



GROUP BENEFIT SUMMARY

Here is an overview of the comprehensive group benefit plan offered to eligible employees of Obsidian Energy:

Benefit & Provider	Description
Basic Life Insurance Canada Life	<ul style="list-style-type: none"> 3 times regular base earnings to maximum of \$500,000
Dependent Life Insurance Canada Life	<ul style="list-style-type: none"> Spouse - \$10,000 Child - \$5,000
Optional Life Insurance Canada Life	<ul style="list-style-type: none"> Employee & Spouse – available in units of \$10,000 to maximum of \$300,000 Child – available in units of \$5,000 to maximum of \$20,000
Basic Accidental Death & Dismemberment RBC Insurance	<ul style="list-style-type: none"> Death benefit 3 times regular base earnings to maximum of \$750,000 Dismemberment benefit varies based on nature of loss
Optional Accidental Death & Dismemberment Canada Life	<ul style="list-style-type: none"> Employee – available in units of \$10,000 to maximum of \$300,000 Spouse - if no children, 50% of employee amount; if children, 40% of employee amount Child – if no spouse, 10% of employee amount; if spouse, 5% of employee amount
Extended Health Care Canada Life	<ul style="list-style-type: none"> Prescription drugs – 100% Paramedical - \$500 for each practitioner Vision - \$250 plus an eye exam each 24 months for adults, each 12 months for children under age 18; \$400 per lifetime for laser eye surgery Global Medical Assistance – 100% emergency coverage
Health Care Spending Account Canada Life	<ul style="list-style-type: none"> Single - \$600 per year Couple - \$1,000 per year Family - \$1,500 per year Pro-rated for new employees in the year of hire
Dental Care Canada Life	<ul style="list-style-type: none"> Basic – 100%, recall exam each 6 months Major – 50% Orthodontic – 50% for children and adults
Short Term Disability Obsidian Energy; Self Insured	<ul style="list-style-type: none"> Begins following 5 consecutive sick days (**STD start date is the first day you are absent from work) Maximum benefit period 120 days Benefit level is 100% of regular base earnings Claims adjudicated and managed by Homewood Health
Long Term Disability RBC Insurance	<ul style="list-style-type: none"> Begins following 120 days of absence Benefit level is 66.67% of the first \$3,000 of monthly earnings plus 50% of monthly earnings over \$3,000 to maximum of \$10,000 Includes Spouse Disability Benefit
Best Doctors® RBC Insurance	<ul style="list-style-type: none"> Available for employees and eligible dependents who receive a serious medical diagnosis Best Doctors® will evaluate your condition and provide clear treatment options

Employee Assistance Program Insight Psychological	<ul style="list-style-type: none"> Professional, confidential counselling is available for employees and eligible dependents by contacting 403-252-1716
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ELIGIBILITY

- All permanent employees working 20 or more hours per week are eligible for coverage on the first day of employment
- Coverage is mandatory, however you can opt out of extended health and dental coverage if proof of other coverage is provided
- Your eligible dependents are covered as follows:
 - Legal spouse, or common law spouse following 12 months of co-habitation
 - Unmarried children under age 21 or age 25 if a full-time student

COST SHARING

- Obsidian Energy pays 100% of all costs except long term disability and optional life insurance and optional accidental death and dismemberment premiums
- Basic and dependent life insurance premiums are a taxable benefit

FOR FURTHER INFORMATION

- Refer to your Group Benefit Plan booklet or email benefits@obsidianenergy.com
- Questions regarding your extended health care and dental benefits can be directed to Canada Life at 1-800-957-9777

Here is the information you will need when contacting Canada Life, and when making health and dental claims:

Plan Number - 51810

Division Number - 2

Plan Name/Sponsor – Obsidian Energy Ltd.

Employee/Plan Member ID - “7” followed by your Obsidian Energy payroll ID (7_ _ _ _), this number is found on your pay statement

<p><i>Please note, this information is provided as a summary only. The official plan documents, contracts, and any legislated requirements will always prevail.</i></p>
