

## One tool, many applications

People at different ages and life stages have different health needs and priorities—and they value different benefits as a result. Creating a plan that satisfies everyone can be a challenge—now more than ever.

Rising costs make the challenge more acute. As the Canadian workforce ages and as new, more expensive drugs hit the market, business owners may find it increasingly difficult to provide a comprehensive traditional benefits plan.

A Health Care Spending Account can help. By its nature, a Health Care Spending Account brings cost containment. At the beginning of the year, customers decide how much to allocate to employees and can rest assured that they will not exceed that amount. That's unlike insured benefits, where the premiums may rise every year in line with rising costs and utilization rates.

A Health Care Spending Account can be a great supplement to a traditional benefits plan—or even an alternative to some forms of coverage. Unlike traditional extended health benefits, which place caps on the amount you can be reimbursed for specific services, a HCSA only has an overall annual maximum. This gives employees the freedom to choose how they spend their credits. And business owners know with more certainty what their costs will be.

### Gives employees more choice

- Covers expenses that qualify for the Medical Expense Tax Credit (METC) under the *Income Tax Act* (Canada), which is more inclusive than most standard employee benefits plans. It also covers eligible expenses for a broader range of dependants.

### Lets business owners design a benefit that's right for them

- Choice in allocation amount and plan type (no carry-forward or balance carry forward)

### Keeps costs down

- Owners pay for only the cost of claims plus applicable fees and taxes
- HCSA can replace some forms of coverage
- Available to groups with two or more lives
- Not everyone offers ASO benefits for companies with as few as two lives. We do!  
Just one more way in which we excel at adapting products to the needs of small businesses

**To learn more about what a HCSA can do for your clients, please contact your Account Executive or Account Manager.**

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