



2025 Canada

- Annual Benefits
- Administrative Window for Changes and Life Events
- Rates

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Benefits for Canadian Mountaineers

Important Updates

- **2025 Elections:** Your current elections will automatically carry over into 2025
- **Administrative Window:** You will have an opportunity to make any necessary changes to your benefits during an administrative window from January 2nd - 9th.
- **Benefits Administration Platform:** You will have access to make changes and view your elections in Darwin Origin, a new benefits platform for Mountaineers.
- **New Website:** IRMbenefits.com is currently being updated to better serve employee needs. Our new website, with enhanced features and easy-to-navigate tools, will go live in January 2025.
 - Current plan year information is located in this searchable [Canada Benefit PDF \(English\)](#) document. The PDF has interactive links and can be downloaded from IRMbenefits.com when you choose **Canada** on the main country selection page.
- **Benefit Restricted Period:** As part of our transition to Darwin (effective January 2, 2025), Iron Mountain's new Benefit Service Center for Canada, there will be a "restricted period" for current-year benefit changes from **December 17 to January 1**. If employees need to make changes to 2024 benefits during this time or have just joined us as a new Mountaineer, please call Iron Mountain's Benefits Service Center (CAN) on or after January 2. All new hires who enroll in 2024 benefits will have elections roll over into 2025 unless changes are made in the January administrative window.

2025 Benefit Rates and Plans

Effective January 1, 2025

Health	Plan	Bi-Weekly Rates
Basic	Employee	\$5.30
	Employee +1	\$9.68
	Employee +Family	\$16.15
Standard	Employee	\$9.87
	Employee +1	\$18.05
	Employee +Family	\$30.12
Premium	Employee	\$15.25
	Employee +1	\$27.86
	Employee +Family	\$46.49
Dental	Plan	Bi-Weekly Rates
Preventative	Employee	\$4.77
	Employee +1	\$8.71
	Employee +Family	\$12.80
Enhanced	Employee	\$7.73
	Employee +1	\$13.94
	Employee +Family	\$20.61

Administrative Window

Opportunity for Changes and Life Events

- Current benefit elections will automatically carry over into 2025.
- You can make changes to your 2025 benefit elections from January 2nd - 9th
- No changes to benefit offerings for 2025.

2025 Rate Changes

- 2025 Health Rates:
 - Basic +3%
 - Standard +6.2%
 - Premium +6%
- 2025 Dental Rates:
 - Preventative No change
 - Enhanced No change