



Pooled Programs Renewal - 2023



June 1, 2023

This is the 2023 renewal for the [ClearBenefits.ca](#) Pooled Program. We appreciate your ongoing business.

Please take the time to review the commentary throughout this document for better insights into your plan.

Why ClearBenefits.ca?

[ClearBenefits.ca](#) is your complete Group Benefits provider, developing, distributing and managing a complete range of Pooled & Experience-based programs for groups of 3—200+.

Commitment to Stability

- **It has been 16 years since we launched our original pooled program in 2007**
- **Consumer trends within the pool remain stable**
- **16 year combined average annual renewal rate adjustment: 6.15%**

2023 Renewal Updates & Comments

- We are pleased to announce that overall the [ClearBenefits.ca](#) pool is running very well and the **2023 renewal is less than inflation trend**
- For the 8th year in a row, the types of benefits being claimed within the Extended Health and Dental categories remain extremely consistent, indicating the consumer trends within our pool remains stable at a new normal.
- [ClearBenefits.ca](#) continues to support consumers through the updated plans , providing the premium coverage clients ask us for.

2023 Product Change – Response to Market Conditions

- Extended Health – Increased termination to: age 80
- Dental – Increased termination to: age 80
- Essentials Program – Increased Paramedical and Vision

2023 Renewal Updates & Comments

ClearBenefits.ca Pooled Programs

- It has been 16 years since we launched our original pooled program in 2007
- The pool continues to grow and mature
- Consumer trends within the pool remain stable

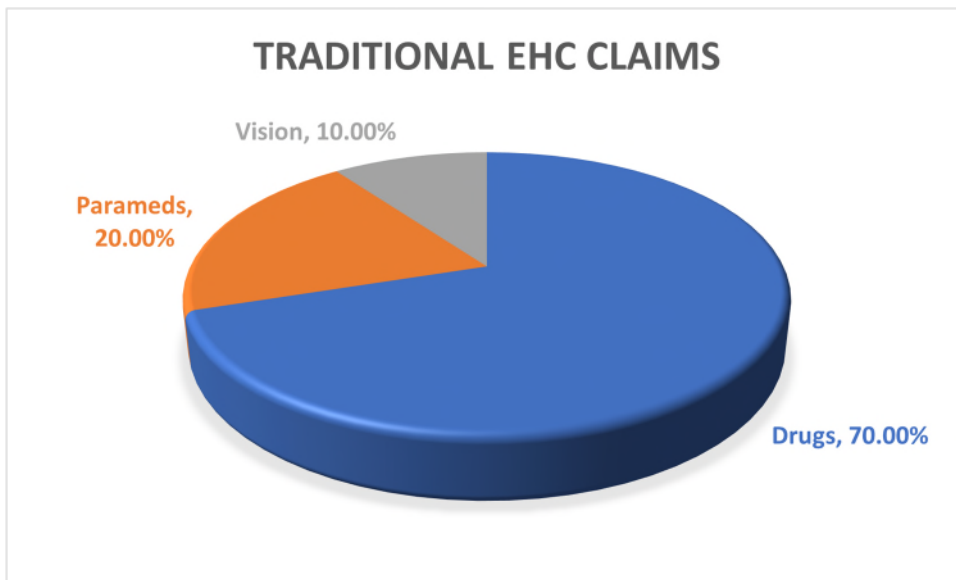
Premium Coverage

- All our programs focus on providing premium coverage at stable rates

Important Information—Inflation Trends

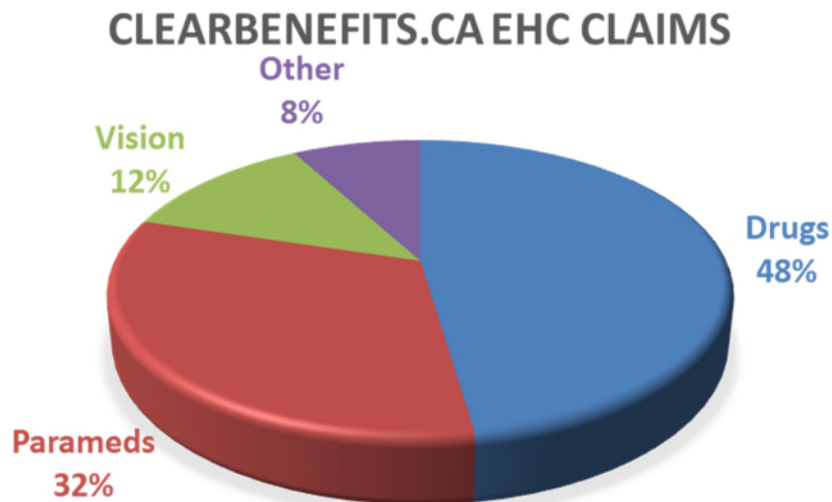
- **Inflation Trends**—Specific to Medical and Dental (not the consumer price index):
- Extended Health and Dental are the largest part of most benefits plans, aside from claims, inflation trends have the largest impact on annual rate adjustments. They are made up of annual increases in practitioner fee guides, cost of goods & services and increases in plan usage. *In other words, the effects from increases in the cost of prescriptions, medical equipment, practitioner fees, dental services etc that are most commonly claimed on*
- Here are the inflation trends for 2023:
 - Extended Health Inflation Trend: 11.23%
 - Dental Inflation Trend: 11.67%
- **Historical summary of our renewal averages:**
 - 15 year average: 6.15%
 - 10 year average: 7.04%
 - 5 year average: 4.18%
 - 3 year average: 3.00%

Our plans provide the Extended Health Care coverage clients ask for:



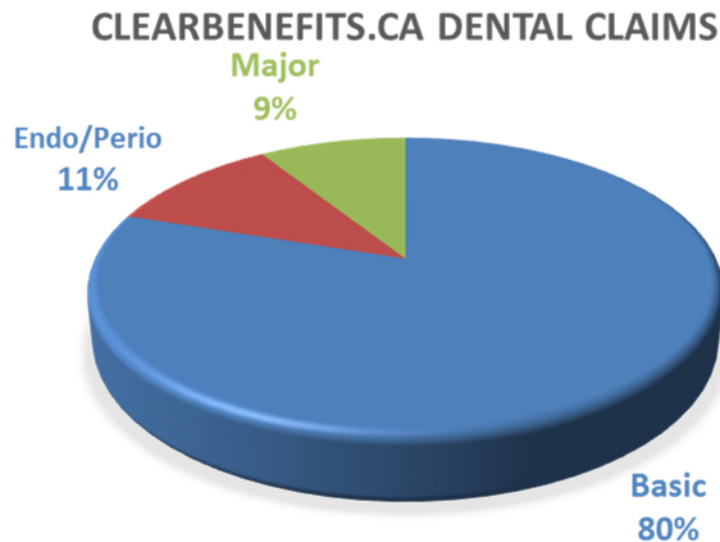
Clients are changing how they utilize benefits plans: Preventative vs. Reactive

Clients are utilizing services that support their healthier lifestyle choices



ClearBenefits.ca Pool claiming patterns remain consistent for past 8 years

**Our plans provide the Dental
coverage clients ask for:**



Overall, Dental claims within the ClearBenefits.ca Pool remain consistent with an increase in in basic dental and decrease in major dental compared to the previous claims year

Renewal 2023 Rate Adjustments - Pooled Programs

(underwritten by The Co-operators)

The 2023 overall rate adjustment for the pool is **0.42%**, making it **below** inflation trend

Summary of Rate Adjustments by Plan Design:

Overview of rate adjustments by Program and Options

- Classic Platinum, Lifestyle & Essentials Options 1 & 3 include LTD
- Lifestyle Program includes EAP & SOC
- Adjustments per group depends on the program and optional coverage you have:

Classic:

- Platinum: **0.43%**
- Gold, Silver, Bronze, Basic: **0.83% (no LTD)**

Essentials:

- Options: 1 & 3: **0.43%**
- Options: 2, 4, 5: **0.83% (no LTD)**

Lifestyle:

- Options 1 & 3: **0.42%**
- Options 2, 4, 5: **0.81% (no LTD)**

*June 1, 2023 billing statement will reflect the exact adjusted renewal rates and adjusted premiums

**Plans with effective dates within the period between December 1, 2022 and May 31, 2023 will have their 1st rate adjustment on June 1, 2024

Breakdown by Benefit Type - Pooled Programs

Life Insurance: +4.85%

AD&D: No rate change

Optional Life Insurance: No rate change

Optional AD&D: No rate change

Dependent Life: +5.22%

Critical Illness - No rate change

Short Term Disability (LTD): No rate change

Long Term Disability (LTD): -6.63%

- (Classic Platinum, Lifestyle Options 1 & 3, Essentials Options 1 & 3)

Second Opinion Consult: No rate change

Employee Assistance Program: -1.90%

Extended Health Coverage—EHC: -1.61%

- Overall usage was less than inflation trend of 11.23%

Dental: +4.70%

- Overall usage was less than inflation trend of 11.67%



Considering Changes to your Plan?

Whether you are considering increasing coverage or reducing costs, we are pleased to assist. Changing programs is easy as no new paperwork is required and you keep your existing cards.

Our most popular programs

- Lifestyle program—Healthy, lifestyle focused (enhanced coverage)
- Essentials Program—most affordable program

Next Steps:

- Please let us know if you would like to change your plan
- We will send you a quote summary (usually) within 2 business days
- Once you know which option you would like, just send us a confirmation email
- The change will be processed
- New booklet posted on-line
- **You keep your existing cards**
- **No new paperwork as it is just a change to an existing plan**

Group Retirement Plan?

Looking for additional ways to reduce turnover and keep key staff? Ask your advisor about starting a ClearBenefits.ca Group Retirement plan, administered by The Co-operators. Contact your Advisor for an information package.

Please contact us for alternate quotes, you may also visit us on-line at www.clearbenefits.ca



This 2023 annual renewal summary of your Group Benefits program was prepared and presented on behalf of your advisor.

We appreciate your ongoing business.

About Us:

ClearBenefits.ca is a web-based Group Benefits provider that develops, distributes, manages and services a comprehensive range of pooled Group Benefits programs.

ClearBenefits.ca works with you and your Advisor to help ensure the right plan for your situation, providing quality, affordable benefits plans that meet your needs within a comfortable budget.

Programs - Pooled*

Our pooled programs offer a "true insurance" approach to benefits through a spread of risk that is consistent with clients' expectations. Focusing on long term risk management has resulted in a history of rate stability.

- **Essentials Benefits Program** (3—20+) Pooled (most affordable)
- **Lifestyle Benefits Program** (3—20+) Pooled (contemporary, healthy lifestyle-focused coverage)

Features:

- No medical questions required
- Portability between programs
- Pay Direct Drug Cards
- Pay Direct Dental
- On-line and smartphone app claims submission
- On-line administration
- On-line employee web access
- Virtual Health Care
- Exclusive to [ClearBenefits.ca](https://clearbenefits.ca)
- Underwritten by The Co-operators
- Service available locally and nationally

Options

- Critical Illness
- Employee Assistance Program - Solerah
- Second Opinion Consult - WorldCare
- ContinYou - Individual health and dental conversion coverage - The Co-operators
- Health Care Spending Accounts
- Cost Plus

Group RRSP Program

- Group Retirement plans from The Co-operators made easy for clients of ClearBenefits.ca
- Ideal of Groups of 3+
- Lower fees through pooled MERs

*Pooled Group Benefits Programs underwritten by Co-operators Life Insurance Company