

Participant Profiles

cost is higher. Employees contribute four percent of pay to cover utilities. Fixed amounts are provided to cover elementary, secondary, and post-secondary school costs, up to age 21.

Incentive premiums and hardship premiums are paid in the normal pay cycle. The incentive premium amount is Cdn \$39,283. The hardship premium ranges from five percent to 25 percent, with a cap of Cdn \$43,736. A cost-of-living allowance is paid as a percentage of salary with a cap of Cdn \$69,977. None of these allowances is taxable.

Home Leave/R&R Leave. Home leave travel is provided (to the home country only) once a year. There are no Rest and Recreation trips.