan design	Multident
Recall frequency	5 months
Deductible	None
Reimbursement level	
Preventive procedures	100%
Basic procedures	100%
Major procedures	50%
Orthodontic procedures	50%, for children under 19 only
Benefit year maximum	Preventive, Basic and Major procedures - \$2,500 per person
Lifetime maximum	Orthodontic procedures - \$2,000 per person
Fee guide	the current fee guide for general practitioners in the employee's province of residence
Termination age	when you retire or reach 70, whichever is earlier

Your Retirement Benefits

Savings Plan - RRSP

All full-time and part-time employees over the age of eighteen will be eligible to participate in our Registered Retirement Savings Plan (RRSP) beginning on the first of the month following 30 days of employment. This provides you with a convenient and tax-effective method to save part of your income for retirement. A wide range of investment funds are available.

You may contribute a percentage of your eligible earnings on a pre-tax basis, up to an annual dollar limit set by the Government. InterDigital matches 50% of the first 6% that you contribute to the plan through a cash contribution.

The employer match portion of your RRSP Savings Plan is 33% vested after the first year, 66% vested after the second year, and 100% vested after three vesting years of service.

Co-ops employed as part of an academic course of study are eligible to participate in this benefit. The Human Resources will provide further details upon hire.

Your Other Benefits

The Company offers a number of work/life and family related benefits at no cost to you, including maternity or paternity leave, Company paid holidays and more...

Vacation

Paid vacation is accrued each pay period beginning on the date of hire. Accrual rates begin at 18 days of vacation per calendar year which can be used at your discretion (vacation time or sick/personal time). The accrual increases with tenure beginning at the fourth anniversary to a maximum of 28 days. Part-time employees accrue vacation at a reduced rate.

Tuition Reimbursement

The Company offers reimbursement for certain college/university level courses after six months of service. Please refer to the Tuition Reimbursement Policy for specific details.

Travel Assistance

The Company provides 24 hour emergency assistance to employees when traveling for business in a foreign land or anywhere in the United States (more than 100 miles from home).

Wellness Program

The Company offers all employees a Wellness Program, to assist in improving the quality of life for the employee. Through the Wellness Program employees can earn points, to receive a medical co-pay holiday at year end.

Employee Assistance Program/LifeWorks®

You are automatically eligible to take advantage of the services offered through Ceridian's LifeWorks® Employee Assistance Program (EAP) at no cost to you. The EAP offers comprehensive work and life services, including referrals for assistance with personal problems and helpful information for managing your daily life.

Benefits at a Glance...

	When you become eligible	Cost	Key Facts
Health Benefits			
Basic Group Life and AD&D Insurance	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Automatic coverage of 1 1/2 times your eligible earnings. Max \$300,000
Short Term Disability	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Provides up to 17 weeks of income protection. Total potential benefit of 75% of your weekly salary
Long Term Disability	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Provides income protection in the event your disability lasts longer than 17 weeks. Total potential benefit of 75% of your monthly salary to a maximum of \$5,000.
Extended Health Care Plan	FT/PT Employees: First day of hire	Employee shares cost with InterDigital	Refer to Extended Health Care Plan Section
Dental Plan	FT/PT Employees: First day of hire	Employee shares cost with InterDigital	Refer to Dental Plan Section
Employee Assistance Program	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Provides a wide range of work and life services, including referrals for assistance with personal problems
Retirement			
Registered Retirement Savings Plan (RRSP)	FT/PT Employees: First of month following 30 days of employment (co-ops not eligible)	You may contribute a percentage of eligible earnings on a pre-tax basis up to the government limit.	InterDigital matches 50% on the first 6% in cash that you contribute to the plan. There is a 3 year vesting on the employer match contribution.
Other			
Holidays and Vacation Time Off	FT/PT Employees: Accrual begins on first day of hire	Full cost paid by InterDigital	Accrues based on number of years with the company. Includes managed time and a minimum of 10 paid holidays.
Work/Life	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Includes family related benefits and services.
Travel Assistance	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Travel Assistance through Med-Passport
Tuition Reimbursement	Full Time Employees: After 180 days of employment	Reimbursement cost determined by grade achieved	Refer to Tuition Reimbursement Policy for details.
Wellness Program	FT/PT Employees: First day of hire	Full cost paid by InterDigital	Program to improve the quality of life for employees and their family members.

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