

Corporate Benefits Portfolio

A spectrum of insurance solutions



RBC Insurance®



Employee benefits at a glance

Long Term Disability Income Protection insurance

10 or more employees

- Variable plan designs available
- Elimination periods: variable
- Benefit periods (maximum duration of payment): 2, 3, 5, 10 years or age 65
- Maximum monthly benefit and non-evidence limit: varies by group size
- All source maximum: 85%, 75%, 70%
- Pre-existing conditions exclusions available: 3/12 and 6/12/24
- Continuation of coverage upon transfer from other carrier
- Coverage to the earlier of retirement or age 65
- Waiver of Premium

Taxable and non-taxable plan designs

Multiple class availability

Definitions of disability include

- 1, 2, 3, 4, 5 year or to age 65 regular occupation
- Above options are available with partial or residual definition
- **Partial disability** is standard in all contracts. Partial disability provides benefits when an employee:
 - is limited from performing material and substantial duties of his/her regular occupation due to illness or injury
 - has a 20% or more loss in earnings due to the same illness or injury
 - during the elimination period, must be disabled on a total basis
- **Residual disability** is optional and provides benefits when an employee:
 - is limited from performing material and substantial duties of his/her regular occupation due to illness or injury
 - has a 20% or more loss in earnings due to the same illness or injury
 - during the elimination period, may be disabled on either a partial or total basis

Gainful Occupation

An occupation that is or can be expected to provide claimant with an income within 12 months of return to work that exceeds:

- 80% of indexed monthly earnings, if working (assumes claimant is already working at a reduced capacity), or
- 60% of indexed monthly earnings, if not working, but able to.

Rehabilitation and Return to Work Assistance Benefit

- Extra 10% of gross disability payment to a maximum benefit of \$1,000 per month
- Up to 3 additional months of payments following date disability ends if participating in an RBC Insurance® approved Rehabilitation and Return to Work (R&RTW) Assistance program and unable to find employment



Survivor Benefit (with Accelerated feature)

- Supports the needs of the employee's family upon the death of the employee
- Benefit equal to 3 months of the gross disability payment will be paid to the insured's survivor, if the claimant was disabled 180 days and receiving, or entitled to receive, LTD benefits and dies
- An insured with a terminal illness can access this benefit on an accelerated basis

Dependent Care Expense Benefit

- Benefit that supports broader needs of the claimant while participating in an RBC Insurance approved R&RTW Assistance program
- Benefit pays an extra \$350 per month per dependent* up to a monthly maximum of \$1,000

* Dependent may be a child age 15 or older or a family member who needs personal care assistance

Total Benefit Cap

- Total combined RBC Insurance monthly benefits can replace up to 110% of pre-disability earnings when claimant is participating in an RBC Insurance approved R&RTW Assistance program
- Cap increase recognizes additional needs of claimant when in a R&RTW Assistance program
- If claimant is not participating in a R&RTW Assistance program, the total benefit cap is 100%

Work Incentive Benefit

- An effective incentive program for employees who are able to return to work on a part-time basis
- Enables employees to replace up to 100% of pre-disability earnings during the first 12 months after returning to work, if they are still disabled and suffering a loss of earnings between 20% and 80%

Indexed Pre-disability Earnings

- Used to calculate the partial and residual disability benefits
- Lesser of the change in CPI or 10% simple

Worksite Modification Benefit

- Modification to help employees remain at or return to work
- Reimbursement to employer up to the greater of two times employee's gross monthly benefit or \$1,000

Standard Services included with LTD offering

- **Work-Life Employee Assistance Program:** An employee assistance and work-life program that offers confidential telephone referral and support with workplace and everyday issues for insureds and their families.
- **Best Doctors®:** Service provides insured employees and their eligible spouse and dependents[†] with a unique combination of information and access to the best medical knowledge when it matters most.
[†] Children under the age of 26
- **Early Intervention Services:** For employers who self-insure their Short Term Disability benefit, this service is designed to identify potential long term disability claims and to determine if early intervention measures during the LTD elimination period are appropriate. When used effectively, this service can reduce the incidence and duration of long term disability in the workplace.

Options

Education Benefit

- Extra monthly benefit of \$200 or \$400 paid to claimant for each eligible dependent child, under age 25, enrolled or attending an accredited post-secondary school beyond Grade 12

Disability Plus® Benefit

- Offers additional income support (above and beyond LTD monthly benefit) to insured for more severe disabilities
- Severe disability defined as the loss of 2 or more activities of daily living (ADL) or cognitive impairment
- Monthly Benefit Options: 25% or 30% of pre-tax monthly earnings
- Maximum monthly benefit is \$5,000

Spouse Disability Benefit

- Offers additional income support to employee if their spouse becomes disabled
- Disability defined as the loss of 2 or more ADLs or cognitive impairment
- Employer Monthly Benefit Options: \$1,000, \$1,500, \$2,000, \$2,500 or \$3,000
- Duration Options: 2 or 3 years
- Spouse does not have to be employed

Recovery Income Protection Benefit

- Provides continued protection when the employee is no longer disabled but their income loss is still more than 20% after returning to work full time with the same employer
- Benefit paid for up to 4 months

Cost of Living Adjustment

- Flat annual increase of 1%, 2% or 3%; or
- Lesser of 3% or 1/2 CPI
- Cost of living adjustments are compounded annually
- Deferral options of 1, 2, 3, 4 or 5 years available

Extended Recurrent Disability Benefit

- Provides recurrent disability coverage for 12 months when the employee returns to work for another employer
- If recurrent disability occurs within 6 months from the end of the prior claim, a new elimination period does not need to be satisfied
- If recurrent disability occurs more than 6 months but less than 12 months after the end of the prior claim, a new elimination period must be satisfied

24-Month Survivor Benefit

- Benefit equal to 66.6667% of the insured's last monthly disability payment for 24 months will be paid to the insured's survivor, if the claimant's disability had continued for 12 or more consecutive months and was receiving, or entitled to receive, LTD benefits and dies

Conversion Privilege

- Allows an individual to apply to convert his/her group LTD coverage upon termination of employment under certain circumstances

Critical Illness Benefit

- Following a 30-day survival period, the benefit pays a one-time lump sum benefit upon diagnosis of a covered critical illness – cancer, a stroke or a heart attack.
- Two benefit options available:
 - 5 times monthly LTD benefit (maximum of \$25,000)
 - 10 times monthly LTD benefit (maximum of \$50,000)



Retirement Income Protection

- Provides payment to an employee's company-sponsored pension or RSP plan
- Maximum benefit is \$2,500 but not exceeding the maximum allowable by law

Revenue Protection

- Benefits are paid to the policyholder
- Key person protection covering a percentage of the employee's earnings to a maximum of 60%
- Maximum benefit is \$15,000

Small Business Employee Income Protection

2 to 9 employees

Eligibility

- Available to full-time employees of companies that have been in business for 2 or more years
- 100% of eligible employees must participate
- No more than 50% of the eligible group can be members of the same family

Taxable and non-taxable plan designs

Definitions of disability

- Choice between a 2 year regular occupation with partial or residual definition

Pre-existing condition exclusion

- 24/12

Elimination period

- 120 days

Maximum monthly benefit

- \$3,000 or \$4,000

Benefit period

- To age 65

Other benefits

- Rehabilitation and Return to Work Assistance Benefit
- Survivor Benefit (with Accelerated feature)
- Dependent Care Expense Benefit
- Total Benefit Cap
- Work Incentive Benefit
- Indexed Pre-disability Earnings
- Worksite Modification Benefit
- Conversion Privilege
- Gainful Occupation (80% if working; 60% if not working)
- Waiver of Premium
- Continuity of coverage upon transfer from other group carrier

Standard Services with 2 – 9 offering

- Work-Life Employee Assistance Program
- Best Doctors Service

Contact your RBC Insurance Representative about the innovative solutions available with our individual income, critical illness, or business protection products.

Basic Employee Term Life

10 or more employees

- Accelerated benefit
- Variable schedules available
 - Flat benefit amount
 - Multiple of annual earnings
- Maximum: varies by group size
- Waiver of Premium to age 65
- 50% reduction at age 65
- Coverage to the earlier of retirement or age 70
- Conversion privilege

Basic Dependent Term Life

- Variable schedules available:
 - Dependent spouse coverage amount limited to the lesser of \$25,000 or 100% of the employee amount
 - Dependent child(ren) coverage amount from \$2,000 to a maximum of \$10,000 and may not exceed 50% of the employee amount
- Waiver of Premium during employee disability
- Coverage to the earlier of employee's retirement or age 70



Voluntary Life

- All coverage amounts are medically underwritten
- Volumes:
 - Employee – \$10,000 units (maximum is lesser of 5 x annual earnings or \$250,000)
 - Dependent spouse – \$5,000 units
 - Dependent child(ren) – \$2,000 units
- Spouse coverage amount limited to 100% of the employee amount
- Child(ren) coverage amount limited to 50% of the employee amount
- Accelerated benefit
- Portable coverage at the same group rates may be available
- Conversion privilege may be available
- Waiver of Premium during employee disability
- Coverage to the earlier of retirement or age 70



Basic Accidental Death and Dismemberment (AD&D)

Enhanced comprehensive schedule of losses, including Loss of Use and Paralysis (200% to a maximum of \$1,000,000)

Standard benefits available

- Day Care
- Continuation of Coverage
- Conversion Privilege
- Education**
- Exposure and Disappearance
- Family Transportation**
- Home Alteration and Vehicle Modification
- In-Hospital Indemnity
- Rehabilitation
- Repatriation
- Spousal Retraining
- Waiver of Premium

Optional benefits available

- Burn Benefit
- Comatose
- Contagious Disease

- Felonious Assault
- Funeral Expense
- HIV Adjustment
- Kidnap and Extortion
- Parental Care
- Permanent and Total Disability
- Rehabilitation Physical Therapy
- Repatriation and Identification
- Seat Belt
- Seat Belt and Air Bag
- Coverage to the earlier of retirement or age 70

Short Term Disability

10 or more employees

- Variable plan designs available
- Standard plan qualifies for EI premium rate reduction
- Maximum: varies by group size
- Elimination period:
 - Variable
 - First day hospitalization (available)
- Benefit period: 15, 17, 26, 52 weeks
- Taxable and non-taxable plan designs are available
- Coverage to the earlier of retirement or age 70
- Administrative Services Only (ASO) also available

** Additional benefit amounts are available at an additional charge



About RBC Insurance

RBC Insurance, through its operating entities, including RBC Life Insurance Company, provides a wide range of life, health, travel, home, auto and reinsurance products as well as creditor and business insurance services to more than five million North American clients. As a leading provider of individual living benefits and life insurance products in Canada, RBC Insurance offers a comprehensive portfolio of individual and group life and health insurance solutions, including term and universal life insurance, group benefits, disability critical illness, and long term care insurance as well as segregated funds. These products are distributed through more than 17,000 independent brokers affiliated with producer groups, financial planning firms and stock brokerage firms, as well as through direct sales and a network of career sales representatives.

For more information, speak with your Benefits advisor or call 1-866-235-4332.



RBC Insurance®

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