



Introducing the J.E. Agnew Food Services Ltd. Benefit Program

This is a voluntary contribution by **J.E. Agnew Food Services Ltd.** Our intent is to implement a program that will provide each employee with the benefit most suited for your individual needs. Ongoing profitability of our company is critical to the continued operation and potential enhancements to this program. We all have a role to play.

The program will be reviewed and evaluated every year.

We encourage every employee to take full advantage of this benefit and participate in the plan.

Employees may choose one of the following options:

- 1. Subsidized Medical & Dental Benefits**
- 2. Registered Retirement Savings Program**
- 3. Scholarship Fund**

Acceptance into the "Team Tim Hortons" benefit program will commence on an employee's six-month anniversary of continued employment with Agnew Foods. Acceptance into some of these options might be contingent on hours worked. Employees already beyond their six-month anniversary of employment with **J.E. Agnew Food Services Ltd.** will be eligible to begin the benefit program January 1, 2003 and will be compensated at the 1 year level in January of 2004.

Please review the following pages, which explain each benefit option.



J.E. Agnew Food Services Ltd. Benefit Program

OPTION 1

Subsidized Medical & Dental Benefits

J.E. Agnew Food Services Ltd. is offering to contribute to a subsidized Medical & Dental benefit program based on years of continuous service. Employees will be eligible for this benefit after 6 months of continuous full-time or part-time employment with **J.E. Agnew Food Services Ltd.** This benefit is only available to employees who work more than 20 hours per week. Our existing benefit provider is the Mitchell Group, providing coverage through Standard Life for the majority of Tim Horton franchises across Canada. The plan includes 80 % coverage of all drug & dental expenses, life insurance, etc. Employees will have their Medical and Dental Benefit subsidized based on their years of service as follows:

Yrs of service from

01/01/2003	<u>6 months</u>	<u>1 year</u>	<u>2 years</u>	<u>3 years</u>	<u>4 years</u>	<u>5 years +</u>
JEA/Employee Split	50/50	50/50	60/40	70/30	80/20	100/00

OPTION 2

Registered Retirement Savings Program

J.E. Agnew Food Services Ltd. is offering to contribute to an RRSP benefit program based on years of continuous service. An employee will be eligible for this benefit after 6 months of continuous full-time or part-time employment with **J.E. Agnew Food Services Ltd.**

Contributions made by **J.E. Agnew Food Services Ltd.** will be deposited into a restricted access account belonging to the employee. These contributions cannot be withdrawn without the written permission of the Employer while an employee of **J.E. Agnew Food Services Ltd.** or its affiliates. Should an employee leave the employ of **J.E. Agnew Food Services Ltd.** or its affiliates, all contributions made by **J.E. Agnew Food Services Ltd.** will belong to the employee. You must be employed for the full calendar year in order to receive the RRSP contribution.



J.E. Agnew Food Services Ltd. Benefit Program

J.E. Agnew Food Services Ltd. reserves the right to select the Group RRSP provider. At this point in time, the company has opted to go with the TD Future Builder Group Savings Plan. It is the responsibility of the employee to attend a TD Canada Trust branch to open a TD Future Builder Restricted Access RRSP Account. Employees will have the ability to select an investment portfolio based on individual needs. Employees are responsible to ensure annual RRSP contribution limits are not exceeded as a result of any contributions made on their behalf by **J.E. Agnew Food Services Ltd.**

J.E. Agnew Food Service Ltd. contributions to the RRSP plan will be based on the following:

Yrs of service from 01/01/2003	<u>1 year</u>	<u>2 years</u>	<u>3 years</u>	<u>4 years</u>	<u>5 years +</u>
work > 20 hours/week	\$300.00	\$350.00	\$400.00	\$450.00	\$500.00
work < 20 hours/week	\$150.00	\$175.00	\$200.00	\$225.00	\$250.00

OPTION 3

Scholarship Fund

J.E. Agnew Food Services Ltd. is offering to contribute to a scholarship benefit program based on years of continuous service. This is designed for employees who are currently enrolled in a full-time education program. An employee will be eligible for this benefit after 6 months of continuous full-time or part-time employment with **J.E. Agnew Food Services Ltd.**

This program replaces the scholarship program introduced in 2001. Participating employees will receive a scholarship in January of the following year as set out below provided you remain in school. You must be employed for the full year in order to receive the scholarship.

Yrs of service from 01/01/2003	<u>1 year</u>	<u>2 years</u>	<u>3 years</u>	<u>4 years</u>	<u>5 years +</u>
work > 20 hours/week	\$300.00	\$350.00	\$400.00	\$450.00	\$500.00
work < 20 hours/week	\$150.00	\$175.00	\$200.00	\$225.00	\$250.00



J.E. Agnew Food Services Ltd. Benefit Program Acknowledgement Form

It is the responsibility of the employee to complete this form and return to their Manager. All questions may be directed to Andrea Payne or Angela Livie at the office (634-9400). Andrea and Angela would be pleased to provide you with any additional information needed in order to make a selection.

I understand that once I make my selection, I will not be able to change it for one calendar year. Changes will only be permitted prior to the start of a new year.

At this point in time I would like to select the following benefit (please circle one):

Subsidized Medical & Dental Benefits

This plan includes 80% coverage of all drug and dental expenses.

Registered Retirement Savings Program

J.E Agnew Foods Ltd. will make annual contributions based on years of service. Employees are not obligated to make any contributions into their RRSP account.

Scholarship Fund

J.E Agnew will contribute to a scholarship benefit for full-time education.

I accept the terms of the Team Tim Hortons Benefit Program and understand that this is a benefit of active employment with J.E. Agnew Food Services Ltd.

I must be an active employee throughout the calendar year in order to receive the designated benefit.

Employee name

Employee signature

Date

For Office use only:

Store Number _____