



# YOUR CAREER WITH THE BOLT SUPPLY FAMILY...



Our past is full of historical achievements – but our future is going to create many more. We're looking for people who'll help make our next milestones just as historical as our first years.

## Benefits

The Bolt Supply House offers a total value benefits package to all permanent employees plus their eligible dependents and partners.



**Health Benefits** – All permanent full-time teammates are eligible for the following Health Benefits:

- Medical
- Vision
- Dental
- Travel Insurance
- Short-term & Long-term Disability Insurance
- Accidental Death & Dismemberment (AD&D) Insurance



**Employee Registered Retirement Savings Plan (RRSP)** – All permanent full-time teammates are eligible to contribute towards a group RRSP plan where the company matches your contribution.



**Time Off Benefits** - All permanent full-time teammates are eligible for the following paid Time-Off Benefits:

- Vacation Days
- Personal / Sick Days
- Statutory Holidays
- Leave of Absence



**Tuition Reimbursement** – We invest in education and on-going training and development. As such, all permanent full-time teammates are eligible for full tuition re-imbusement towards approved professional/career development.



**Employee Family Assistance Program (EFAP)** - All permanent full-time teammates are eligible for EFAP Counselling Services which includes:

- Family
- Marital
- Relationships
- Addictions
- Depression
- Anxiety
- Life Transitions / Change
- Grief / Bereavement
- Stress
- Other Personal Issues





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## Perks

In addition to our total value benefits package, we also offer the following perks:



**Employee Discounts** – In-store employee discounts.



**Employee Referral Program** – Referral bonuses for every successful new hire referral that employees submit.



**Employee Service Recognition** – Years of service recognition within the organization for each successive milestone year our employees reach.



**Baby First Cheque** – BOLT offers “Baby’s First Cheque” to support employee parents as they make the adjustment to having an addition to their family.



**Health & Well-being Allowance** – Teammates will be eligible for a Health & Well-being allowance each year.

## Career Advancement



There is great potential for growth with The Bolt Supply House and we are always thinking long term for our teammates. We practice this by doing our very best to promote from within. We have a vast array of positions available within our branches and support teams.

Throughout our history, we have had many success stories of employees transitioning to sales associates, business development, frontline management---and some promoted all the way to senior level executives.

## Culture



We value the unique perspectives and experiences of our teammates and customers and are committed to fostering an inclusive culture that enables everyone who touches our business to thrive and contribute to our success.

**Diversity, Equity & Inclusion** – From Gender Equality to promoting fair treatment, we believe inclusion and opportunity are key to retaining talent and driving growth.

**Respect in the Workplace** - We believe that a respectful and supportive environment creates an engaged and empowered team who is committed to delivering results for the business.

