



BBD knows that employers are looking for a way to keep benefit plan costs under control while still maintaining quality coverage for their employees. We offer a product that combines the cost certainty and flexibility of a Health Spending Account with the catastrophic coverage provided by a traditional benefit plan:

# Benaccount<sup>®</sup>



Cost Certainty



Flexibility



Peace of Mind



### **Looking to stay competitive in an employee-driven job market?**

Finding and retaining quality employees is imperative to keeping your business competitive. Employees value a benefit plan that gives them choice and flexibility. Benaccount® provides just that, while at the same time providing employees with the peace of mind that comes with a fully insured plan.

### **Looking for a way to control rising benefit costs?**

The cost of providing an employee benefit plan has risen considerably in recent years. Benaccount® provides employers with cost certainty. Through predictable and reasonable increases, Benaccount® enables employers to manage costs and plan for the future.

### **Looking for a way to reward employees in the most tax-effective way possible?**

Employee benefit plans allow employers to reward their employees by providing them with a form of compensation that is non-taxable in most provinces. Benaccount® is in full compliance with Revenue Canada's Income Tax Act and is recognized as a Health Spending Account. Employer deposits are 100% tax deductible.

### **Looking for a way to give employees choice and flexibility in their benefit coverage?**

Benaccount® is uniquely designed as it combines catastrophic coverage with a "bank account" that employees use exclusively for health spending. With a Benaccount® plan, employees have the freedom of choice in deciding where their benefit plan dollars are spent.

### **Looking for a way to ease your administrative burden?**

At BBD, we pride ourselves in providing the best in customer service available. Administration of your Benaccount® plan is almost entirely electronic, eliminating the need for excess paper work for both the employee and employer.

### **Looking for reliable service?**

BBD partners only with insurers who consistently provide high-quality, competitively-priced insurance products backed by reliable service. Benaccount® is insured by Green Shield Canada, an industry leader in the group insurance market.

### **Look to Benaccount®**

Benaccount® is a Health Spending Account uniquely designed to include insured protection for non predictable, medically necessary expenses also referred to as catastrophic coverage.

Benaccount® is available to groups of 3 or more employees on a stand-alone basis, or combined with our Benepac® pooled benefits.

Benaccount® dollars may be used for any health related expenses within the Revenue Canada guidelines governing Health Spending Accounts.



## **Giving you the power to choose**

Not only are standard healthcare costs like prescription drugs, dental care and vision care covered by Benaccount<sup>®</sup>, but your Benaccount<sup>®</sup> dollars can be used for so much more:

<b>Birth Control Pills</b>	<b>Ophthalmologists</b>	<b>Chiropractors</b>
<b>Optical Centres</b>	<b>Contact Lenses</b>	<b>Opticians</b>
<b>Wheelchairs</b>	<b>Contraceptive Devices</b>	<b>Optometrists</b>
<b>Cosmetic Surgery</b>	<b>Orthodontics</b>	<b>Crutches</b>
<b>Orthopedic Shoes</b>	<b>Registered Massage Therapy</b>	<b>X-Rays</b>
<b>Dental Treatments</b>	<b>Therapy Equipment</b>	<b>Oxygen</b>
<b>Dentures</b>	<b>Physiotherapists</b>	<b>Nursing Homes</b>
<b>Dermatologists</b>	<b>Psychoanalysts</b>	<b>Eye Glasses</b>
<b>Drug Addiction Therapy</b>	<b>Podiatrists</b>	<b>Viagra</b>
<b>Fertility Treatment</b>	<b>Hearing Aids</b>	<b>Vein Removal</b>
<b>Hair Replacement</b>		<b>Laser Eye Surgery</b>

### **How does Benaccount<sup>®</sup> work?**

An employer decides how much money will be deposited to each employee's account for health related expenses. This amount must be the same for all employees within a class. Employers may choose to allocate Benaccount<sup>®</sup> dollars monthly, quarterly, semi-annually or annually. Billing is done on a monthly basis for the catastrophic coverage, and monthly in arrears for the Health Spending Account. For example, the employer will be billed on the March invoice for the January 2009 HSA paid claims. If the employee does not spend the amount deposited into his or her Benaccount<sup>®</sup>, unused deposits may\* be accumulated and carried forward for future use.

BBD will do all administering of Benaccount<sup>®</sup>, limiting administrative tasks for employers. Employees will receive a Benaccount<sup>®</sup> "bank card" which can be used to file claims electronically for prescription drugs and dental visits, up to the maximum available in the employee's Benaccount<sup>®</sup> at time of service. Paper claims for other eligible expenses must be submitted to Green Shield Canada for reimbursement.

### **Do any conditions have to be met before the catastrophic coverage can be accessed?**

There is a \$1000 per employee or dependent deductible that must be satisfied before the Benaccount<sup>®</sup> catastrophic coverage is available. This means that an employee must pay for the first \$1000 of expenses either from the deposits allocated to his or her Benaccount<sup>®</sup> or directly out of his or her pocket. The maximum deductible per family is \$2500. However, no deductible need be satisfied before employees can access coverage for emergency out-of-country medical care.

\*Depending on Rolling Type selected by the employer



## **How Your Benaccount® Plan Works: Claiming Examples**

### **Example #1**

An employee has been given a yearly allocation of \$2000 Benaccount® dollars by his employer. He has a \$400 prescription filled at the pharmacy in February presenting his ID card to the pharmacist. Benaccount® covers the cost of the prescription and the claim is filed electronically. The employee files no paperwork and will receive a reimbursement for the \$400 in the mail or by direct deposit. The employee now has \$1600 Benaccount® dollars remaining for the year. The \$400 dollars spent on the prescription is applied towards the \$1000 catastrophic coverage deductible.

### **Example #2**

An employee has been given a quarterly allocation of \$500 Benaccount® dollars by her employer. She has laser eye surgery, in January costing \$1500. The employee submits a claim and reimbursement is made to the employee in the amount of \$500. Additional reimbursements of \$500 will automatically be paid in April and July, provided the employee remains active within the plan.

### **Example #3**

An employee has been given a yearly allocation of \$2000 Benaccount® dollars by her employer. She has \$2500 of dental work performed in October. The employee presents her ID card at the dentist's office and the claim is filed electronically. The \$2000 Benaccount® maximum has been exceeded, so she will receive only \$2000 in reimbursement. In November, the same employee has a prescription filled. She has to pay the full amount as her Benaccount® now has a balance of \$0 and the \$1000 deductible has not yet been met.

### **Example #4**

An employee has been given a yearly allocation of \$2500 Benaccount® dollars. By August he has claimed \$1000 in prescriptions and has \$1500 Benaccount® dollars remaining. In October, he has a \$250 prescription filled. He presents his ID card to the pharmacist. The entire cost of the prescription is eligible under the catastrophic coverage because the \$1000 drug deductible has been satisfied. The employee still has \$1500 Benaccount® dollars to spend on other health related expenses.

\* All examples are based on the Rolling Contributions model.



## How Benaccount® compares to a fully insured plan

### Fully Insured Plan

#### **Extended Health Benefit**

No deductible

100% Drug Coverage  
 100% Other eligible expenses  
 Paramedical- \$500 per practitioner  
 Vision Care - \$200/24 months

#### **Dental Benefit**

No deductible  
 Basic Coverage 100%  
 Major Coverage 50%  
 Orthodontics Coverage 50%  
 Basic & Major Combined Maximum of \$2000  
 Orthodontics \$2000 lifetime maximum

### Benaccount®

#### **Catastrophic Coverage**

\$1000 per person annual deductible  
 \$2500 per family annual deductible  
 100% Drug Coverage (\$10,000 maximum)  
 100% Other eligible expenses:  
 Emergency Travel (deductible does not apply), Semi-Private Hospital, Nursing, Ambulance and much more

#### **Health Spending Account**

100% coverage of any eligible expense up to the maximum amount allocated to the HSA.

## Employer's Monthly Cost Sample

### Fully Insured Plan

**EHB Coverage:** \$100.00\*\*  
**Dental Coverage:** \$140.00\*\*

**Cost per employee:** \$240.00

**Refund: \$0**

### Benaccount®

**Benaccount® dollars:** \$185.00  
**Administration fee (13%):** \$ 24.05\*\*\*  
**Catastrophic Coverage:** \$ 26.84\*\*  
**GST (5% of Admin fee)** \$ 1.20

**Cost per employee:** \$237.09

**Refund: any unused Benaccount® dollars**

\*Insured and Catastrophic rates are for illustration purposes only and vary by province. Catastrophic coverage is a component of the Benaccount® HSA and is not available as a stand-alone product.

\*\* Experience Rated Premium

\*\*\*Administration fee includes advisor commission