

# GET YOUR **CAREER** ON THE RIGHT TRACK

Rolling into a bright future





A team of more than 5,000 members across Canada

# Why Work for **KAL TIRE?**

When you begin a career at Kal Tire, you join a team of more than 5,000 team members Canada-wide who all share the same commitment to providing exceptional customer service while contributing to an interactive team environment.

At Kal Tire, we want our team members to experience their Best Career. From mentorship programs, manager training and certification processes to opportunities for advancement across the country, the possibilities are abundant at Kal Tire.

Kal Tire recognizes that our people are key to the organization's success. Because of this, we are committed to ensuring our team is rewarded. Eligible team members look forward to the following great rewards:

- **Comprehensive Health and Wellness Program** including dental, long-term disability, life insurance, accidental death and dismemberment and our employee assistance program
- **50/50 Profit-sharing Plan**
- **Team Member Perks**, including discounted pricing on tire purchases

Kal Tire offers so many great opportunities, benefits and rewards. From centralized training available for a variety of positions to mechanical assistance programs, we are committed to making this your Best Career.



Our people are key to Kal Tire's success.

# Rolling in Rewards

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### Our Aims

Seven guiding principles Kal Tire team members use as a guide on how to conduct business.

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### Health and Wellness

Includes medical, vision, dental, life insurance, accidental death and dismemberment and more.

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### 50/50 Profit-sharing Plan

This plan contributes to team members' RRSP's and can provide bonus income with our Team Share component.

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### Team Member Perks

From discounts on tire purchases to a retiree VIP program, Kal Tire has you covered.

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### Giving Together

Kal Tire recognizes the importance of giving back, and has great partnerships and programs to support team members, customers and the communities we operate in.

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### A Culture of Learning

Kal Tire provides great training opportunities that are designed with team members' career advancement in mind.



# THE AIMS OF THE KAL TIRE TEAM

**1** Our aim is to earn the trust of our customers by providing them with a level of quality and value of both service and products that exceeds their expectations and exceeds that available from the competition.

**2** Our aim is that the career of every team member is supported by quality leadership, training, and opportunities for advancement. Our people will work safely and have the ambition, enthusiasm, and energy to be productive, efficient, and contribute to an upbeat atmosphere in the workplace.

**3** Our aim is to achieve a fair profit in all of our operations.

Kal Tire team members have seven guiding principles known as Aims to use as a guide on how to conduct business. The Aims provide a foundation from which to work and make decisions. They are principles to always strive for, not goals to complete.

**4** Our aim is to expand our company in a deliberate and balanced fashion for the purpose of strengthening our ability to serve the customer and provide a solid future for our people. However, our rate of expansion will not be beyond our ability to finance or manage to a consistent standard of quality.

**5** Our aim is to conduct ourselves with honesty and integrity, being conscious of our image and with modest respect for our successes. Our image is defined by the conduct of each of us.

**6** Our aim is to build long-term relationships with our suppliers based on competitiveness, value and mutual respect of objectives.

**7** Our aim is to continually improve every aspect of our company, recognizing our responsibility to our customers, each other, our communities and the environment.

**In fulfilling our Aims, every team member is personally committed to ensuring every customer, every guest and every team member returns home safely.**





Kal Tire has designed a comprehensive benefits package with team members in mind.

# HEALTH & Wellness

## Medical

Kal Tire's extended health care benefits plan covers reasonable and customary charges for hospital, emergency ambulance, prescription drugs, private duty nursing, dental accident, medical aids and supplies and standard durable medical equipment. Additional practitioner services (acupuncturist, chiropractor, naturopath, etc) are also included in our plans. Eligible team members have three plan options (Bronze, Silver and Gold) to choose from to suit their medical needs.

## Vision

Our benefits plan covers routine eye examinations once every 24 months. Charges for the purchase of eyewear are also covered to a maximum amount specified under individual team member plan options.



# HEALTH & Wellness CONTINUED

## Dental

Basic preventative and restorative services, major restorative services and orthodontics are covered in our dental plan.

## Life Insurance

Kal Tire provides basic life insurance coverage to eligible team members which is 1 X their annual salary up to a maximum of \$100,000. Team members may also purchase additional life insurance at competitive rates for their spouse or domestic partner.

## Accidental Death and Dismemberment

Our accidental death and dismemberment coverage provides eligible team members 1 X their annual salary up to a maximum of \$100,000. Team members may also purchase additional AD&D Insurance at competitive rates for themselves and/or their family.

## Long-term Disability

Kal Tire's long-term disability coverage provides partial income replacement for eligible team members.

## Employee Assistance Program

Kal Tire's Team Member Assistance Program is a free, confidential, voluntary support service available to eligible team members and their immediate family members. The program is designed to help with personal or work-related issues such as managing relationships and family, finding child and elder care resources, obtaining legal advice, receiving financial guidance, dealing with workplace challenges, tackling addictions, achieving well-being, improving nutrition, and focusing on health. Team members may choose to receive support in person, in a professional environment away from the workplace, over the telephone, or online.



**50/50**

## **PROFIT-SHARING PLAN**

Kal Tire has a well-developed profit-sharing plan that is designed to recognize and reward team members for their contribution to our success. The objective of the 50/50 Profit-sharing Plan is to help team members secure a long-term financial plan.

### **Team Share**

Team Share rewards eligible team members for their efforts in making their location profitable. With Team Share, a portion of a store's profits is shared amongst the eligible team members who work at that location.

### **Base Plan**

The Base Plan helps to contribute towards a secure future and retirement for all eligible team members. The Base Plan is a Group Registered Retirement Savings Plan (RRSP) which is funded by the store division's profits and team member contributions. Each eligible team member has a RRSP registered in their own name.

### **Manager Share**

Manager Share allocates percentages of an individual store's profits to the assistant manager(s) and manager. The percentage of profits distributed depends on the number of assistant managers at an individual store.



# TEAM MEMBER PERKS



From discounts on tire purchases to a retiree VIP program, Kal Tire has you covered.

## MECHANICAL ASSISTANCE PROGRAM

Kal Tire encourages our team members to develop their skills and progress within the organization. To promote this, we have established the Mechanical Assistance Program to aid our team members through a provincial Red Seal Program for apprentices to further their career within our stores. All eligible and approved store team members can apply for:

- Reimbursement for tuition at a Provincial Red Seal Apprenticeship trade program
- 24-month interest-free loan for tool purchase
- Assistance with EI waiting periods

## RETIREE VIP PROGRAM

Kal Tire is proud to recognize our retired team members who have dedicated at least 10 years of service to the company. Kal Tire offers eligible team members pricing discounts on tires, parts and labour for the retiree and their spouse's vehicles.

## TUITION EXCHANGE

Our Tuition Exchange Program offers a unique opportunity to students in their post-secondary education. Eligible students collect an annual reimbursement during their education. In addition, this opportunity provides valuable working experience in a fast-paced, physically demanding environment. Our goal is to support students through their post-secondary education and to set them up for success.

## RECRUITMENT BOUNTY PROGRAM

Kal Tire will pay \$500 to team members who are instrumental in recruiting a new person to Kal Tire once the recruit completes their 90-day probationary period. An additional \$1,000 will be paid when the new hire has earned their assistant manager or commercial sales certification for a total net income of \$1,500.

## TEAM MEMBER PURCHASES

Permanent, full-time Kal Tire team members are eligible to purchase products and services at special prices.

# Giving Together

## Corporate Social Responsibility

Kal Tire believes in giving back to the communities in which we operate. Without the support of the communities we serve the success of the organization would not be possible, which is why we believe in giving back wherever and whenever we can. Kal Tire's current CSR vision is to be an industry leader with CSR integrated across all aspects of our business. Kal Tire will continue to work with our team members, suppliers, and customers to ensure we make a positive difference in the communities where we live and work.

## Boys and Girls Clubs of Canada

Kal Tire is proud to support Skilled4Success in a partnership with the Boys and Girls Clubs of Canada. This national program provides career development training and introduces youth to careers in the skilled trades. Kal Tire team members are encouraged to participate and volunteer their time and services to the Boys and Girls Club whenever possible.

## Matching Gifts Program

The Community Matching Gifts Program is open to all team members globally and is designed to support and recognize local fundraising efforts. A committee at Kal Tire's Vernon office has been created to approve, match fundraising efforts (to a max of \$5,000), and distribute cash to successful Kal Tire teams who have raised money for their favourite non-profit organization.

## Scholarship Awards

Kal Tire offers a scholarship program that awards cash scholarships to dependents of permanent full-time or permanent part-time Kal Tire team members who are successful applicants.



## ENVIRONMENT

At Kal Tire, every team member and every operation is a part of our path to sustainability. Our commitment lies in the guiding principles of our Environmental Policy. In our efforts to reduce our impact on the environment, we've become leaders in tire recycling and retreading. We participate in Canadian provincial tire recycling programs near our stores, acting as scrap tire drop-off points. Along with tire stewardship programs, Kal Tire has helped recycle more than three million tires into everything from rubber mats to playground surfaces.

As Canada's largest retreading company, we help commercial truck customers reduce costs and their carbon footprint by applying a new tread to the casing of their used tires. Each time we retread a tire, we save almost 57 litres of oil compared to manufacturing a new tire. Kal Tire retreads nearly 400,000 tires and saves more than 22 million litres of oil/year in our Canadian truck tire retread plants.



# KEEPING PACE

## with rapid advancement

### A CULTURE OF LEARNING ...

At Kal Tire, we recognize how important career advancement is to our team members. We believe our people are the key to our success. With this in mind, we have embraced a culture of learning which allows you to participate in many great training and learning opportunities to lead you to your best career.

### OUR KAL TIRE CAREER CAMPUS

#### MENTORSHIP

Your 'been-there, done-that' mentor will provide you with great tips and work with you to set goals for your career.

#### LEARNING MANAGEMENT SYSTEM

More than 1,600 online courses will provide you the tools needed to get the job done right

#### CENTRALIZED TRAINING

Travel to Vernon, BC, to visit our career campus. Our classroom training provides you with fantastic tips, techniques, tricks and insight into your career at Kal Tire.

### PAY-FOR-KNOWLEDGE

Increase your pay as you increase your skill set! Kal Tire has a pay-for-knowledge strategy in place which allows team members to increase their wages as they learn new on-the-job skills and techniques.

#### PARTNERSHIPS

**Harvard Mentor Management** Partnering with Harvard Business Review Publishing, this program provides great learning opportunities to becoming a highly effective leader at Kal Tire.

**The Leadership Challenge** This program gives team members the tools to understand the five practices of exemplary leadership and use them to cultivate their own leadership potential.

**McQuaig** Teaches team members how to hire, coach and develop talent in the most effective way, based on a team member/candidate's behavioural assessment.

**Dale Carnegie** This learning program helps develop leadership abilities by giving team members the tools and practice to improve communication skills, interpersonal relationships and manage stressful work conditions.