



Employee Benefits for

ABC COMPANY LTD

Presented by

BBD Inc.

Life Insurance & AD&D

(Insurance Co.)

- ✦ 2 Times Annual Earnings up to \$350,000
 - ✦ Non-evidence limit: \$25,000
 - ✦ Employees can apply for additional coverage above the non-evidence limit with a simple medical form
 - ✦ Waiver of premium in the event of disability
 - ✦ Conversion privilege upon termination of employment
 - ✦ AD/D&D includes “loss of use”, as well as “loss of”
 - ✦ AD/D&D also includes critical disease benefit



Dependent Life Insurance

(Insurance Co.)

- ✿ Spouse: \$10,000
- ✿ Child: \$5,000
- ✿ Includes Pre-Natal benefit



Life Insurance Claims

1. Advise your Broker
2. Contact your Account Manager for forms:
 - ✿ Employer
 - ✿ Beneficiary
 - ✿ Original or certified Death Cert. or Funeral Director's Statement.

Completed forms to BBD

Short Term Disability

(Insurance Co.)

- ✿ 66.667% of weekly earnings
- ✿ Maximum: \$700 per week
- ✿ Non-evidence limit: \$700
- ✿ Waiting period:
 - ✿ 1st day hospitalized
 - ✿ 1st day for accident
 - ✿ 8th day for illness
- ✿ Maximum Benefit: 26 weeks
- ✿ Tax status: Taxable



Long Term Disability

(Insurance Co.)

- ✚ 66.667% of the 1st 3,000 of monthly earnings + 50% of the the balance
- ✚ Maximum: \$6,000 per month
- ✚ Non-evidence limit: \$3,000
- ✚ Waiting period: 119 days
 - ✚ Payable until age 65 or until employee returns to work
 - ✚ Tax status: Non-taxable
 - ✚ Definition of disability: 2 year own occupation
 - ✚ Other features:
 - ✚ Best Doctors
 - ✚ Progressive Disability Benefit



Disability Claims

- ✦ Advise your Broker
- ✦ Contact your Account Manager for STD & LTD claim forms
- ✦ STD claims – submit immediately
- ✦ LTD claims – submit 4-6 weeks before end of elimination period.
- ✦ NB: Salary updates!

Critical Illness

(Insurance Co.)

\$10,000 per employee

- Covered Illnesses:
 - Cancer
 - Heart Attack
 - Stroke
 - Deafness
 - Paralysis
 - Blindness
 - Kidney Failure
 - Loss of Speech
 - Organ Transplant
 - ALS
 - Multiple Sclerosis
 - Alzheimer's Disease
 - Parkinson's Disease
 - Major Burns
 - Coronary Surgery
 - Brain Tumour
 - Coma
 - Dismemberment
- Employee collects benefit if they survive for 30 days (180 for paralysis, MS and loss of speech)



Extended Health

(Insurance Co.)

- 80% Prescription Drugs
- 100% Extended Health Services
 - Includes Pay Direct Prescription Drug Card
 - Visioncare benefit @ \$200 every 24 months
 - Semi-Private Hospital
 - Professional Services (e.g. chiropractors) covered up to \$500 per year per practitioner
 - Eye exams once every 24 months
 - Ambulance Services
 - Private duty nursing
 - Emergency out-of-province travel coverage
 - Hearing aids, equipment rental, orthopedic shoes
 - 24 Month Survivor Benefit



Dental

(Insurance Co.)

- ✦ 80% Basic Services
- ✦ 50% Major Restorative Services
- ✦ 50% Orthodontic Services
- ✦ Maximum
 - ✦ Basic Services: \$2,000 per calendar year
 - ✦ Major Restorative: Combined with Basic
 - ✦ Orthodontics: \$2,000 lifetime
- ✦ Current B.C. Fee Guide



Basic Dental Coverage

- Consultations
- Standard exam - 2 per year
- X-rays
- Cleanings - 2 per year
- Fluoride treatment - 2 per year
- Space maintainers
- Extractions
- Fillings
- Bridge & denture repair
- Relining of dentures
- Endodontics - root canals
- Periodontics (treatment of gums)



Major Restorative Services

- ✦ Inlays & Onlays
- ✦ Crowns
- ✦ Partial dentures
- ✦ Full upper &/or lower dentures
- ✦ Bridgework



Orthodontics Services

- ✦ Orthodontics may be available to adults as well as dependent children



THANK YOU FOR YOUR
TIME!

BBD Inc.

