



## FORT McMURRAY RESIDENT PREMIUMS

### ADDITIONAL FORT MCMURRAY RESIDENT PREMIUMS \*

#### Location Assistance Program

We provide a monthly incentive called Living Choices. This incentive is based on the type of residency (rental or home ownership) and location of the residence in the Fort McMurray area. Living Choices provides an incentive of up to \$1000 per month for up to 60 months.

#### Location Premiums

All employees residing in Fort McMurray are eligible to receive the Horizon Fort McMurray location premium. The Location Premium is an additional 10% or 15% of your base salary (depending on position category) paid on each bi-weekly pay.



#### Bussing Program

We pay you to use our Company provided transportation to and from Fort McMurray and the Horizon Oil Sands site on buses that offer:

- WiFi, Satellite Radio and increased legroom
- Decrease environmental impact through fewer vehicles on the road

#### Travel Days

Employees residing in Fort McMurray are eligible to receive 2 additional calendar days leave with pay per year for travel outside the region for personal reasons (prorated to start date).

\* All employees whose residence is located within Fort McMurray are eligible to claim personal travel expenses as a deduction on their income tax return based on Canada Revenue Agency (CRA) guidelines.

\* All programs are subject to change at management discretion



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