

# Cost Plus

## HEALTH REIMBURSEMENT PLAN

### Coverage meets affordability.

A Cost Plus Health Reimbursement Plan (Cost Plus) is an easy way to supplement your organization's existing Saskatchewan Blue Cross Group Benefits Plan. As a Private Health Services Plan (PHSP), Cost Plus meets the current tax guidelines established by the Canada Revenue Agency (CRA).

If your group benefits plan has a benefit maximum or does not cover all CRA eligible expenses, Cost Plus can bridge the gap.

### How Cost Plus works

- 1 Employee pays out of pocket for a medical expense and submits it for coverage through their Group Benefits Plan
- 2 If the expense is not fully covered by the health plan, the remaining balance can be submitted to Cost Plus
- 3 The employer submits a payment to Saskatchewan Blue Cross equal to the balance (plus a 10% admin fee incl. GST, to a max of \$500 per claim)
- 4 Saskatchewan Blue Cross directly reimburses the employee for the eligible balance

### ADD COST PLUS TO YOUR EXISTING PLAN TODAY.

Contact your Group insurance broker or an Account Executive at Saskatchewan Blue Cross for more information.

### Your Cost Plus questions, answered.

#### WHAT ARE THE ADVANTAGES OF ADDING COST PLUS TO MY PLAN?

- **Flexibility.** Your Cost Plus benefits may include expenses that are limited or not included under your existing Saskatchewan Blue Cross Group Benefits Plan.
- **Tax-deductible expenses.** The eligible expense and the administration fees may be tax-deductible as a business expense.
- **Convenience at a low cost.** Pay no monthly premium for this benefit - at a lower cost than other plans.

#### WHAT EXPENSES ARE COVERED?

Cost Plus can be used to supplement any CRA eligible medical, hospital, dental and vision expense. If your existing Group Benefits Plan has a benefit maximum or does not cover all CRA eligible expenses, Cost Plus can bridge the gap.

Current details regarding allowable expenses can be found by searching for medical expenses on the CRA website [www.cra-arc.gc.ca](http://www.cra-arc.gc.ca)

#### WHO'S COVERED UNDER COST PLUS?

Cost Plus is available to all employees of your organization who are covered by our health or dental benefits.

You may choose to extend your Cost Plus benefits to any spouse or child listed by an employee as a dependent on your Group Benefits Plan who is also covered by health or dental benefits.