

HEALTH & WELFARE BENEFITS

When does my health benefit coverage(s) end?

All of your active health benefits will end at 11:59 pm ET on your separation/termination date. You can obtain a quote from Sun Life to continue your medical and dental benefits on your own if you were enrolled in these benefits while actively employed.

When does Life insurance and Accidental Death & Dismemberment (AD&D) insurance end?

Coverage will end on the date of termination of employment.

Are there any benefits that I can continue?

- **Medical, Dental** — You will have the opportunity to replace your workplace plan over the phone or online within 60 days of when your workplace plan ends. For a quote or to apply, call SunLife **877-893-9893 Monday to Friday 8 a.m. to 8 p.m. ET or sunlife.ca/choicesproducts**.
- **Life Insurance** — You will have the opportunity to transfer your workplace plan within 60 days of when your workplace coverage ends. For a quote, call Sun Life **877-893-9893**.

I was offered severance that includes medical and dental coverage. How will this work?

For employees whose separation agreement includes medical and dental coverage, **once you have signed and returned the severance agreement, you and dependents already covered will be auto-enrolled in your existing coverage for the length of time agreed upon.** Sun Life will be notified of the term length of the coverage that was outlined in your severance agreement. There will be no further action required by you unless you wish to make changes or decline coverage. If you wish to continue coverage(s) past the severance period, you can do so at your own cost. Reference “*Are there any benefits I can continue?*” FAQ above for more info.

What happens to my Health Spending Account (HSA)?

Any unused funds are forfeited on your separation/termination date.

Can I continue my disability insurance after leaving United Rentals?

Employer-sponsored disability insurance coverage ends on your last day of employment and is not able to be continued. If you have an active claim at the time of separation/termination, your disability claim may continue as long as you meet the terms of disability.

Will I still have access to the Employee & Family Assistance Program?

Access to the Employee and Family Assistance Program (EFAP) ends on the last day of the month in which you separate. For those currently engaged with Telus services, check with the Telus EFAP provider for details on how long you can continue to use the services.

What will happen to my access to PerkSpot — United Rentals’ discount program?

All of your employee perks and discounts, such as those available through company partnerships with United Rentals (e.g., gym memberships, corporate discounts, mobile discounts) will end on your last day of employment.

Unions: All unionized employees should review their Collective Bargaining Agreement and contact their union steward or union representative regarding any questions they have upon separation from United Rentals.

RETIREMENT SAVINGS PLAN BENEFITS

What are my options regarding the Retirement Savings program with Sun Life?

You will have 30 days from termination to take action with Sun Life in order to move monies held under the RRSP, DPSP and/or TFSA plans. If you do not take action with Sun Life within this period of time then they will move you into a Group Choices Plan as remaining under the United Rentals Retirement Savings Plan design is not an option for terminated members. Sun Life will send you information regarding your options after your termination date has been reported to them.

Will my RRSP and/or TFSA election be deducted from my final pay?

This will depend upon timing as to when final pay is processed in UR payroll and when your termination of employment has been reported over to Sun Life. Once Sun Life has a termination date on file, they update their system to reflect a zero percent election for all retirement savings plan elections. Retirement election changes are loaded into Workday each Monday so it's possible for your record to be updated prior to final cheque processing which would mean no withholding.

Who do I contact with questions?

If you have questions, contact Sun Life at 866-896-6976 or e-mail 1HR@ur.com.

RESTRICTED STOCK UNITS (RSUs) E*TRADE®

What happens to my RSUs that I received while employed?

Your Severance Agreement will provide the details for any unvested RSUs approved for vesting at the time of termination. Any unvested restricted RSUs not specifically listed as vesting eligible in your Severance Agreement will be forfeited. Vested RSUs are your personal property and remain available to you following termination of employment.

The E*TRADE website is us.etrade.com. If you need assistance logging in or setting up your account, please call E*TRADE at 800-838-0908. For security reasons, United Rentals does not have access to an employee's user name or PIN.

PAYROLL-RELATED ITEMS

When will I get my final paycheck?

In general, your last paycheck will be paid in accordance with the UR payroll cycle. Any deductions that are applicable (e.g., garnishment, voluntary donations, etc.) will be applied as required.

Will I be paid out unused sick and/or vacation time?

In general, sick time is not eligible for payout following termination of employment. The current value of your Regular Vacation Dollar Value and your Excess Vacation Dollar value will be paid out in your last paycheck.

How do I access my pay stubs?

You can access your pay stubs via Workday for up to 18 months post-employment at myworkday.com/wday/authgwy/ur/login.html. To access Workday, click on the "Implementers, Pre-hires, and Terms" option. From there, click the Forgot Password? link. It will ask you to enter your personal e-mail along with your user name, which is your six-digit UR employee ID number. That will send a temporary password to your e-mail so you can get in. If you encounter issues with access, please e-mail 1HR@ur.com for additional assistance.

When will I receive my T4/RL1?

Your T4/RL1 statement will be mailed by February 28th of the following year for wages earned in the prior year. It is important to let UR know if your address has changed, so we can mail your T4/RL1 to the correct address. You may change your address directly in Workday, or if you encounter issues, you can e-mail your change request to 1HR@ur.com.

Who do I contact with questions?

You can reach the UR Payroll Team at Payroll-Canada@ur.com or **704-916-2505**.

I have been offered severance; how do I receive these payments?

If you accept the severance agreement, your payments will occur in the same manner and at the same frequency as when you were an active employee, in accordance with the terms of the severance agreement. For example, if you received your pay via direct deposit, your severance payments will continue to be deposited automatically on the Company's regularly scheduled payday until your full severance amount is paid.

When will United Rentals process my ROE?

Your ROE will be processed and sent to Service Canada after your last paycheck has been processed, in accordance with Service Canada requirements. Please log into your SC account to retrieve your ROE.

EMPLOYMENT VERIFICATION

When I complete an employment application for another company, whose contact information should I provide?

Since all our employment verifications are processed through VerifyX,™ it would be best to state "United Rentals" as your employer and the contact number as VerifyX, which is **800-775-2958**. Our employer code is **UN1087**.

United Rentals utilizes VerifyX for employment and income verification. Please reference below for more information:

What is VerifyX?

VerifyX is an automated verification service that allows United Rentals to better service our employees' needs through the secure delivery of accurate employment and income data. When applying for a car loan, mortgage, apartment lease, etc., you may be requested to provide proof of your employment or income. To speed processing of your application, we have selected VerifyX to respond to these requests.

How does the process work?

To facilitate proof of employment or income, you simply provide the following information to the person or entity needing this information:

United Rentals' employer code: **UN1087**

Your Social Security Number

If salary information is required, an Income ID*

VerifyX contact information: [VerifyX.com](https://www.verifyx.com)

Why is United Rentals using VerifyX?

For privacy protection — only you can authorize the release of your information. You can be notified when your information has been viewed, and there is no more waiting for manual verification from Human Resources or Payroll.

How much does it cost?

There is no charge to employees for this service. Third-party verifiers will pay a fee of \$49.99 to receive verified employment information from VerifyX.

Can I verify my own employment?

Through an agreement between United Rentals and VerifyX, requestors are charged a nominal fee for the convenience of this service. If you attempt to verify your own employment, you will be charged the third-party verifier fee described above. You will have the opportunity prior to separation to print an employment verification letter from Workday. Log in to Workday and type in the search bar, Request Reference Letter. Workday will generate the letter and it will be delivered to your Workday Inbox, where you'll be able to print or download it.

Is VerifyX the only way to verify my employment?

Yes. VerifyX will process all verification requests for United Rentals. If your data cannot be located, contact the VerifyX Support Center for assistance at **800-775-2958** or by e-mail at support@verifyx.com.

*To receive/create your Income ID, contact VerifyX at **800-775-2958**. A representative will assist you with this brief process. Or you can visit the VerifyX website directly at verifyx.com and click on "Employee Section." You will then be able to create your own login password and Income IDs. For your protection, you must create a unique Income ID for each request needing salary information.



1IMPORTANT BENEFITS CONTACTS

COVERAGE	CONTACT	GROUP NUMBER	PHONE	WEBSITE
Medical, Prescription Drugs, Dental, and Health Spending Account	Sun Life Assurance Company of Canada	150708	866-896-6976	mysunlife.ca
Optional Life and AD&D Insurance	Sun Life Assurance Company of Canada	100708	866-896-6976	mysunlife.ca
Disability	Sun Life Assurance Company of Canada	100708	800-661-7334	mysunlife.ca
United Rentals of Canada, Inc. Savings Plan (RRSP/DPSP/TFSA)	Sun Life Assurance Company of Canada	MYD-01	866-896-6976	mysunlife.ca
Employee & Family Assistance Program	Telus		844-880-9142	One.telushealth.com Username: UnitedRentals Password: Welcome01
Employee Discount Program	PerkSpot		866-606-6057	UR.perkspot.com
General Benefit Questions	1HR Team		888-220-9202	1HR@ur.com



