

HEALTH REIMBURSEMENT PLAN

BONUS COVERAGE!

Your group plan lets you provide your plan members with comprehensive, cost-effective benefits coverage. **The Health Reimbursement Plan (HRP)** takes that coverage one step further by allowing you to strengthen your coverage with valuable tax savings. Before establishing a health reimbursement plan, you should consult with your independent tax advisor to review your needs and to determine whether a health reimbursement plan is appropriate for your particular circumstances.

HRP COVERAGE:

- May be a tax-effective way to supplement health, dental and vision coverage that may be limited or not covered under your existing group plan
- Allows you to provide enhanced benefits to your key plan members in a way that is more tax-efficient than salary increases
- Is available to ICBA Benefit Services Ltd. plan sponsors

ADVANTAGES

- An HRP gives you the opportunity to provide additional benefits to your key employees
- HRP coverage is paid for with pre-tax business funds, not personal disposable income
- The full benefit amount, including the administration fee and associated taxes, is tax deductible as a business expense to the extent allowed by the Income Tax Act (Canada). The benefit is not taxable to the plan member (unless the plan member resides in Quebec)
- There are no monthly premiums

Member Benefits are offered through
ICBA Benefits Services Ltd.

icba | Benefit Services Ltd.
LIFE HEALTH DENTAL

#211 - 3823 Henning Dr.
Burnaby, BC V5C 6P3
Toll Free: 1-888-298-7752
Fax: 604-298-7749
info@icbabenefits.ca



For more information or to register for any
of these Benefit/Retirement Programs

Call us at 1-888-298-7752 and identify yourself
as an EDA member.

Email us at info@icbabenefits.ca

EDA BENEFIT PROGRAMS

- HEALTH & DENTAL BENEFITS
- DIRECTOR'S LIABILITY
- RETIREMENT PLANS



EDA MEMBER BENEFITS

Economic Developers Alberta (EDA) has created benefit programs designed to make the necessary purchase of insurance easy for our members.

COMPLETE HEALTH AND DENTAL BENEFIT PLANS

- Owner Operator plans, designed for 1 or 2 people
- Fully pooled packaged plans
- Customized full coverage benefit plans
- Local superior service and administration

LIABILITY INSURANCE

- Broad policy wording
- Competitive prices
- "Add-on" coverage and deductible options

RETIREMENT PLANS

RRSP Plans

- Employee retention tools
- No fees to the employer
- Time saving, state of the art administration
- Immediate tax benefits

Individual Pension Plan

- Assets can be moved from the business to the owner on a tax deductible basis, protecting assets from creditors
- Owner receives non-taxable interest
- All costs associated with the IPP are tax deductible to the sponsoring company



EDA BENEFIT PLANS

Fully customizable benefit programs available for every company.

Life and Accidental Death and Dismemberment	
Available in flat amounts:	\$25,000, \$50,000, \$100,000
Or multiples of salary:	1X, 2X annual earnings

Dependent Life	
Two levels available:	\$10,000 spouse/\$5000 ea. child
	\$5000 spouse/\$2500 ea. child

Extended Health Care	
Choice of:	\$0 deductible, \$25 single/\$50 family <i>or</i> \$50 single/\$100 family
Reimbursement of expenses at:	70%, 80%, 90% <i>or</i> 100%
Includes:	<ul style="list-style-type: none"> • a pay direct drug card • 100% Emergency travel, hospital • Unlimited overall maximum

Long-Term Disability	
Available in flat monthly amounts or percentage of monthly salary	

Short-Term Disability	
Available in percentage of weekly salary	

Dental Care	
Choice of Basic services only <i>or</i> Basic and Major services and Orthodontic Services	
Choice of \$0 deductible, \$25 single/\$50 family <i>or</i> \$50 single/\$100 family	
Reimbursement of expenses at 70%, 80%, 90% or 100%	

Critical Illness	
Available in flat amounts up to \$100,000	

EDA INDIVIDUAL INSURANCE SERVICES

FOR INDIVIDUALS, FAMILIES & OWNERS

- Life Insurance
- Critical Illness Insurance
- Disability Insurance
- Estate Planning
- Shareholder / Key Person Insurance
- Homeowner insurance

MORTGAGE INSURANCE

Life insurance provided from your lender is convenient but NOT your best value. Owning an individual policy has many advantages and usually for less money.

	Us	Lender
Who does the insurance protect?	YOU	Lender
Does your insurance continue if you change lenders?	YES	NO
Will you be rewarded for your good health with a lower premium?	YES	NO
Is your premium guaranteed for the term of the mortgage?	YES	NO
Who receives the insurance proceeds?	YOU	Lender

For more information or to register for any of these Benefit Programs call us at **1-888-298-7752** and identify yourself as an EDA member or email info@icbabenefits.ca