

**INTRODUCING
THE HEALTH SPENDING ACCOUNT PLUS PLAN**

BENEFIT SOLUTIONS FOR PROFITABLE ENTREPRENEURS

Administered by

the
benefits trust

**3800 Steeles Avenue West, Suite 102W
Toronto, Ontario L4L 4G9
416-498-7723 or 905-264-8990
www.thebenefitstrust.com**

THE HEALTH SPENDING ACCOUNT PLUS PLAN

The Health Spending Account Plus Plan combines the flexibility of Health Care Spending Accounts with catastrophic event insurance for additional protection, for groups with one or more full time employees. This plan enables you (and your employees if any) to choose where to spend your benefit dollars, without the limitations of many traditional benefits plans.

Opportunity

- To pay all medical and dental expenses for you and your family through your business with pre-tax dollars.
- To provide employees with a flexible, tax effective employee benefits plan within your budget.

Method

- Join the Health Spending Account Plus Plan to pay for all these expenses on a tax effective basis, with a Health Care Spending Account.

What is a Health Care Spending Account?

- A Health Care Spending Account is a pre-determined amount of money provided to employees at the beginning of each benefit year for coverage of their medical and dental expenses.
- This amount is held in trust. Claims are submitted by you (and your employees if any) and reimbursed in a similar fashion to a traditional benefits plan.
- Eligible expenses are reimbursed at 100% up to the total dollar amount available in the HCSA.



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How The Plan Works

- Estimate your family's expected medical and dental expenses for the next year. A detailed list of eligible expenses is included in the Participation Agreement which accompanies this application.
 - Include in your estimate: repeat prescription drug expenses, regular dental check-ups, orthodontics or dental implants, eye glasses, contact lenses, or laser eye surgery, chiropractic and massage therapy expenses, and any other expected medical or dental expenses.
- Minimum annual contribution \$3,000 for you and your family.
- Divide the expected annual expenses by 12 to determine your monthly funding requirement (minimum \$250 per month). You may want to add a margin for unexpected expenses.
- Deposit the first month's contribution plus the appropriate taxes and administration charges into your specific trust account, which is maintained and administered by The Benefits Trust. A worksheet is included with this package.
- On-going monthly contributions will be automatically withdrawn from your bank account. A pre-authorized payment form is included with this application.
- Claim against your trust account for reimbursement as you and your family incur medical and dental expenses.
- You can add a separate Health Care Spending Account for each employee (if applicable), with an annual amount that meets your budget. No minimum is required for employees.

Taxation

- 100% of the deposits into the Health Spending Account Plus Plan, including administration and applicable taxes, are tax deductible business expenses. This includes deposits for both you and your employees.
- All benefits received are non-taxable to the individual.

Administration Fee per Health Care Spending Account

- 15.0% administration fee per year charged on HCSA contribution amount
- Plus applicable taxes (Ontario):
 - 2.0% premium tax charged on HCSA contribution and administration
 - 8.0% provincial sales tax charged on HCSA, administration, and insurance premiums
 - 5.0% GST charged on administration fee and premium tax

Please contact our office with any questions about applicable taxes in other provinces.

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Catastrophic Event Insurance Protection

Out of Country Emergency Medical Care

- Insurance coverage for reasonable and customary charges in the area where the emergency occurred, in the event of a sudden, unexpected illness or injury during the first 60 days of travel for business or pleasure. This plan includes hospital care, physician's services, and other appropriate standard medical treatment.
- Maximum \$5,000,000 per covered person in their lifetime.
- Supplementary Travel Assist Services are provided for personal or medical emergencies.
- Underwritten by Expert Travel Financial Security (E.T.F.S.) Inc.

Excess Medical Stop Loss Insurance

- Supplemental Insurance protection for catastrophic in-Canada Health Care claims in excess of \$5,000 per person per year. Coverage includes Semi-private hospital room, Private Duty Nursing, Convalescent Home care and Prescription Drugs. This plan also covers each person for recurring treatments.
- A standard 12/24 month pre-existing conditions clause applies to all participants in this plan.
- Maximum \$1,000,000 per covered person in their life time.
- Underwritten by Expert Travel Financial Security (E.T.F.S.) Inc.

Annual Premium for Catastrophic Event Insurance Protection

Includes both Out of Country Emergency Medical Care and Excess Medical Stop Loss Insurance

Single:	\$11.00 per month
Family:	\$22.00 per month

Health Spending Account Plus Benefits Plan



Monthly Premium Calculation Worksheet

Section A: Pooled Benefits

Excess Medical Stop Loss Insurance \$ 5,000
 Out of Country Emergency Medical Insurance 60 days

Pooled Benefits Premiums

	Monthly rate	x	# Employees	=	Monthly Premium
Single per month	\$11.00	x	_____	=	_____
Family per month	\$22.00	x	_____	=	_____

A: Total Pooled per Month _____

Section B: Health Care Spending Accounts

Amount as determined by the plan sponsor

	Annual amount / 12 =	Monthly amount	x	# Employees	=	Monthly Contribution
Class A	_____ / 12 =	_____	x	_____	=	_____
Class B	_____ / 12 =	_____	x	_____	=	_____
Class C	_____ / 12 =	_____	x	_____	=	_____

Total HCSA per Month _____

Administration Fee 15% of HCSA Contributions Total HCSA per Month x 15% = _____

B: Total HCSA & Admin per Month _____

Calculating the Deposit

Step 1	Total Pooled per Month	A	_____
Step 2	Total HCSA & Admin per Month	B	_____
Step 3	Total Pooled + Total HCSA & Admin	(A + B)	Deposit _____

* Applicable provincial sales taxes and GST will be applied to monthly invoices

Make your deposit cheque payable to The Benefits Trust.

Future monthly contributions will be automatically withdrawn from your bank account.

Application Process

For a full application package, contact The Benefits Trust directly, or download the application package from www.thebenefitstrust.com.

The full application includes the enrollment form, participation agreement, and pre-authorized payment form to be completed and returned with the premium deposit calculated in the premium calculation worksheet.

Please contact The Benefits Trust with any questions about The Health Spending Account Plus Plan or the application.

Submission Guidelines

Minimum \$3,000 in annual HCSA funding for participating member. No minimum funding requirement for employees (if applicable).

Member (and eligible employees if any) must work a minimum of 20 hours per week.

Complete applications received at The Benefits Trust on or before the 15th of the month will take effect the first of the following month

NOTE: Incomplete applications will not be processed until all materials are received at The Benefits Trust.

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