



# THE JOURNAL

## solid group plans made simple

### OPTIONAL BENEFITS

How can your organization enhance your group benefits plan without additional cost and administration? One way is to offer your employees optional benefits to top up their insurance coverage provided through the company's group benefit plan. This often enhances employees' perception of the program.

**What's the advantage to the employee?** Group purchasing power provides competitive premium rates, typically lower than what employees can get on an individual basis. In addition, the coverage provisions are often more robust when part of a group benefit plan. And with Johnstone's Benefits' third-party administration services, enrolment, premium payments and payroll deductions are made easy!

#### Optional Life Insurance

Optional Life Insurance can be purchased by employees for themselves and/or their spouse. This tops up the Employee Group Life Insurance coverage provided by the employer and allows the employee to choose the right amount of coverage to meet financial obligations in the event of their death or the death of their spouse.

Life Insurance benefit can serve a variety of purposes, including:

- Income to maintain a family's current lifestyle;
- Money for dependent children's education;
- A way to cover final burial expenses;
- A charitable cash donation; and/or
- A non-taxable cash gift to the insured person's designated beneficiary.

Optional Life Insurance premium costs will depend on age, gender and smoking status and the amount of insurance. Optional Life Insurance is typically offered in increments of \$10,000 to a maximum of \$250,000 of coverage for employees and their spouse, and is subject to medical evidence of good health.

### THE JOHNSTONE'S ADVANTAGE

Our mission is simple:  
**Treat each client as if they were our only client.**

Our value is clear:  
**We are completely independent.** We work for you and offer total flexibility on insurers and plans.

We offer all your group insurance services including administration, brokerage, consulting, and communications.

We provide dedicated client support, customization and flexibility to meet all of your company's benefits needs. And we make solid group plans simple.



## Optional Critical Illness (CI) Insurance

CI insurance helps protect families when an individual is diagnosed with a covered critical condition by providing a tax-free lump sum benefit that can be used any way the insured wishes. It helps to fill the gap between disability and life insurance for conditions that are life-altering, helping with expenses not always covered by provincial health plans.

Coverage is available for all eligible employees and their spouses under age 65, and for dependent children.

Medical evidence of good health is NOT required at the time of enrolment, within certain parameters, to obtain a certain level of coverage.

Tax-free benefits are paid at time of diagnosis for the first time for the following types of covered conditions:

- ☛ Heart Attack
- ☛ Cancer
- ☛ Stroke
- ☛ Kidney Failure
- ☛ Coronary Artery Bypass Surgery
- ☛ Blindness
- ☛ Paralysis
- ☛ Major Organ Transplant
- ☛ Multiple Sclerosis
- ☛ ALS
- ☛ Alzheimer's Disease
- ☛ Coma
- ☛ Deafness
- ☛ Parkinson's Disease
- ☛ Severe Burn

## Voluntary Accidental Death & Disablement (AD&D) Insurance

Voluntary AD&D can be added to your group insurance plan, available to the employee, spouse and dependent children.

Typically employees pay 100% of the Voluntary AD&D premium.

This inexpensive insurance product provides additional insurance for loss of or loss of use of limbs, eyesight, hearing and speech. The non-taxable benefit payable to the employee could be used to renovate a home or vehicle in case of serious disability (ie. paralysis) due to an accident.

It also provides a non-taxable benefit payable to the beneficiary in addition to life insurance in case of accidental death.

---

Optional benefits can be an inexpensive way to greatly enhance the value of your employees' benefit program. Please call us to discuss any of these approaches.

## CONTACT US

### Johnstone's Benefits

3095 Woodbine Drive  
North Vancouver, BC  
V7R 2S3

Phone: 604 980 6227

Toll Free: 1 800 432 9707

Fax: 604 983 2935

Website: [www.jbenefits.com](http://www.jbenefits.com)

**JOHNSTONE'S JOURNAL** is published monthly and designed to provide topical information of interest not only to plan administrators, but to all employees who enjoy coverage under the benefit plan. Feel free to make copies and share with your employees.

