



Management Approach: Total Rewards

Stantec strives to attract, retain, develop, and reward talent by paying fairly and providing benefits with meaningful choices while offering a consistent global Total Rewards¹ approach that is nimble for local market practices. We believe in rewarding our most collaborative and high performing employees—those who instill a sense of community within Stantec.

The guiding principles of our global Total Rewards program include

- Providing programs that attract, retain, develop, and reward our people
- Utilizing a consistent global approach that is flexible for country market practices
- Providing pay that differentiates performers and offering benefits and programs with meaningful choices
- Rewarding based on performance and collaboration
- Targeting median pay with flexibility for local geographic market practices (paying above or below based on individual performance)
- Maintaining a balance between market competitiveness and affordability
- Being transparent for employee understanding while promoting engagement
- Highlighting differentiator rewards
- Holding leadership and employees accountable for their responsibilities and performance

Compensation and Benefits

Our benefits program for eligible full- and part-time employees is designed to enhance their financial, emotional, and physical health. Because Stantec is global, our programs vary based on country of operation, local markets, social benefits, and tax impacts.

Our global Total Rewards framework includes

- Base pay and incentives
- Health, welfare, and insurance benefits
- Retirement benefits and wealth creation
- Employee shareholding
- Professional development, memberships, and accreditations
- Recognition, time off, and other ancillary rewards (such as an employee assistance program, public transport spending accounts, critical illness insurance, pet, home, and auto insurance, and tuition reimbursement)

We benchmark our compensation to architectural and engineering industry and general industry data to be competitive in the market, and we strive to decrease unconscious bias when we set and evaluate compensation.

Well-Being

Focusing on well-being brings out our best, personally and professionally. A holistic approach to employee well-being that addresses both mental and physical health is imperative as we compete to recruit and retain a highly skilled workforce.

Mental health

Globally, we provide training and resources to help employees assess their mental health and minimize stress. Employees have access to Company and community resources, employee testimonials, and a dedicated mental health blog. Annually, we run a mental health awareness campaign to encourage employees to focus on mental health goals and support others to meet their mental health goals. We openly promote and support Mental Health Awareness Month, World Mental Health Day, and Time to Talk Day. Country-specific mental health programs give employees culturally appropriate tips, services, and resources so they can be inspired, active, healthy, and mindful.

¹ Total Rewards: Includes all the programs that may be used to attract, motivate, and retain employees.



Physical health

Stantec wants employees to attend to their physical health—more exercise, improved nutrition, and better sleep. Through our Vitality programs in the United States and Canada, employees can complete health and wellness activities, earning them funds to spend on extended healthcare or to get discounts on medical premiums. In the United Kingdom and Continental Europe, we have campaigns called “Be Healthy,” “Be Active,” and “Be Inspired” that include activities like health assessments, fitness challenges, inspired role model communications, and workshops.

Collaboration

Great achievements come from collaboration. So Stantec fosters and supports a high-performing culture and stimulating work environment where we can learn from each other. When we combine our local strengths, knowledge, relationships, and world-class talent and expertise, we have the flexibility to meet our clients’ needs in creative and personalized ways.

This collaborative mindset comes from employees who want to work together but is enhanced by a number of significant Company investments like the following:

Technology

Stantec invests in technology; employees can collaborate through connected networks, cloud storage, and Skype. They can easily work from any Stantec office or home, communicating in real time, sharing screens, and participating in conference calls.

Developing Professionals Groups

In every geography, Stantec sponsors a chapter-based network so professionals can develop skills and relationships. Company-sponsored events connect them to peers and senior staff, broaden their career opportunities, and provide a venue for supporting communities.

Employee Resource Groups

These Company-sponsored grassroots teams assist employees to connect based on shared interests and are key to employees feeling heard and included. Stantec Employee Resource Groups with chapters located around the world include Women@Stantec, Pride@Stantec, Latinos@Stantec, Asians@Stantec, IndigenousConnections@Stantec, Persons with Disabilities, Cultural Awareness and Inclusion, and Military and Veterans Advocates.

Innovation

Employees can submit their creative solutions to secure funding from the Greenlight Program. Plus, they can present their ideas more broadly at our annual in-person Innovation Forum.

Volunteering

Our Company sponsors activities so employees can support their communities and causes. These community engagement activities emotionally connect employees to Stantec and encourage employees to have fun and demonstrate teamwork.

Work-Life Alignment

The client-driven work for employees of consulting companies often means strict deadlines and extra effort to meet project needs. It is also important that employees also have flexibility for personal life circumstances. Stantec’s resources, tools, and programs assist employees to align their work life with their personal life.

Many locations offer flexible work schedules and eco-friendly virtual work options (based on business and employee needs). Employees can work from home to support family commitments, enable volunteering, and reduce commute times. Virtual work options keep our projects progressing and our people safe when employees can’t get to the office.

See Also

Management Approaches

- [Attracting Talent](#)
- [Employee Engagement](#)
- [Inclusion and Diversity](#)
- [Organizational Development](#)