

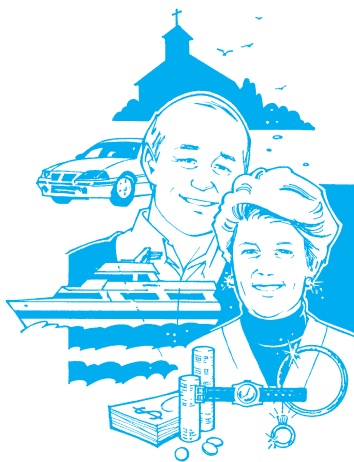
## Pension Plan

Employers can choose to participate in the NEBS Pension Plan separately, or combined with the insurance and health benefits plans. If the employer chooses to participate, all permanent full time and qualified part time employees will participate.

The NEBS Pension Plan is a guaranteed benefit plan, with an employee's retirement income determined by a formula that accounts for the years of pensionable service with the employer and the average of the best years of an employee's earnings. Pensions are payable for the employee's lifetime and are increased annually based on a cost of living formula.

The Plan provides employees several early retirement options. A pension allowance is provided for a surviving spouse and dependent children if the employee dies.

The NEBS Plan is similar to the plan provided employees of the territorial governments and federal government and a reciprocal agreement with these governments allow staff to change employers and transfer their pension.



## What Do Plans Cost?

Rates for insurance and health care plans are negotiated annually with our insurance underwriters. These rates are generally stable but can go up or down slightly from year to year.

Life insurance, long term disability, accidental death, disease and dismemberment, and weekly indemnity plans provide benefits based on an individual's salary. The cost for these plans will vary by the employee's salary and the coverage chosen by the employer.

Extended health care and dental services, have a fixed rate for single coverage and another rate for family coverage.

The NEBS Pension Plan is legislated and employee contributions are set in the plan. The current contribution for employees is 8% of regular earnings. Employers currently contribute a matching 8%.

The NEBS office can provide interested employers with exact costs for the various plans and the optional levels of coverage based on a current employee salary listing.

## How are Premiums Billed?

NEBS is a multi-employer plan, meaning we bill the employer and they are responsible to deduct from employees any premiums the employee is expected to pay.

Employers set the level of contribution they will make to the cost of the insurance and health benefits plans. In cases where non-taxable benefits are chosen, employees must pay premiums. In other cases, employers may pay all, or a portion of premiums. These are decisions the employer will make with their employees based on their circumstances.

For more information on the NEBS Program call the Program Administrator at 867-873-4965.



# Northern Employee Benefits Services (NEBS)



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## Introducing Northern Employee Benefits Services

Northern Employee Benefits Services (NEBS) is a member owned, not-for-profit corporation that sponsors an insurance and health care benefits plan and a pension plan for public sector employees in the North.

Membership in NEBS is open to all northern public sector employers, including: community governments, band councils, public housing organizations, boards and agencies of government, and non-profit organizations. Over 100 employers representing 1400 employees are members of NEBS.

To become a member an employer must apply and is required to accept the NEBS policies that govern joining and payment of contributions.

Our Employer Members have the choice of a number of plans that provide life and disability insurance and health, vision and dental benefits for their employees, as well as a retirement pension plan. Members also have a direct voice in the management of NEBS.

A Board of Directors oversees the management of the Corporation. Directors are nominated and elected by Employer Members and the Board reports to the Membership at annual general meetings. The Chief Executive Officer and a small staff are located in Yellowknife and manage program operations. Employer Members are kept informed of all Board activities and program matters through regular Employer Bulletins and other mailings.



## Basic Insurance Plan

As a participating employer in the NEBS group insurance plan your employees receive the following basic coverage.

### *Life Insurance*

- Provides the Employee's family, or the person(s) identified as a beneficiary, with a cash payment in the case of an employee's death.
- Employer Members choose the level of coverage, either 3 times annual salary or 1 1/2 times annual salary.
- Employees can choose to purchase additional Life Insurance.

### *Accidental Death, Disease and Dismemberment Insurance*

- Provides the Employee's family, or the person(s) identified as a beneficiary, with a cash payment in the case of an employee's accidental death. If the employee contracts a critical disease that disables them, they will receive a cash payment. If the employee loses use of a part of their body as a result of a critical disease or injury, they will be paid a cash benefit.
- Benefits are paid on a percentage of the level of Life Insurance coverage the employer has chosen.

### *Long Term Disability Insurance*

- Provides the employee a monthly income should an employee become totally disabled as the result of an injury or illness.
- Employer Members choose either a non-taxable benefit of 60% of salary or a taxable benefit of 70% of salary. Rates charged vary with the option chosen.
- Employees must pay the full premiums to qualify for the non-taxable benefit option.

### *Dependent Life Insurance*

- Provides the employee a cash payment in the case of the death of their spouse or dependent child.
- Employees can choose to purchase optional dependent life insurance for parents.

## Weekly Indemnity Insurance Plan

Employers have the option of providing their employees this plan. If selected, all employees participate. The Weekly Indemnity Plan compliments the Long Term Disability Plan and provides employees with an immediate weekly income should they become disabled as a result of injury or illness. This benefit may continue up to the time the employee becomes eligible for long term disability benefits.

Employers choose either a non-taxable or taxable option. To qualify for non-taxable benefits employees must pay the premiums.

## Extended Health Care Plan

Employers may choose to provide coverage for their employees under this plan. If their employer participates, each employee can choose whether to participate and if coverage is for themselves, or for their family as well.

This plan provides a range of enhanced services including the cost of prescription drugs, the services of paramedical practitioners, semi-private hospital rooms and emergency care outside Canada. A major feature of this plan is vision care coverage for the costs of lenses, frames or contact lenses, and laser eye surgery.

## Dental Care Plan

Employers may choose to provide their employees this plan. If the employer chooses to participate, each employee is given the choice to participate and whether they want single or family coverage.

This plan provides reimbursement for 100% of the costs of basic dental services and 50% of the costs for major dental services and eligible orthodontic services.

