

Employers

Wellness Personal / Development Plan

Information

presented by

David Puhl, CFP[®], President

arranged by

Puhl Employee Benefits Inc.

Wellness Personal Development Plan - Benefits & Features

PHSPCanada presents its Personal Wellness Spending Account, delivering to employees a great user experience enriched with enhanced digital functionalities. With our Wellness account, employees gain access to a wide range of eligible health and wellness expenses that are not covered by their conventional benefits plans. Through seamless integration into the PHSPCanada digital platform, employees can conveniently submit their claims electronically. This can be done via the PHSPCanada mobile app or through the online claims PHSP portal.

Features

List of eligible expenses

Coverage option

Credit allocation

Carry -forward options

Pay as you go

Portal Convenience

Benefits

Employers can maximize the pro-active health and wellness options they offer employees

Employees know which expenses are covered

The broad list of eligible expenses is entirely focused on supporting mental, physical and financial well-being

Employers have the flexibility to choose “plan member-only” coverage or “plan-member including dependent coverage”

Dependants include family members that are financially dependent on the employee

Determined by the employer

Flat amount or flex credits

Monthly / yearly / semi / annual allocation periods
Liability lies only in the amounts credited to each employee
No risk of unexpected claim costs

Wellness credits can only be carried forward 1 calendar year
2 year credit is maximum

1. No carry-forward
2. Balance carry-forward

No premium required, pay as you go

<https://myinsurancestore.ca/>

Employees can self-manage their account by checking their balances, view coverage descriptions and claims history

Employee Wellness / Personal Development Plan

The Wellness / Personal Development Plan allows employers to provide, to their employees and their dependents, an opportunity to achieve a better quality of life. The Wellness / Personal Development Plan covers pro-active health expenses not approved by the Canadian Revenue Agency (CRA) as Health Spending Accounts - HSA medically necessary health expenses.

The CRA allows these pro-active health expenses to be paid by the employer, as a Taxable Benefit, to the employee. By paying for their employee's pro-active health expenses, that are not eligible for the Tax-Free medically necessary Private Health Services Plan coverage, employers are assisting their employees with achieving a better quality of life.

The anniversary date of the Wellness / Personal Development Plan is January 1st of each year. Reports of available credits in the EHSA Wellness account are provided to each employee.

Eligible Pro-active Health expenses for Wellness are:

- Books – Educational or Professional related
- Cosmetic procedures
- Diet Programs not overseen by a medical Doctor
- ❖ Drugs over-the-counter recommended by a qualified Health Practitioners such as Naturopaths, Chiropractors, Physiotherapists etc.
- Education for health
- Fitness Clubs and Trainers
- Fitness Equipment - Purchase
- Golf Membership - Yearly
- Health related services not covered by PHSP credits
- Health Spa Membership – Yearly
- Mental Health – Animals + their Supplier
- Professional Membership Fees
- Sports Club Membership – Yearly
- Not limited to the above

Unique Options of Coverage that are unique designed to appeal to employees

- Financial Organization and Retirement Review Fees – F.O.R.R. - fees
- Life, Disability and Critical Illness payments
- Publications – Education or Professional related
- School Loan Repayments
- Tuition(s)
- ❖ Vital Doctors – Maple

Note: Wellness Plan Design runs jointly with PHSP Plan Design.

Wellness Transfers are done to match PHSP Credit allocations, and options.

Example: Employee Allocates \$1,000 annual Wellness amount for the year but is on a Semi – Annual PHSP design then Employees Wellness is credited \$500 in January and \$500 in July.

Employee Wellness transfer requests are placed from January, 1 to February, 28th by the Employees through the portal. This is a one-time allocation each year of NEW monies only.

Once the Wellness funds are allocated for the year, Wellness funds cannot be transferred back to the PHSP Plan.

Wellness Benefits when paid out are taxable to the Employee.

Plan Design: Employer - Wellness / Plan Design – Employer Information

The Plan would pay Health Expenses not approved as Government CRA PHSP Health expenses, but would still be allowed by CRA to be paid by the Employer, as a Taxable Benefit, to the employee. Pro-active Health expenses.

Purpose: The value of the Wellness Benefit is to help your healthy employees feel that the plan is unique and works for them. Help employees have a quality of life by assisting them in paying for pro-active health items, which cannot go through their tax-free Private Health Services Plan.

1. YES NO Option to allocate PHSP funds into wellness
- YES Designed to match PHSP Options
- YES Wellness credits can only be carried forward one year, with the maximum coverage therefore being 2 years of wellness credits
- YES Wellness credits are paid into the employee's wellness based on matching the employers' PHSP contribution design: Monthly / Quarterly / Semi-annual / Yearly

2. YES NO Separate from PHSP credits - - set dollar limit for all employees
- YES Claims received by Puhl / PHSP wellness after January 31st each year for last year are paid from current year's funds, not past year
- YES NO Credits are from Employee Health Credits
- YES Credits balance goes into the EHSA credits

	Employee Class		Coverage Amount		
Design	_____	\$	_____	OR	_____ %
Design	_____	\$	_____	OR	_____ %

- YES Claims received by Puhl / PHSP wellness after January 31st each year are paid from current year's funds
- YES Dependents of Employee are covered
- YES Reports of Taxable Benefits to Employee are provided
- YES Claims are separated between PHSP and Wellness claims as submitted, with the total payable equal to the employee's class limits
- YES Others: _____

8 Reasons to Choose Puhl / PHSPCANADA Employee Benefits

What should you look for in a Benefits company that offers Employee Health Spending Accounts – EHSA?

The PUHL / PHSPCANADA product is to provide our clients with stability of processing fees that are competitive and designed to provide the product and service our clients are looking for. Due diligence is extremely important when you are dealing with CRA. Puhl / PHSPCANADA has been a sponsor for the CPA / Puhl / PHSPCANADA for over 15 years. We will deliver for you.

8 Reasons to choose Puhl PHSPCANADA:

1. Experience

A member of the National Life Insurance Association, and are licensed by the Insurance Counsel, Puhl has over 40 years in business. Puhl Employee Benefits provides a wealth of knowledge and experience from other business owners that will assist your company.

2. Claim App and Portal

Claim submissions are quick and efficient.

3. Ease of Claim Submissions

We touch each receipt. The claim app provides a fast and easy way to submit claims, with employers having the ability to access reports & statements online. Our algorithms are designed to catch duplicated submitted claim receipts.

4. Resources

All of your needs, in one place. Operating in-house, Puhl has Certified Financial Planners (CFP) on staff to answer questions.

5. Processing Fees

Processing fees are on the low side of our competitors, with incentives to reduce lower.

6. Peace of Mind Protection

Puhl / PHSPCANADA provides errors and omission insurance to better protect you and your business. As a proud member of the Better Business Bureau (BBB), we touch and track each claim, adhering to the Canadian Revenue Agency (CRA) rules and regulations.

7. Travel Insurance - #1 in travel as covers pre-existing conditions to age 70 and 60 days of continuous coverage.

8. Products Supplemental Add-Ons

We provide portable extra products and services that employers have requested, such as extra health and dental options for employees. Please visit [MyInsurance Store](#) for the full menu.

Allow us the opportunity to provide you a second opinion on your Employee Group Benefits.



You can feel confident you have the best when you choose PUHL / PHSPCANADA.

Puhl / PHSPCANADA Flexibility Delivers Better HealthCare Choices for a Better future, a Better you!