



Benaccount®

Johnson Schock Lowden Inc. (JSL) has partnered with Benefits by Design (BBD) to bring you this exciting new product. JSL and BBD know that employers are looking for a way to keep benefit plan costs under control while still maintaining quality coverage for their employees. We now 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:

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

Finding and retaining quality employees is imperative to keeping your business competitive. Employees value an employee 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 dramatically in recent years. Benaccount® provides employers with cost certainty. With predictable and reasonable increases, Benaccount® enables employers to manage costs and plan for the future.

Looking for a way to reward your 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 not taxable in most provinces. Benaccount® is in full compliance with Revenue Canada's Income Tax Act and is recognized as a Health Care Spending Account. Employer deposits are 100% deductible.

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

Benaccount® is a uniquely designed "bank account" that employees use exclusively for health care 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?

JSL and BBD pride themselves in providing the best in customer service. Administration of your Benaccount® plan is almost entirely electronic, limiting paper work for both the employee and employer.

Looking for reliable service?

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



www.jslinc.ca



Johnson Schock Lowden Inc.
4550 Highway 7, Suite 225
Vaughan, Ontario L4L 4Y7



Giving you the power to choose

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

Birth Control Pills	Ophthalmologist
Chiropractor	Optical Centres
Contact Lenses	Optician
Contraceptive Devices	Optometrist
Cosmetic Surgery	Orthodontics
Crutches	Orthopedic Shoes
Dental Treatments	Oxygen
Dentures	Physiotherapist
Dermatologist	Psychoanalyst
Drug Addiction Therapy	Podiatrist
Eye Glasses	Registered Massage Therapist
Fertility Treatment	Therapy Equipment
Hair Replacement	Vein Removal
Hearing Aids	Viagra
Laser Eye Surgery	Wheelchair
Nursing Homes	X-Rays

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

How does Benaccount[®] 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[®] dollars monthly, quarterly, semi-annually or annually. However, billing is done on a monthly basis. If the employee does not spend the amount deposited into his or her Benaccount[®], unused deposits can be accumulated and carried forward for future use. As outlined in Revenue Canada's Income Tax Act, employer deposits are considered a non-taxable benefit.

Benefits by Design will do all administering of Benaccount[®], limiting administrative tasks for employers. Employees will receive a Benaccount[®] "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[®] at time of service. Paper claims, for other eligible expenses, must be submitted to Green Shield Canada for reimbursement.

How does the insured catastrophic coverage protect your employees?

Benaccount[®] is a Health Care Spending Account uniquely designed to include insured protection for non predictable, medically necessary expenses also referred to as catastrophic coverage. Catastrophic coverage will include but is not limited to expenses such as emergency out-of-country medical services, in-home nursing care, semi-private hospital and prescription drugs. Drug coverage is capped at a \$10,000 maximum per person.



www.jslinc.ca





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

There is a \$1000 per person deductible that must be satisfied before the catastrophic coverage is available. This means that an employee must pay for the first \$1,000 of expenses either from the deposits allocated to his or her Benaccount[®] or directly out of his or her pocket. However, no deductible need be satisfied before employees access coverage for out-of-country medical care.

How Your Benefit 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 Benepac 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. 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 \$1,500. The employee submits a claim and reimbursement is immediately 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 Benepac[®] 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 Benepac[®] 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.



www.jslinc.ca





JOHNSON SCHOCK LOWDEN INC.

Your Employee Benefits Partner



www.jslinc.ca



Johnson Schock Lowden Inc.
4550 Highway 7, Suite 225
Vaughan, Ontario L4L 4Y7