

October 25, 2021

**To: Benefit Administrators / Human Resource Personnel**

**From: Lorne Shiplack**  
**Benefit Services Manager**

**Re: Out-of-Scope Extended Health Care and Enhanced Dental Plan Contribution Rate for 2022**

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Following their annual review with the plan actuary, the Employee Benefit Plans Board of Trustees approved maintaining the current contribution rate for the out-of-scope extended health care and enhanced dental plan through 2022. The current contribution rate is \$103.00/FTE + 0.5% of straight time pay.

The extended health care portion of the plan is underwritten on an insured refund basis. An insured refund arrangement means that Canada Life insures the claims risk but once reserves held by the insurer are fully funded remaining funds can be returned to the trust.

The enhanced dental portion of the plan is underwritten on an administrative services only (ASO) basis. An ASO arrangement means that the plan pays only the actual claims costs plus an administration fee to Canada Life for paying the claims on the trust's behalf.

We will continue to monitor the out-of-scope extended health care and enhanced dental rate closely. The rate will be reviewed again in October 2022. We do anticipate that a rate increase may be needed in 2023. A rate increase will be implemented only if it is required.

If you have any questions about the out-of-scope extended health care and enhanced dental rate for 2022, please contact Lorne Shiplack at [lorne.shiplack@3shealth.ca](mailto:lorne.shiplack@3shealth.ca) or 306.347.5528.