



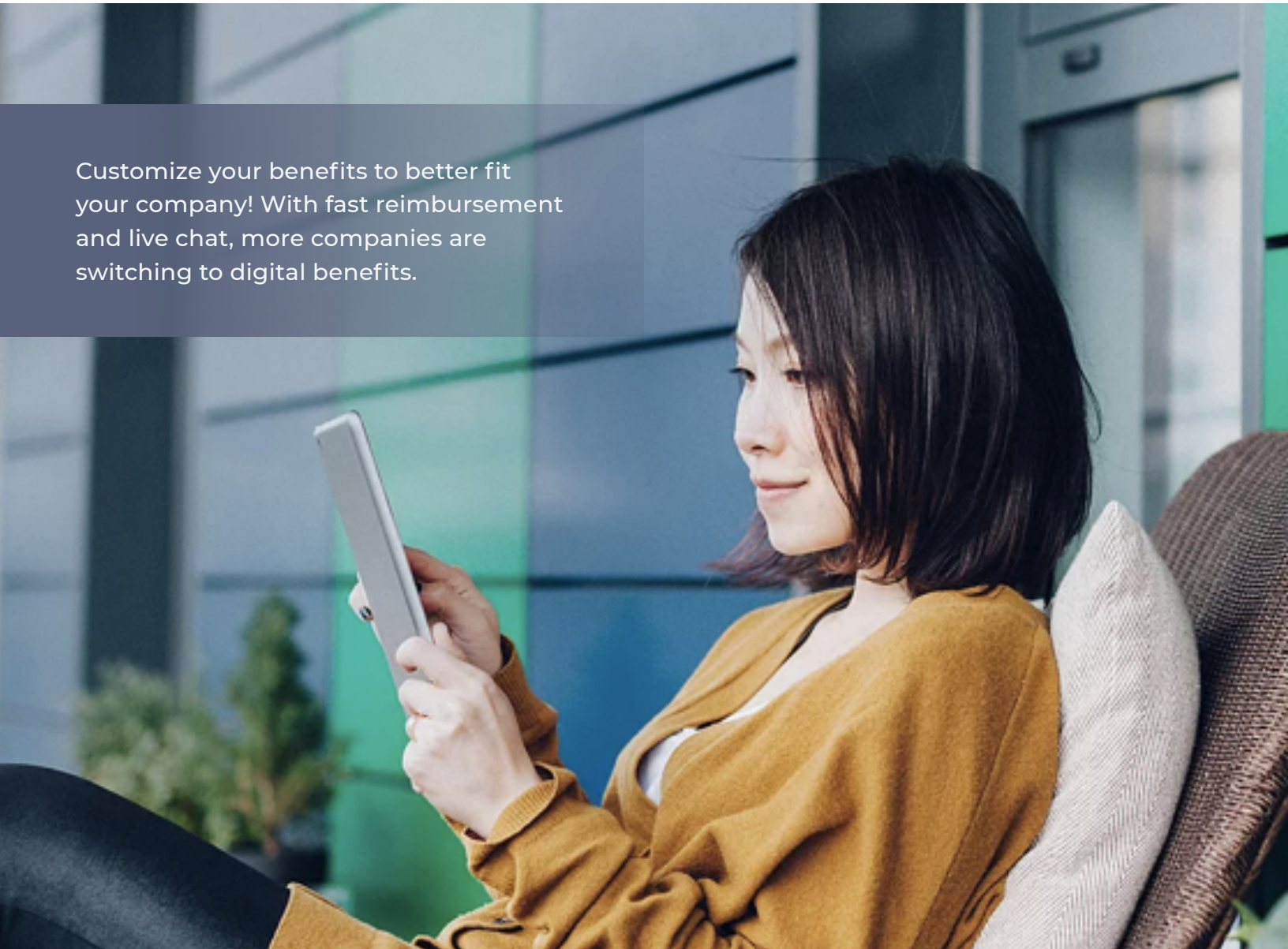
**FIRST WEALTH**  
ADVISORS

## Plan Options & Add-Ons

**Presented to:** Wayne Gretzky, Gretzky's Widgets

**By:** First Wealth Advisors

Customize your benefits to better fit your company! With fast reimbursement and live chat, more companies are switching to digital benefits.



# System Highlights

---

The platform grants employers and HR professionals a one-stop platform, facilitating employee's benefits and healthier lifestyles



## Real Time Access

Company Administrators and Employees have real time access to track activity. Claim approval is live, so balances and reports always accurately reflect the activity going on behind the scenes.



## Electronic Funds Transfer

No cheques! myHSA works on EFTs .



## Go Digital

All claims can be submitted online by employees through their own personalized dashboard, or employees can use the app for quick claim submission.



## Download our App

The app makes claim submission, checking claim status, and viewing messages simple – available for both iOS (iPhone/iPad) and Android devices



## Quick & Easy

Claim reimbursement is only a two business day turnaround!



## Live Chat

Live Chat offers technical support for employees and is run in-house by our experienced team

# Plan Options

---

Catering to employees' needs is easy, with the available plan options and levels of customization. Whether you want to mimic traditional insurance plans, support and incentivize wellness, offer a top-up solution, or simply offer an HSA.

## myHSA™

An HSA (Private Health Services Plan) is a Canada Revenue Agency approved method to provide medical, dental and vision benefits in a tax efficient manner.

A corporation can write off 100% of the costs related to its HSA. All expenses reimbursed are tax-free to the employees.

Medical, Dental and Vision are the standard categories offered to employees in an HSA.

All Health Spending Account expenses are taxable to residents of Quebec.

## myWSA™

A WSA is a taxable spending account provided by employers to promote healthier lifestyles and employee satisfaction. myWSAs are taxable and extremely flexible. The only governing body over eligible items in the program is the employer, and a WSA typically encompasses items companies feel will incentivize their staff.

There are many standard wellness items, including daycare costs, gym memberships, vitamins, and personal training. You can be as creative as you want when building a WSA.

## myFlexplan™

myFlexplan allows an employee to select from the list of available options (provided by the employer) that best suits that employee based on their stage of life.

The employee can allocate their funds based on what suits their needs.

The myFlexplan can include any or all of the following: myHSA, myWSA, RRSP, TFSA. The employee can choose how to allocate their yearly amount between the accounts. Once the amount is allocated, the credits are locked in for the plan year and the allocation cannot be changed.

## myASO™

myASO is a customizable plan allowing employers a greater degree of flexibility and control over spending.

Similar to an HSA, the employer is responsible for funding claim costs, and like all of our products the plan is not prefunded. Inside the myASO plan, the employer can drill down to the sub-item level and completely customize the myHSA and myWSA lists with category limits and yearly caps. myASO also allows the option to allow funds pooled or per individual family member.

# Eligibility for an HSA

---

As a matter of eligibility for a Health Spending Account, your group/company must meet the following requirements:

A PHSP should be treated as an employee benefit, not a shareholder's benefit. When setting up the plan, please make sure the following conditions are met:

1. Must be an active business – cannot just be generating passive income.
2. The benefit is available to all employees, including those who are neither a shareholder nor related to a shareholder (regardless of whether they have chosen to participate in the plan); or
3. If the benefit is not available to all employees, but there is a logical reason to exclude some employees; or
4. The benefit is provided as part of a reasonable remuneration package for the individual as an employee; or
5. The benefit is comparable to that offered to non-shareholder employees of businesses of a similar size who perform similar responsibilities.
6. Employees who are also shareholders must receive the benefit because of their employee status at the company. We recommend T4 income to establish the employee relationship, but it is not mandatory.

# Add-Ons

---

## Administering Add-Ons

Provide a well-rounded benefits package to offer additional coverage where your employees need it most – combine a spending account with an add-on and enjoy group pricing and centralized billing.

## Available Add-Ons



Allstate provides comprehensive critical illness insurance with medical care support services. Meeting employee's needs with, guaranteed issue, meaning no medical questions to answer at initial enrollment; dependent children automatically covered at no cost for 50% of the comprehensive critical illness benefit amount; benefits paid regardless of any other medical or disability plan coverage; premiums are affordable with a convenient payment process; and coverage may be continued after employment. Some exclusions and limitations still apply.



Choose from two insurance options—travel and catastrophic insurance or multi-coverage travel and catastrophic coverage, including life insurance, accidental death & dismemberment, and critical illness coverage.

## ♥ Dialogue

Dialogue's Integrated Health Platform offers four packages through myHSA – EAP, Mental Health Plus, Wellness and the Complete Suite of Primary Care, MH+, Wellness and EAP. Dialogue's EAP provides access to 4 live and virtual sessions per case for mental health specialists, family and relationship specialists, and career counselling; 2 hours of support per case for legal and financial professionals; and immediate 24/7 critical incident response. Multiple cases are permitted.

Mental Health Plus provides 24/7 access to self-care resources, evaluations within 60 minutes, and virtual consultations within 24 hours; regular mental health score tracking and case management follow-ups; and access to a diverse team of specialists and clinical assessment and medication when needed.

Wellness provides 24/7 access to wellness support such as fitness challenges for individuals and groups, clinically-vetted Healthy Habits to help you reach your well-being goals, access to health and fitness resources for employees and their family, as well as a vast content library covering a range of wellness topics.

Primary Care provides unlimited and virtual medical care 24/7, non-urgent care for a range of health concerns, in-app prescription renewals, same-day consultations via text, phone or video, personalized follow-ups, and concierge level support for in-person specialists.