



EMPLOYEE GROUP BENEFITS PROGRAM AT A GLANCE

Life Insurance

Basic Life

- 1 X salary to age 68 (minimum coverage of \$70,000)
- \$7,000 from age 68 to age 72, at which point coverage ends

Optional Life - Employee Only

- optional units of \$10,000 to maximum of \$300,000 coverage to age 68, at which point coverage ends
- medical evidence of insurability required for applications made after 45-day period following employee's appointment to Memorial

Optional Life - Spousal and Dependent Child

- optional units of \$10,000 to maximum of \$200,000 coverage
- optional coverage of a flat \$10,000 per dependent child
- spousal coverage ends on earlier of employee's or spouse's age 68
- dependent child coverage ends on earlier of employee's age 68 or child's age 21(25 if in school)

Dependent Life

- automatic with family health
- spouse \$3,000
- each dependent child \$2,000
- coverage ends at age 68 (for dependent child, at their age 21/25)

Accidental Death and Dismemberment (AD&D)

Basic AD&D

- \$35,000 coverage to age 68 at which point coverage ends

Optional AD&D

- optional units of \$10,000 to maximum of \$300,000 coverage
- coverage equal to amount of Optional Life insurance
- coverage ends at age 68

Voluntary AD&D

- optional units of \$10,000 to maximum of \$300,000 coverage
- employee only or family plan available
- coverage ends at age 68

Health

- supplementary to provincial medical care program
- *Healthwise* managed drug formulary
- hospitalization benefits: semi-private
- vision care: maximum of \$250 in 24 consecutive months
- extended health benefits:
 - 80% of eligible expenses – subject to per-visit maximums and / or calendar year maximums
 - Subject to \$25 deductible per calendar year for employee or family
- Travel health insurance benefit
- Employee or family option available

Dental

- basic preventative maintenance plan
 - 80% of current Newfoundland Dental Society Fee Guide
- major restorative services
 - 70% of current Newfoundland Dental Society Fee Guide to a calendar year maximum of \$1,200
- employee only or family option available

Long Term Disability

- benefit level: 72 2/3% of monthly earnings
- maximum monthly benefit: \$8,500
- qualifying period to apply for benefits: 60 calendar days of continuous total disability
- coverage ends at age 65

For a more detailed description of group insurance benefits,
please refer to the Group Benefits Guide for Employees.