

Memorandum of Settlement

Dated

June 16th, 2015

Between

Great Sandhills Railway Company (GSR)

and the

Teamsters Canada Rail Conference (TCRC)

Concerning

Application of collective agreement language and other changes
covering the years 2014-2016

2014 - 2016 TCRC – Great Sandhills Railway Memorandum of Settlement

1. Term: 3 years

2. Quality of Life

a. Cab Conditions

- Add Appendix 1 Letter regarding GSR purchase of new locomotives and consultation with the TCRC regarding cab design.

3. Payments / Rules

a. Guarantee

- Add Appendix 2 Letter to reflect post May 2013 employees shall be guaranteed seventy (70) hours work for every two week pay period.
- Amend Article 20.2 language as follows:

Proposed Language

20.2 Employees who absent themselves from their assignments for any reason during the work week, *including changes made to meet operational requirements as stipulated in article 20.1*, shall have their pay adjusted in the next pay period by the actual number of hours below the standard hours in any week that they may be so absent.

Current Language

20.2 Employees who absent themselves from their assignments for any reason during the work week shall have their pay adjusted in the next pay period by the actual number of hours below the standard hours in any week that they may be so absent.

b. Safety Clothing Allowance

- Amend Article 23.3 language for the inclusion of a defined safety clothing / appliance allowance within the Collective Agreement as follows:

Proposed Language

23.3 GSR shall furnish, for those employees requiring the appropriate safety gear, hard hats, safety vests, and if necessary, welders' protective clothing. An allowance of \$600 per year will be furnished to cover all other work related clothing required, including work boots, safety glasses and gloves. Employees failing to wear and use proper safety equipment for their position shall be subject to the Disciplinary Policy of GSR.

Current Language

23.3 GSR shall furnish, for those employees requiring the appropriate safety gear, hard hats, safety vests, safety glasses, gloves, welders' protective clothing, and an allowance for safety boots to allow employees to purchase two (2) pairs of GSR approved safety boots per year. Employees failing to wear and use proper safety equipment for their position shall be subject to the Disciplinary Policy of GSR.

4. Work Rules

a. Probationary Period

- Cancel the current One-Year Probationary Period letter.
- Amend Article 6.3 to reflect 180 days and clarify the commitment of the GSR to identify to newly hired employees what classification they are being hired under, as follows:

Proposed Language

6.3 A newly hired employee shall serve a probationary period of one hundred eighty (180) calendar days. During a newly hired employee's probationary period, GSR may terminate the employment relationship at any time and for any non-discriminatory cause. It will be the responsibility of the GSR to notify all employees, in writing and upon hiring, whether they are classified as a regular employee, or Vacancy Relief Personnel.

Current Language

6.3 A newly hired employee shall serve a probationary period of ninety (90) calendar days. During a newly hired employee's probationary period, GSR may terminate the employment relationship at any time and for any non-discriminatory cause.

b. Vacancy Relief Personnel

- Amend Article 6.10 (f) to reflect a distinction between Regular Employees and Vacancy Relief Personnel and amend the probationary period for Vacancy Relief Personnel in Article 6.3 as follows:

Proposed Language

6.10 (f) Vacancy Relief Personnel who are not on the Vacancy Relief Personnel seniority list and awarded a permanent position shall be placed on the GSR regular seniority lists based on their first tour of duty, and will be subject to a probationary period of 60 days.

Current Language

6.10 (f) Vacancy Relief Personnel who are awarded a permanent position shall be placed on the seniority lists based on their first tour of duty and will not be subject to the probationary requirements of Article 6.3.

c. Training

- Add new Article 27.9 to promote the ability for employees to complete certain training in off-duty hours as follows:

New Language

27.9 Employees will be required to complete an approved First-Aid and WHIMIS course during their off-duty hours. Employees will be allowed a reasonable amount of time to complete these mandatory courses, and will be compensated at their regular rate of pay while in attendance.

5. Letters of Understanding

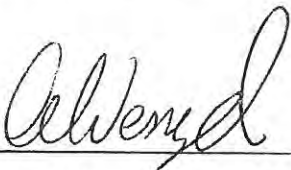
- Appendix 1: Locomotive Cab letter
- Appendix 2: Guarantee Letter
- Appendix 3: Share Purchase / Profit Sharing Letter

6. Other

- Updated Benefits Booklet

SIGNED AT CALGARY, ALBERTA, THIS 16th day of June, 2015.

FOR THE GREAT SANDHILLS
RAILWAY COMPANY:



A. Wenzel

Manager of Operations GSR

FOR THE TEAMSTERS CANADA
RAIL CONFERENCE:



D. Fulton

General Chairman, TCRC CTY West



G. Edwards

General Chairman, TCRC LE West



Great Sandhills Railway Ltd.
P.O. Box 726
Leader, SK S0N 1H0
306-628-4774
Fax 306-628-4772

June 16, 2015

Attn: Greg Edwards

As per our meeting Wednesday, July 2nd 2014. GSR is seriously looking into the purchasing new locomotive to replace its current fleet of leased GP-38's. If GSR goes ahead with the purchase of new locomotives, GSR will consult with the TCRC regarding the design of the locomotive cabs.

Sincerely

*Aaron Wenzel
Great Sandhills Railway
Operations Manager
transportation@gsrail.ca*

Appendix 2 Letter – Article 20.01 - Guarantee

June 16, 2015

Dave Fulton
General Chairman CTY West

Greg Edwards
General Chairman LE West

This is in regard to our discussion concerning the viability of the GSR and the guarantee as outlined in Article 20.01.

In May 2013 the parties agreed that employees hired after May 13, 2013 would not be entitled to the 80 hour guarantee as outlined in Article 20.1. The parties agree to cancel the May 2013 agreement with this letter and the following new conditions.

Due to the financial situation of the GSR, it is agreed between the TCRC and the Company to relax the requirement of Article 20.1 for all employees hired after May 13, 2013.

It is agreed between the parties that employees hired after May 13, 2013 will be entitled to a reduced guarantee of 70 hours rather than 80 hour guarantee as noted in Article 20.01 of the collective agreement. Employees hired prior to May 2013 will continue to be entitled to the full guarantee as outlined in Article 20.1.

The GSR has the best intentions regarding new hires and will make every effort to ensure working hours for new employees is as close to the standard as can be realistically provided.

This agreement will remain in effect for the earlier of the expiration of the current collective agreement; or the GSR returns to profitability.

Yours truly,



Aaron Wenzel

Manager of Transportation GSR

I concur,



Dave Fulton

General Chairman, TCRC CTY West



Greg Edwards

General Chairman, TCRC LE West

Appendix 3 Letter– Share Purchase / Profit Sharing Letter

June 16, 2015

Mr. Greg Edwards
General Chair- Engineers West
TCRC - West

Mr. Dave Fulton
General Chair- Trainmen West
TCRC - West

Dear Sirs,

This refers to our various discussions during the recent round of main table negotiations regarding the Company's financial viability and the fact there remains a significant deficit. Further, we discussed the possibility of providing the employees with a Profit Sharing or Share Purchase Program.

Accordingly, it was discussed during negotiations that during the closed period, the parties would jointly determine the most viable program for the employees and the GSR. The first meeting to initiate this program will occur no later than 120 days following ratification. Provided the initiative meets the criteria and is acceptable to the Union, the GSR will move forward with the acceptable program.

If there are reasonable one-time costs to initiate the process, (i.e. printing and distribution of information regarding the program, system set up costs) that are not covered by the Service Provider, the company will be prepared to cover such costs.

If this accurately reflects our conversations, please so indicate by signing below.

Yours truly,



Aaron Wenzel
Manager of Transportation GSR

I concur,



Greg Edwards
General Chair, Engineers West



Dave Fulton
General Chair, Trainmen West



Benefits Booklet

Great Sandhills Railways Ltd.

Group Policy Number: G0085748

Class: All Employees

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Health for Life® - Resources to help you and your family maintain overall good health and wellness

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Accidental Death and Dismemberment Insurance

Critical Illness

Conversion Option

FollowMe™ Health

A message from your plan sponsor

Great Sandhills Railways Ltd. is pleased to be able to offer you medical and financial security by sponsoring your group benefits program. We have selected Manulife Financial as a partner to help us deliver the program. They are committed to providing excellent service for us.

At this point, you will have received some basic information about how you can connect with Manulife Financial and how to submit claims. Now, I would encourage you to spend a few moments reviewing our plan's coverage so you can better understand what's available. You'll learn about not only the more routine things, but also about some of the benefits available that you may need to draw on in a time of crisis. Your plan is here to offer you some support in the event you encounter unforeseen circumstances in the future.

After reviewing the coverage, if you have any questions, check in with our plan administrator.

Planning for Financial Security

You may be interested in developing a personalized financial plan that will help you achieve your goals. The benefits representative who helped us arrange your group benefits program can also work with you to help determine your need for individual insurance or personal savings and investments. If you're interested contact Graham Smith.

Core Coverage and Services

Your plan sponsor has chosen to offer the following benefits to form the coverage in this program:

Dental

Benefit Details	Your Plan's Coverage
Waiting Period	3 months
Deductible	\$50 Individual, \$100 Family, per calendar year(s)
Deductible Carry-Forward	Covered expenses used to satisfy the deductible in the last 3 months of the calendar year may also be used to satisfy the deductible in the following calendar year.
Dental Fee Guide	Current Fee Guide for General Practitioners for your Province of Residence If you reside in Alberta, the current Fee Guide is considered to be the 1997 Alberta Dental Association Fee Guide for General Practitioners plus inflationary adjustment as determined by Manulife Financial
Coverage ends	At the earlier of age 70 or your retirement
Combined Maximum applies to: Level I Level II Level III Level IV	\$2,500 per calendar year
Level I - Basic Services Includes items such as: complete oral exam, one per 2 calendar years full-mouth x-rays, one per 2 calendar years one unit of light scaling and one unit of polishing once every 6 consecutive months, or prophylaxis once every 6 consecutive months, when the service is performed in Quebec bitewing x-rays, two films, once every 6 months recall exams, and fluoride treatments, once every 6 months routine diagnostic and laboratory procedures fillings, retentive pins and pit and fissure sealants. Replacement fillings are covered provided: - the existing filling is at least 12 months old and must be replaced either due to significant breakdown of the existing filling or recurrent decay, or - the existing filling is amalgam and there is medical evidence indicating that the patient is allergic to amalgam pre-fabricated full coverage restorations (metal and plastic) space maintainers (appliances placed for orthodontic purposes are not covered) minor surgical procedures and post surgical care extractions (including impacted and residual roots) consultations, anaesthesia, and conscious sedation denture repairs, relines and rebases, only if the expense is incurred later than 3 months after the date of the initial placement of the denture	80% to a combined maximum of \$2,500 per calendar year

Benefit Details	Your Plan's Coverage
injection of antibiotic drugs when administered by a Dentist in conjunction with dental surgery	
Level II - Supplementary Services Includes items such as: - surgical procedures not included in Level I (excluding implant surgery) - periodontal services for treatment of diseases of the gums and other supporting tissue of the teeth, including: - scaling not covered under Level I, and root planing, up to a combined maximum of 6 units per calendar year(s) ; - provisional splinting; and - occlusal equilibration, up to a maximum of 8 units per calendar year(s) - endodontic services which include root canals and therapy, root amputation, apexifications and periapical services - root canals and therapy are limited to one initial treatment plus one re-treatment per tooth per lifetime - re-treatment is covered only if the expense is incurred more than 12 months after the initial treatment	80% to a combined maximum of \$2,500 per calendar year
Level III - Dentures Includes items such as: - initial provision of full or partial removable dentures - replacement of removable dentures, provided the dentures are required because: - a natural tooth is extracted and the existing appliance cannot be made serviceable; - the existing appliance is at least 60 months old; or - the existing appliance is temporary and is replaced with the permanent dentures within 12 months of its installation - dentures required solely to replace a natural tooth which was missing prior to becoming insured for this eligible expense, are not covered	80% to a combined maximum of \$2,500 per calendar year
Level IV - Major Restorative Services Includes items such as: - crowns and onlays when the function of a tooth is impaired due to cuspal or incisal angle damage caused by trauma or decay - inlays, covering at least 3 surfaces, provided the tooth cusp is missing - initial provision of fixed bridgework - replacement of bridgework, provided the new bridgework is required because: - a natural tooth is extracted and the existing appliance cannot be made serviceable; - the existing appliance is at least 60 months old; or - the existing appliance is temporary and is replaced with the permanent bridge within 12 months of its installation - bridgework required solely to replace a natural tooth which was missing prior to becoming insured under this Plan is not covered	80% to a combined maximum of \$2,500 per calendar year
<u>Exclusions</u> No Dental Care benefits will be payable for expenses resulting from: - self-inflicted injuries - war, insurrection, the hostile actions of any armed forces or participation in a riot or civil commotion - the committing of or the attempt to commit an assault or criminal offence	

Benefit Details	Your Plan's Coverage
injuries sustained while operating a motor vehicle while under the influence of any intoxicant, including alcohol dental care which is cosmetic, unless required because of an accidental injury which occurred while the patient was insured under this benefit anti-snoring or sleep apnea devices broken dental appointments, third party examinations, travel to and from appointments, or completion of claim forms services which are payable by any government plan services or supplies provided by an employer's medical or dental department services or supplies for which no charge would normally be made in the absence of insurance treatment rendered for a full mouth reconstruction, for a vertical dimension or for a correction of temporomandibular joint dysfunction replacement of removable dental appliances which have been lost, mislaid or stolen laboratory fees which exceed reasonable and customary charges services or supplies which are performed or provided by the insured person, an immediate family member or a person who lives with the insured person implants, or any services rendered in conjunction with implants. However, where an implant is the choice of treatment and a denture or bridge would produce professionally adequate results for the condition, Manulife Financial will pay the cost of the implant expense and any related services, at a cost equal to the least expensive cost of a denture or bridge treatment which is not generally recognized by the dental profession as an effective, appropriate and essential form of treatment for the dental condition services or supplies which are not specified as a covered expense under this benefit	
<i>If you anticipate charges for any treatment to exceed \$500, please submit a pre-treatment plan before receiving the service so you can understand what portion your plan may cover.</i>	
<i>Your plan will pay benefits for the least expensive course of treatment when there are two or more courses of treatment covered that would produce professionally adequate results for a given condition. Manulife's professional dental consultant will aid in evaluating the various courses of treatment available to determine which is professionally adequate.</i>	
<i>If you apply for coverage for Dental insurance for yourself or your dependants late, Late Dental Application insurance will be limited to \$125 for you and \$125 for each of your dependants for the first 12 months of coverage.</i>	
<i>All claims must be submitted within 12 months after the date the expense was incurred. However, upon termination of your insurance, all claims must be submitted no later than 90 days from the termination date.</i>	

Extended Health Care Benefit

This benefit has many components that extend your coverage to a wide variety of health care providers and services. Under the broad category there may be co-insurances, deductibles, maximums and limitations that apply to specific components of the coverage.

Benefit Details	Your Plan's Coverage
Waiting Period	3 months
Maximum	Unlimited
Deductible	\$50 Individual, \$50 Family, per calendar year(s) Not applicable to: • Drugs • Hospital Care • Out-of-Canada Emergency Medical Treatment • Vision Covered expenses used to satisfy the deductible in the last 3 months of the calendar year may also be used to satisfy the deductible in the following calendar year.
Co-insurance	100% for Hospital Care , Vision , Drugs 80% for Medical Services & Supplies , Professional Services Note: The Co-insurance applicable to Private Duty Nursing Services is shown below under EHC - Medical Supplies and Services.
Coverage Ends	At the earlier of age 70 or your retirement
<u>Exclusions</u> No Extended Health Care benefits are payable for expenses related to: (not applicable to Health Service Navigator®) - self-inflicted injuries - war, insurrection, the hostile actions of any armed forces or participation in a riot or civil commotion - committing or attempting to commit an assault or criminal offence - injuries sustained while operating a motor vehicle while under the influence of any intoxicant, including alcohol - an illness or injury for which benefits are payable under any government plan or workers' compensation - charges for periodic check-ups, broken appointments, third party examinations, travel for health purposes, or completion of claim forms - services or supplies provided by an employer's medical or dental department - services or supplies for which no charge would normally be made in the absence of insurance - services and supplies where reimbursement would have been made under a government-sponsored plan, in the absence of insurance - services or supplies which are not permitted by law to be paid - services or supplies which are required for recreation or sports - services or supplies which would have been payable by the Provincial Plan if proper application had been made - medical treatment which is not usual or customary, or is experimental or investigational in nature - medical or surgical care which is cosmetic	

Benefit Details	Your Plan's Coverage
services or supplies which are performed or provided by the insured person, an immediate family member or a person who lives with the insured person	
services or supplies which are provided while confined in a hospital on an in-patient basis	
services or supplies which are not specified as a covered expense under this benefit	

EHC - Drugs

100% Co-insurance

Benefit Details	Your Plan's Coverage
Prescription Drugs with Generic Substitution Includes the following drug classes: - oral contraceptives - life-sustaining drugs - preventive vaccines and medicines (oral or injected) - injectable medications (charges made by a practitioner or physician to administer injectable medications are not covered) - standard syringes, needles and diagnostic aids, required for the treatment of diabetes No coverage for / excludes: - sexual dysfunction drugs - drugs, which are intended to be administered in a hospital on an in-patient or out-patient basis and are not intended for a patient's use at home - cotton swabs, rubbing alcohol, automatic jet injectors and similar equipment used in the treatment of diabetes - charges to administer serums, vaccines & injectable drugs - experimental or investigational drugs not approved or broadly accepted and recognized by the Canadian medical profession as an effective, appropriate and essential treatment of a sickness or injury, in accordance with Canadian medical standards - natural health products (products with a NPN)	\$15,000 lifetime maximum on fertility drugs \$300 lifetime maximum on anti-smoking prescription drugs <i>No Substitution Prescriptions - If your prescription contains a written direction from your physician or dentist that the prescribed drug is not to be substituted with another product and the drug is a covered expense under this benefit, then the full cost of the prescribed product is covered.</i> <i>There is a limitation on quantity of drugs that can be dispensed and claimed at one time, to the lesser of:</i> <i>a) the quantity prescribed by the Physician or Dentist; or</i> <i>b) a 34 day supply; or</i> <i>c) up to a 100 day supply may be payable in long term therapy where the larger quantity is recommended as appropriate by the Physician and the Pharmacist.</i> <i>If you are a Quebec resident, your plan's coverage will coordinate with RAMQ.</i>

EHC - Vision

100% Co-insurance

Benefit Details	Your Plan's Coverage
Prescription Glasses , Contact Lenses , Laser Eye Surgery , Eye Exams , Visual Training	\$200 per 2 calendar year(s) for prescription glasses , elective contact lenses , repairs and elective laser vision correction procedures
	If contact lenses are required to treat a severe condition, or if vision in the better eye can be improved to a 20/40 level with contact lenses but not with glasses, the maximum payable will be \$200 during any 2 calendar year(s)
	Eye Exams - once per 2 calendar year(s)
	Visual Training - \$200 per lifetime
	<i>Find out about discounts available to you through Manulife Financial's relationship with Preferred Vision Services (PVS).</i>

EHC - Health Care Professionals (Professional Services)

80% Co-insurance

Benefit Details	Your Plan's Coverage
Services provided by the following licensed practitioners: Chiropractor , Osteopath , Podiatrist/Chiropodist , Massage Therapist , Naturopath , Speech Therapist , Physiotherapist , Psychologist , Acupuncturist	\$300 per calendar year(s) for Chiropractor \$300 per calendar year(s) for Osteopath \$300 per calendar year(s) for Podiatrist/Chiropodist \$300 per calendar year(s) for Massage Therapist \$300 per calendar year(s) for Naturopath \$300 per calendar year(s) for Speech Therapist \$300 per calendar year(s) for Physiotherapist \$300 per calendar year(s) for Psychologist \$300 per calendar year(s) for Acupuncturist The maximum for each specialty includes one x-ray (\$25 maximum) per calendar year.
	<i>Expenses for some of these professional services may be payable in part by provincial plans. Coverage for the balance of such expenses prior to reaching the provincial plan maximum may be prohibited by provincial legislation. In those provinces, expenses under this benefit program are payable after the Provincial Plan's maximum for the benefit year has been paid.</i> <i>Recommendation by a physician for Professional Services is not required.</i>

EHC - Medical Supplies and Services

80% Co-insurance (unless otherwise stated)

For all medical equipment and supplies, coverage is limited to the cost of the device or item that adequately meets the patient's fundamental medical needs.

Private Duty Nursing Services

Benefit Details	Your Plan's Coverage
Provided by a registered nurse or registered nursing assistant who has completed an approved medications training program	100% Co-insurance
Excludes:	\$10,000 per calendar year(s)
- custodial care, homemaking duties or supervision - services performed by a nurse practitioner who is an immediate family member or who lives with the patient - services performed while confined to a hospital, nursing home or other similar institution - services that could be performed by a person with lesser qualifications, a relative, a friend or a member of the patient's household	<i>Submit a detailed treatment plan estimate before Private Duty Nursing services begin so we can advise you of what benefit may be provided.</i>
Hearing Aids	\$500 per 5 calendar year(s)
	<i>Includes cost, installation, repair and maintenance of Hearing Aids (including charges for batteries)</i>
Orthopaedic Shoes/Orthotics	\$150 per calendar year(s) for Stock-item Orthopaedic Shoes Custom Made Shoes which are required because of a medical abnormality that, based on medical evidence, cannot be accommodated in a stock-item orthopaedic shoe or a modified stock-item orthopaedic shoe, up to a maximum of 1 pair per calendar year (must be constructed by a certified orthopaedic footwear specialist) \$400 per 3 calendar year(s) for Custom Made Orthotic Foot Appliances <i>Must be recommended by a physician or podiatrist.</i>
Medical Equipment	4 per calendar year for surgical brassieres
Includes items such as:	\$250 per lifetime for wigs and hairpieces
- ambulance (licensed including air ambulance, provided in province of residence) - mobility equipment (crutches, canes, walkers, wheelchairs) - manual hospital beds - respiratory and oxygen equipment - other equipment usually found only in hospitals - non-dental external prostheses - braces (other than foot braces), trusses, collars, leg orthosis, casts and splints - ileostomy, colostomy and incontinence supplies - medicated dressings and burn garments - oxygen	<i>Medical equipment dispensed by a hospital is not an eligible expense.</i> <i>In the province of Quebec, microscopic and other similar diagnostic tests and services rendered in a licensed laboratory are included.</i> <i>Accidental dental treatment must be provided within 12 months of the accident. Injuries sustained while biting or chewing are not covered.</i>

Benefit Details	Your Plan's Coverage
charges for the treatment required as a result of an injury to natural teeth or jaw surgical brassieres wigs and hairpieces for temporary hair loss associated with medical treatment	
Surgical Stockings	\$400 per calendar year

EHC - Hospital

100% Co-insurance

Benefit Details	Your Plan's Coverage
General or Rehabilitation hospitals	• in a Semi-Private Room • in excess of the hospital's public ward charge
	<i>Manulife Financial will coordinate payment after any provincial plan coverage has first been applied.</i>

EHC - Medical and Non-Medical Travel Emergencies

Benefit Details	Your Plan's Coverage
Emergency medical coverage Conditions: coverage is permitted for normal pregnancies as long as travel is completed prior to the 37th week of gestation valid Government Health Insurance Plan (GHIP) coverage is required for you and your dependants	100% with a lifetime maximum of \$5,000,000 Coverage is limited to 60 days per trip. <i>You are typically responsible for payment of medical expenses amounting to less than \$200 CDN. When you return from your trip, you can submit a claim to be reimbursed for those expenses through the normal claim submission process.</i> <i>For charges over \$200 CDN, contact the service partner shown on your benefits card as soon as possible to arrange for payment directly to the treating physician or facility.</i>
Non-Emergency medical coverage Conditions: recommendation by a practicing physician in Canada is required suggests that you submit a detailed treatment plan with cost estimates before treatment begins. You will then be advised of any benefit that will be provided.	50% with a maximum of \$3,000 every 3 calendar year(s)
Emergency Travel Assistance Including: 24 hour access to multi-lingual service representatives referral to local medical care and treatment monitoring payment of medical bills, medical transportation, return home of dependant children, visit by a family member, trip interruption/delay coverage, support through convalescence after hospital discharge, identification and/or return of a deceased traveller, meals and accommodation, vehicle return, pre-trip advice on passport, visa, vaccination and inoculation requirements for a destination, assistance in replacing lost documents and tickets, referral to legal assistance in your foreign destination, telephone interpretation service, emergency message service, and after-hours medical advice phone support	100% with all maximums below stated in Canadian Funds. \$1,000 for return of vehicle \$2,000 for meals and accommodations \$5,000 for return of deceased <i>See www.manulife.ca/groupbenefits/travel for additional information, a list of phone numbers for frequent Canadian travel destinations and for participating countries.</i>

Health for Life® - Resources to help you and your family maintain overall good health and wellness

Benefit Details	Your Plan's Coverage
Your plan also includes access to services and information you and your family can use to live healthier lives. You can access these services on the Plan Member Secure Site.	
Health eLinks® - Online resources for better health	
Take the first step toward healthier living through online tools and resources such as: Health Risk Assessment Health Library, including: • Conditions database • Medications database • Tests and procedures database • Health features • Personal Health Improvement Program	Included and available on the Plan Member Secure Site

Employee Counselling Services [Workplace Advisor]

Your plan also includes access to services and information you will use to help you live a healthier life. You can access these services on the Plan Member Secure Site.

Benefit Details	Your Plan's Coverage
Short term counseling for a wide range of issues from psychological problems to addictions, and from family and marital concerns to nutritional counselling for example. Online self-help courses on a variety of topics including but not limited to: • Embracing Workplace Change • Taking Control of Stress / Taking Control of Your Mood • Taking Control of Job Loss / Taking Control of Your Career • Taking Control of Alcohol Use • Foundations of Effective Parenting • Resolving Conflict in Intimate Relationships Database to search for childcare or eldercare resources in your area	Approximately 4 to 6 hours of short-term counselling for an unlimited number of issues. You can receive counselling by phone, online or in person. To access counselling services online: Visit the Plan Member Secure Site To access any of the Health for Life Resilience services by phone: Call 1-866-644-0326 to reach a representative any time, 24 hours a day. If you use a TTY/TDD device, call 1-888-384-1152.
Personalized information and tools that are selected by counselling professionals with your best interests in mind.	

Health Service Navigator®

Whether you or a family member have been diagnosed with a critical or chronic health condition, or you are simply curious about the services available in your area, Health Service Navigator® points you to agencies or resources that may be able to provide the information you need, including:

- tips and tools you can use to navigate through the Canadian health care landscape
- a national physician search database
- provincial health plan information
- health, medical condition, treatment plan options and medication information you can trust, and
- a second medical opinion service for times when you may want to double check a serious medical diagnosis you, your spouse or your child has received

With the exception of the second opinion service (which is available by phone only), Health Service Navigator tools are all available for you or your spouse or children any time on the Plan Member Secure Site.

Long-Term Disability

Benefit Details	Your Plan's Coverage
Waiting Period	3 months
Benefit Amount	66.7% of monthly basic earnings to a maximum of \$5,000
Qualifying Period	119 days
Definition of Disability	Totally Disabled means a restriction or lack of ability due to an illness or injury which prevents you from performing the essential duties of: - your own occupation, during the Qualifying Period and the 2 years immediately following the Qualifying Period - any occupation for which you are qualified, or may reasonably become qualified, by training, education or experience, after the 2 years specified above <i>The availability of work will not be considered by Manulife Financial in assessing your disability.</i> <i>If you must hold a government permit or license to perform the duties of your job, you will not be considered Totally Disabled solely because your permit or license has been withdrawn or not renewed.</i>
Maximum Benefit Period	to age 65 for Total Disability Benefits 2 years, but not beyond age 65, for Partial Disability Benefits
Non-Evidence Limit	\$3,000
Termination	age 65 less the Qualifying Period, or your retirement, whichever is earlier
Tax Status	The tax position of any payments you receive under this benefit depends on whether you or your employer pays the cost of the benefit. If your employer pays any portion of the premium for this benefit, then any payments you receive will be taxable. If you pay the full cost of the benefit, then any disability benefit payments you receive will be non-taxable.
Waiver of Premium	The premium for your Long Term Disability benefit will be waived during any period you are entitled to receive Long Term Disability benefit payments.
Entitlement	To be entitled to disability benefits, you must meet the following criteria: you must be continuously Totally Disabled throughout the Qualifying Period. If you cease to be Totally Disabled during this period and then become disabled again within 3 weeks due to the same or related illness or injury, your Qualifying Period will be extended by the number of days during which you ceased to be Totally Disabled Manulife Financial must receive medical evidence documenting how your illness or injury causes restrictions or lack of ability, such that

Benefit Details	Your Plan's Coverage
	you are prevented from performing the essential duties of: - your own occupation, during the Qualifying Period and the following 2 years, and - any occupation for which you are qualified, or may reasonably become qualified, by training, education or experience, after the 2 years specified above you must be receiving from a physician, regular, ongoing care and treatment appropriate for your disabling condition, as determined by Manulife Financial At any time, Manulife Financial may require you to submit to a medical, psychiatric, psychological, functional, educational and/or vocational examination or evaluation by an examiner selected by Manulife Financial.
Exclusions	No benefits are payable for any disability related to: - self-inflicted injuries or illnesses - war, insurrection, the hostile actions of any armed forces or participation in a riot or civil commotion - medical or surgical care which is not medically necessary - the committing of or the attempt to commit an assault or criminal offence - injuries sustained while operating a motor vehicle while under the influence of any intoxicant, including alcohol - abuse of addictive substances, including drugs and alcohol, unless you are actively participating and co-operating in an in-patient medical treatment program for substance abuse which has been approved by Manulife Financial - a Pre-Existing Condition which causes disability within the first 12 months of your Long Term Disability coverage. A Pre-Existing Condition is any injury or illness (whether diagnosed or not) for which you were treated or attended by a physician, or for which drugs were prescribed, within 90 days prior to the effective date of your coverage
Periods for which you are not entitled to benefits <i>(Unless your employer is required to provide coverage because of legislation, regulation, or by law)</i>	When you are: - not receiving from a physician, regular, ongoing care and treatment appropriate for your disabling condition, as determined by Manulife Financial - receiving EI (Employment Insurance) maternity or parental benefits on lay off - on leave of absence - receiving earnings or payments from 'any' employer - receiving benefits under an employer sponsored salary continuance plan - working in any occupation, except as provided for under the Partial Disability Benefit provision - incarcerated
Amount of Disability Benefit Payable	The amount of disability benefit payable to you is the Benefit Amount shown above reduced by any amount you receive or are entitled to receive from the following sources for the same or related disability: - Workers' Compensation or similar coverage - Canada or Quebec Pension Plans - any government motor vehicle automobile insurance plan or policy, unless prohibited by law

Benefit Details	Your Plan's Coverage
	If necessary, the amount of your benefit will be further reduced so that your total amount from all sources does not exceed 85% of your pre-disability gross earnings (net earnings, if your benefit is non-taxable). All sources include those sources stated above and: a) any amount you receive or are entitled to receive from: - any group, association or franchise plan - any retirement or pension plan - earnings or payments from any employer, including severance payments and vacation pay - self-employment - any government plan, excluding Employment Insurance Benefits b) any amount of Canada or Quebec Pension Plan benefits which another member of your family receives or is entitled to receive by reason of your disability Once benefits become payable, the amount of your benefit will not be affected by any subsequent cost of living increase in benefits you are receiving from other sources.
Rules we use to calculate your benefit	Manulife Financial will apply the following rules in determining your disability benefit: - benefits payable from other sources which began before the commencement of your current Disability will not be taken into account - benefits payable from other sources will not be adjusted to take into account any difference between the tax status of those benefits and the benefit payable by Manulife Financial - subsequent changes in benefits from other sources, other than cost of living increases, will be taken into consideration and a new benefit amount may be established - benefits payable under individual disability income insurance will not be taken into account - for benefits payable other than on a monthly basis, a monthly equivalent of such benefit will be estimated by Manulife Financial - if you do not apply for a benefit for which you are eligible, the amount of such benefit will be estimated by Manulife Financial and assumed to be paid
Subrogation	If your disability is caused by another person and you have a legal right to recover damages, Manulife Financial will request that you complete a subrogation reimbursement agreement when you submit your Long Term Disability claim. <i>On settlement or judgment of your legal action, you will be required to reimburse Manulife Financial those amounts you recover which, when added to the disability benefits that Manulife Financial paid to you, exceed 100% of your lost income.</i>
Termination of Payments	Your disability benefit payments will cease on the earliest of: - the date you cease to be Totally Disabled, as defined under this benefit, except as provided for under the Partial Disability Benefit - the date you do not supply Manulife Financial with appropriate medical evidence documenting how your illness or injury causes restrictions or lack of ability such that you are prevented from performing the essential duties of:

Benefit Details	Your Plan's Coverage
	- your own occupation, during the Qualifying Period and the following 2 years, and - any occupation for which you are qualified, or may reasonably become qualified, by training, education or experience, after the 2 years specified above If you are receiving a partial disability benefit, benefits will cease on the date you do not supply Manulife Financial with appropriate medical evidence documenting how your illness or injury limits you to returning to work in a reduced capacity, as defined under the Partial Disability Benefit. the date you do not attend an examination by an examiner selected by Manulife Financial the date on which benefits have been paid up to the Maximum Benefit Period for this benefit the date of your death
Recurrent Disability	If you become Totally Disabled again from the same or related causes within 6 months from the end of the period for which benefits were paid, Manulife Financial will treat the disability as a continuation of your previous disability. You will not be required to satisfy any applicable Qualifying Period again. The benefit payable to you will be based on your earnings as at the date of your previous disability. Benefits for all such recurrent disabilities will not be paid for a combined period longer than the Maximum Benefit Period for this benefit. If the same disability recurs more than 6 months after the end of the period for which benefits were paid, such disability will be considered a separate disability. Two disabilities which are due to unrelated causes are considered separate disabilities if they are separated by a return to work of at least one day.
Partial Disability Benefit	If you become Partially Disabled after qualifying for Disability Benefits, Manulife Financial will pay a Partial Disability Benefit, as outlined below. <i>Definition of Partially Disabled</i> During a period of 2 years following the Qualifying Period, you will be considered Partially Disabled if you are able to work in your own occupation but, due to your disability, you can only do so in a reduced capacity such that your pre-disability earnings are reduced by 15% or more. After this period, you will be considered Partially Disabled if, due to your disability, you can only work in a reduced capacity in any occupation such that your pre-disability earnings are reduced by 15% or more.
Amount of Partial Disability Benefit Payable	The amount of the partial disability benefit payable to you is determined as follows: your disability benefit (see Amount of Disability Benefit Payable) reduced by 50% of your employment income, if you return to work, or 50% of your disability benefit, if you do not return to work

Benefit Details	Your Plan's Coverage
	If necessary, this amount will be reduced so that your total income from all sources does not exceed 85% of your pre-disability earnings. To account for inflation, each January your pre-disability earnings will be adjusted by the change in the Consumer Price Index for the preceding year.
Re-Employment Subsidy Benefit	If, after you qualify for disability benefits, you are unable to return to your previous job because of your disability, but you do return to alternate employment, Manulife Financial will subsidize your employer during the first 3 months of your employment. The amount of the subsidy benefit will be the lesser of: 50% of your first 3 months' earnings, or - an amount equal to your Long Term Disability benefit for one month The benefit is payable to your employer after you have worked for 3 continuous months.
Submitting Claims: Please contact your Plan Administrator 6 to 8 weeks prior to the end of your Qualifying Period. Manulife Financial will contact you to discuss details of your Long Term Disability coverage. Payments: Disability benefit payments will be made monthly in arrears. Any payment for a period of less than one month will be made at a daily rate of one-thirtieth of your monthly benefit amount.	
Vocational Rehabilitation Expense Benefit If, while receiving disability benefits, you become involved in vocational rehabilitation approved by Manulife Financial, expenses reasonably associated with your rehabilitation will be payable by Manulife Financial, provided: - the expenses have been pre-approved by Manulife Financial - the charges are reasonable, and are not payable through any other source Expenses which will be considered under this benefit are: - rehabilitation assessment, including work capacity assessment and placement assistance - vocational counselling, re-training or education, and non-medical rehabilitation devices	

Life Insurance

You may also wish to consider supplementing this coverage by purchasing any available FollowMe, Optional or Personal Benefits coverage available for your plan.

Benefit Details	Your Plan's Coverage
<i>For you as the employee</i>	
Waiting Period	3 months
Benefit Amount	\$50,000
Non-Evidence Limit	\$50,000
Reduction and Termination Age	Your benefit amount reduces by 50% at age 65 and terminates at age 70 or retirement, whichever is earlier
Qualifying Period for Waiver of Premium	119 days
Waiver of Premium	If you become Totally Disabled while insured and prior to age 65 and meet the Premium Entitlement Criteria, your Life Insurance will continue without payment of premium. Totally Disabled means a restriction or lack of ability due to an illness or injury which prevents you from performing the essential duties of: - your own occupation, during the Qualifying Period and the 2 years immediately following the Qualifying Period - any occupation for which you are qualified, or may reasonably become qualified by training, education or experience, after the 2 years specified above The availability of work will not be considered by Manulife Financial in assessing your disability. If you must hold a government permit or licence to perform the duties of your job, you will not be considered Totally Disabled solely because your permit or licence has been withdrawn or not renewed.
Conversion Privilege	If your Group Benefits terminate or reduce, you may be eligible to convert your Life Insurance to an individual policy, without needing to provide medical evidence. Your application for the individual policy along with the first monthly premium must be received by Manulife Financial within 31 days of the termination or reduction of your Life Insurance. If you die during this 31-day period, the amount of Life Insurance available for conversion will be paid to your beneficiary or estate, even if you didn't apply for conversion. See the conversion option details in the Additional coverage and services section.
<i>For your spouse and your dependants</i>	
Waiting Period	3 months
Benefit Amount	\$5,000 for your spouse and \$2,500 for each dependant child

Benefit Details	Your Plan's Coverage
Termination Age	The earlier of Plan member's age 70 or retirement
Qualifying Period for Waiver of Premium	119 days
Waiver of Premium	If you become Totally Disabled while insured and prior to age 65 and meet the Premium Entitlement Criteria, your Life Insurance will continue without payment of premium.
Conversion Privilege	If your spouse's Life insurance terminates, you may be eligible to convert the terminated insurance to an individual policy, without medical evidence. Your spouse's application for the individual policy, along with the first monthly premium, must be received by Manulife Financial within 31 days of the termination date. See the conversion option details in the Additional coverage and services section.
Your beneficiary or estate must submit a claim within 90 days of the date of death. He or she can obtain the necessary paperwork from your plan sponsor. Claims for Waiver of Premium must be submitted within 180 days of the end of the qualifying period. If you are terminally ill and not expected to live more than 24 months, and you require financial assistance, you may qualify for a Compassionate Assistance loan. You have the right to designate and/or change a beneficiary, subject to governing law. The necessary forms are available from your Plan Administrator. You should review your beneficiary designation to be sure that it reflects your current intent.	

Survivor Benefit

Benefit Details	Your Plan's Coverage
If you die while your dependants are insured under the program, Manulife Financial will continue coverage for some benefits without payment of premium: - Extended Health Care - Dental Care	Coverage will continue until the earliest of: - the date your dependant is no longer a dependant - the date similar coverage is obtained elsewhere - the date which is 24 months from your death or - the date the Group Policy terminates

Accidental Death and Dismemberment Insurance

The amount payable for each loss is a percentage of the Accidental Death and Dismemberment benefit amount which was in effect for you on the date of your injury.

Benefit Details	Your Plan's Coverage
Waiting Period	3 months
Benefit Amount	\$50,000
Non-Evidence Limit	\$50,000
Reduction and Termination Age	Your benefit amount reduces by 50% at age 65 and terminates at age 70 or retirement, whichever is earlier
Covered losses must: - be as a direct result of the accidental injury - have occurred within 365 days from the date of the accidental injury - be total and irreversible or irrecoverable Exclusions: No Accidental Death & Dismemberment benefits will be payable if the loss results from any of the following: - suicide or self-inflicted injuries - war or insurrection, the hostile actions of any armed forces, or participation in a riot or civil commotion - an infection (except pyogenic infections from an accidental cut or wound), illness or disease, or the medical treatment of any illness or disease, or bodily or mental infirmity - riding in, boarding or leaving, or descending from, any aircraft as a pilot, operator or member of the crew - riding in, boarding or leaving, or descending from, any aircraft which is owned, operated or leased by or on behalf of your employer - committing or attempting to commit an assault or criminal offence - injuries sustained while operating a motor vehicle while under the influence of any intoxicant, including alcohol	- Loss of Life - 100% - Loss of or Loss of Use of Both Hands or Both Feet - 100% - Loss of Sight of Both Eyes - 100% - Loss of One Hand and One Foot - 100% - Loss of One Hand and Sight of One Eye - 100% - Loss of One Foot and Sight of One Eye - 100% - Loss of Hearing in Both Ears and Speech - 100% - Loss of or Loss of Use of One Arm or One Leg - 75% - Loss of or Loss of Use of One Hand or One Foot- 66 2/3% - Loss of sight of One Eye - 66 2/3% - Loss of Speech or Hearing in Both Ears - 66 2/3% - Loss of Thumb and Index Finger or at least Four Fingers of One Hand - 33 1/3% - Loss of All Toes of One Foot - 25% - Loss of Hearing in each Ear - 25% - Hemiplegia, Paraplegia or Quadriplegia - 200% <i>In the case of loss of speech or hearing, or loss of use of an arm, hand or leg, the loss must be continuous for 12 months and determined to be permanent, after which time the benefit is payable.</i> <i>Only one percentage, the largest, will be paid for multiple losses to the same limb due to any one accident. No more than 100% will be paid for all losses due to any one accidental injury, except in the case of hemiplegia, paraplegia or quadriplegia, where the total amount paid will not exceed 200% (provided the benefit is paid while you are living).</i>
Exposure and Disappearance	If a loss occurs due to unavoidable exposure to the elements, after a conveyance in which you were travelling made a forced landing, or was lost, wrecked, stranded or sank, a benefit will be payable for that loss. The amount payable will be determined in accordance with the covered loss list. If you disappear after a conveyance in which you were travelling made a forced landing, or was lost, wrecked, stranded or sank, a benefit for loss of life will be payable if

Benefit Details	Your Plan's Coverage
	your body is not found within 365 days after the incident occurred.
Waiver of Premium	If your Employee Life Insurance premium is waived because you are totally disabled, the premium for this benefit will also be waived. Accidental Death and Dismemberment Waiver of Premium ends if this plan terminates.
Claims must be submitted within 90 days of the date of injury or death. Necessary paperwork is available from your plan sponsor. Claims for Waiver of Premium must be submitted within 180 days of the end of the qualifying period. You have the right to designate and/or change a beneficiary, subject to governing law. The necessary forms are available from your Plan Administrator. You should review your beneficiary designation to be sure that it reflects your current intent.	

Critical Illness

You may also wish to consider supplementing this coverage by purchasing: *Optional Personal Critical Illness*

Benefit Details	Your Plan's Coverage
Entitlement Criteria	Manulife Financial will apply the following criteria in determining your entitlement to Critical Illness Benefits: • Manulife Financial receives medical evidence documenting your diagnosis of a covered Critical Illness condition; • the diagnosis of any Critical Illness is made by a Physician, practicing medicine in Canada in a specialty relating to the applicable Critical Illness. At any time, Manulife Financial may require you to submit to a medical examination or evaluation by an examiner selected by Manulife Financial.
Comprehensive	Benefit amount \$25,000 The benefit is payable for the first covered condition diagnosis only and you must survive at least 30 days following the diagnosis of a covered condition in order to receive the benefit.
Non-Evidence Limit	\$25,000
Termination Age	Your benefit amount terminates at the earliest of your retirement, attainment of age 65, or benefit payout
Exclusions	No benefits are payable for any Critical Illness directly or indirectly related to: • any specific exclusions for a given condition as set out in the Covered Critical Illness Conditions definitions (available from the Forms and Brochures section of the Plan Member Secure Site) • self-inflicted injuries or illnesses • abuse of addictive substances, including drugs and alcohol • war, insurrection, the hostile actions of any armed forces or participation in a riot or civil commotion • the committing of or the attempt to commit an assault or criminal offence • injuries sustained while operating a motor vehicle, either while under the influence of any intoxicant or if the insured's blood contained more than 80 milligrams of alcohol per 100 milliliters of blood at the time of the injury • taking a poisonous substance or inhaling toxic gases or fumes A pre-existing medical conditions exclusion applies to coverage that is provided without completion of a detailed medical questionnaire. If you are diagnosed with a condition for which you have exhibited signs or symptoms, received or should have received medical treatment, consulted a physician, or been prescribed medication during the 24 months prior to the effective date of coverage, then during the first 24 months of coverage, no benefit is payable for a condition that is directly or indirectly related to such a pre-existing condition. Within the first 90 days of coverage no benefit will be paid for cancer or

Benefit Details	Your Plan's Coverage
	benign brain tumour if the insured exhibits or receives any of the following: a. signs or symptoms that lead to a diagnosis of cancer or benign brain tumour, regardless of the date when the diagnosis is made; or b. medical consultations, tests or any form of clinical evaluation, that lead to a diagnosis of cancer or benign brain tumour, regardless of when the diagnosis is made; or c. a diagnosis of cancer or benign brain tumour.

Individual plan options available to purchase if you are leaving plan

When your group coverage ends, your relationship with Manulife doesn't have to stop there. You have the option to purchase your own personal life, health and dental plans.

Conversion Option

Some core coverage benefits (Life, Optional Life, Critical Illness, Optional Critical Illness) give you the option to purchase individual coverage when your group benefits terminate or reduce, without needing to provide medical evidence. Your application for the individual policy along with the first monthly premium must be received by Manulife Financial within 31 days of the termination or reduction of your coverage. Other specific conditions for coverage may be noted in each benefit information section of this document.

For more information on the conversion privilege, please see your Plan Administrator. Provincial differences may exist.

FollowMe™ Health

The FollowMe Health plan is specially designed for those whose group health coverage has recently or will soon come to an end. FollowMe Health allows you to continue enjoying health and dental benefits without completion of a medical questionnaire, so there's no need to worry about interruption of coverage for you or your loved ones. With four different plans and levels of coverage to choose from, you're certain to find the FollowMe Health plan that meets your needs.

To find out more, request a brochure, get a quote, apply online or print an application, go to www.coverme.com or call 1-877-COVER ME® (1-877-268-3763)

Definitions

Explanation of some of the terms used in this document

Co-insurance

The way the cost of a service is shared between you and your plan. It exists in addition to any deductibles. So for example, an 80% co-insurance means that after the deductible has been satisfied, your plan will cover up to 80% of the bill and you would pay the rest.

Co-payment

The fixed amount that you must pay towards the cost of a service each time you use your plan. Most often, co-payments exist in situations where a claim is settled at point of sale. For instance, you might see a drug benefit with a \$2.00 co-pay amount. Regardless of the cost of the prescription being filled, you are required to pay \$2.00.

Dependant

Your Spouse or Child who is insured under the Provincial Plan.

Spouse

your legal spouse, or a person continuously living with you in a role like that of a marriage partner

Child

your natural or adopted child, or stepchild, who is:

- unmarried

- under the age stated below:

- for Dental coverage - under age 21, or under age 25 if a full-time student;

- for Extended Health Care coverage - under age 21, or under age 25 if a full-time student

- for other coverages (if applicable) - under age 21, or under age 25 if a full-time student;

- not employed on a full-time basis

- not eligible for insurance as an employee under this or any other Group Benefit Program

a child who is incapacitated on the date he or she reaches the age when insurance would normally terminate will continue to be an eligible dependant. However, the child must have been insured under this Benefit Program immediately prior to that date

a child is considered incapacitated if he or she is incapable of engaging in any substantially gainful activity and is dependant on the employee for support, maintenance and care, due to a mental or physical disability. Manulife Financial may require written proof of the child's condition as often as may reasonably be necessary

a stepchild must be living with you to be eligible

a newborn child shall become eligible from the moment of birth

birth is defined as the complete live delivery of a child from its mother

Drugs

- must be prescribed in writing by a physician, dentist or other health care professional whose scope of practice within their province permits them to write a prescription;

- must be dispensed by a licensed pharmacist;

- must have been approved for use by Health Canada and have a drug identification number(DIN).

RAMQ - Drug Benefit for persons who reside in Quebec

If you and your dependants reside in Quebec, the following provisions apply to your drug benefit coverage:

- drugs that are on the List of Insured Drugs that is published by the Régie de l'assurance-maladie du Québec (RAMQ List), provided such drugs are on the list at the time the expense is incurred; and

- drugs that are listed as a covered expense under your drug plan but are not on the RAMQ List.

The following provisions apply only to the coverage of drugs that are on the RAMQ List, as legislated by An Act Respecting Prescription Drug Insurance (R.S.Q. c., A-29-01). Coverage for all other drugs will be subject to the regular provisions included in your benefit plan.

a) Benefit Percentage

Prior to the annual out-of-pocket maximum being reached, the percentage of covered drug expenses payable under this benefit will be as follows:

i) For any drug on the RAMQ List which is not otherwise covered under the terms of this benefit, the percentage payable is the percentage as set out by legislation.

ii) For any drug on the RAMQ List which is covered under the terms of this benefit, the percentage payable is the greater of:

the benefit percentage stated under the benefit; or

the percentage as set out by legislation.

After the annual out-of-pocket maximum has been reached, the percentage of covered drug expenses payable under this benefit will be 100%.

b) Annual Out-of-Pocket Maximum

The annual out-of-pocket maximum is the portion of covered drug expenses which must be paid by you and your spouse in a calendar year, before the percentage payable under this benefit will be 100%. Amounts that will be applied to the annual out-of-pocket maximum are:

i) deductible amounts, and

ii) the portion of covered drug expenses that is paid by an insured person, when the percentage of covered expenses payable under this benefit is less than 100%.

The annual out-of-pocket maximum for you and your spouse is as stipulated in the legislation and includes those portions of covered drug expenses paid for your dependant children.

For the purposes of calculating the out-of-pocket maximum for you and your spouse, those portions of covered drug expenses paid for your dependant children will be applied to the person who is closest to reaching the annual out-of-pocket maximum.

c) Deductible

Deductible amounts (if any) for the drug benefit will apply, until the annual out-of-pocket maximum is reached. Thereafter, the deductible will not apply.

d) Lifetime Maximums

Lifetime maximums (if any) for the drug benefit will not apply. Drug coverage provided after the lifetime maximum stated under this plan is reached is subject to the following conditions:

i) only drugs that are on the RAMQ List are covered, and

ii) the percentage payable by Manulife Financial for covered expenses is the percentage as set out by legislation.

e) Eligible Dependant Children

Your eligible dependant children who are in full-time attendance at an accredited educational institution will be covered until the later of:

i) the age specified in this Benefit Booklet or

ii) age 26.

Drug coverage provided for dependant children after the age stated in this Benefit Booklet is subject to the following conditions:

only drugs that are on the RAMQ List are covered, and

the percentage payable by Manulife Financial for covered expenses is the percentage as set out by legislation.

f) Termination Age

Provided you are otherwise eligible for the drug benefit, the termination age (if any) for the drug benefit will not apply. Drug coverage provided after the termination age specified under The Benefit is subject to the following conditions:

i) only drugs that are on the RAMQ List are covered,

ii) the percentage payable by Manulife Financial for covered expenses is the percentage as stipulated in the legislation

iii) the Annual Out-of-Pocket Maximum is as stipulated in the legislation

Coverage for drugs that are listed as a covered expense under this Benefit but not on the RAMQ List will be subject to all the standard provisions included in this Benefit Booklet.

Earnings

Earnings are your regular rate of pay from your employer (prior to deductions):

including regular bonuses

including regular overtime pay

Earnings may include other income as agreed to in writing by your employer and Manulife Financial.

If you are being paid on a commission basis, your earnings will be as reported on your T4/T4A form for the previous year. If you have less than one year of service with your employer, your earnings will include an average of the total commissions paid over your actual period of employment.

For the purposes of determining the amount of your benefit at the time of claim, your earnings will be the lesser of:

- the amount reported on your claim form, or
- the amount reported by your employer to Manulife Financial and for which premiums have been paid.

Experimental or Investigational

Treatment not approved or broadly accepted and recognized by the Canadian medical profession, as an effective, appropriate and essential treatment of a sickness or injury, in accordance with Canadian medical standards.

Medical and Non Medical Travel Emergencies

Sudden, unexpected injuries which occur or unforeseen illnesses which begin while travelling out-of-province or out-of-Canada for business or pleasure and for accidents or illnesses that were not previously diagnosed or treated in Canada.

Medically Necessary

Treatment broadly accepted and recognized by the Canadian medical profession as effective, appropriate and essential in the treatment of a sickness or injury in accordance with Canadian medical standards.

Non-Evidence Limit

The amount of insurance benefits you can receive without needing to provide proof of good health. Anything over this figure means that Manulife must review medical evidence before you are approved for the higher amount.

Out-Of-Pocket Maximum

This is the maximum amount of money you will have to pay on your own before your insurance benefits begin to take over and pay. It includes things like deductibles, and co-insurance, but not things like co-payments or your monthly premium.

Pyogenic Infection

A bacterial infection or inflammation that produces a generally viscous, yellowish-white fluid formed in infected tissue. The fluid consists of white blood cells, dead tissue and cellular debris.

Reasonable and Customary Charges

The lowest of:

- the prevailing amount charged for the same or comparable service or supply in the area in which the charge is incurred, as determined by Manulife Financial; or
- the amount shown in the applicable professional association fee guide; or
- the maximum price established by law