



At TQS, we believe time away from work is essential for rest and renewal. Our Canadian employees are provided with **Vacation Time Off (VTO)** based their length of service.

If you have questions about how your role fits into the policy, please reach out to your recruiter.

Vacation by Tenure*

Length of Employment	ESA Vacation Time	TQS Enhanced Vacation Time (ESA + Added Benefit)	ESA Vacation Pay	TQS Enhanced Vacation Pay (ESA + Added Benefit)
0 – 1 year (New Hire)	Prorated up to 2 weeks	Prorated up to 3 weeks	4%	4%
1 – 4.99 years	2 weeks	3 weeks	4%	6%
5 – 9.99 years	3 weeks	4 weeks	6%	8%
10+ years	3 weeks	5 weeks	6%	10%

***Disclaimer:** This overview is provided for informational purposes only and does not create a contract or guarantee of benefits. The official Vacation and PTO policies are outlined in the Canadian Employee Handbook. TQS reserves the right to modify, amend, or terminate its policies, in whole or in part, at any time with or without notice, in accordance with applicable law.