

Private Health Services Plan (PHSP)

Welcome to Holden Financial Services Ltd. Please find attached some information on our Private Services Health Plan (PHSP) for small to mid-sized businesses.

Advantages of a PHSP include:

1. There are **NO MONTHLY PREMIUMS**
2. Benefits received by employee are **TAX FREE**
3. Employees have complete **CONTROL and FLEXIBILITY** on how benefits dollars are utilized
4. PHSP's are an **EXCELLENT SUPPLEMENT** to traditional coverage, offering reimbursement for expenses not fully covered due to maximums and co-pays (e.g. spouses benefits plan or individual plan)
5. Most medical, dental and vision claims are covered. Canada Revenue Agency Bulletin IT519R2 describes all items that are covered and excluded.

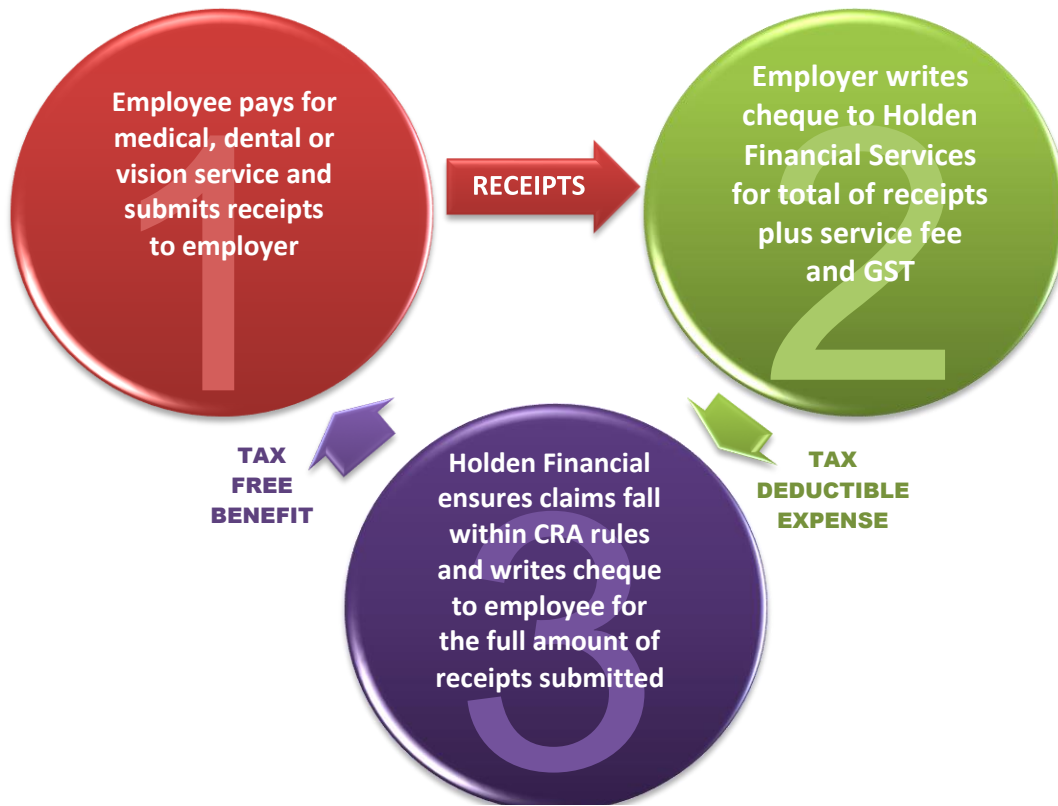
Some of the Services that are covered under the Private Health Services Plan:

- Premiums for individually owned health plans, such as Blue Cross, Global Medical Services, Manulife, etc. or any premiums paid to any non-government medical or hospital plan.
- Any services performed by a **qualified medical practitioner***, including: Acupuncturist, Chiropractor, Gynecologist, Neurologist, Massage Therapist, Obstetrician, Oculist, Ophthalmologist, Orthodontist, Optician, Optometrist, Osteopath, Orthopedist, Pediatrician, Physician, Physiotherapist, Podiatrist, Psychiatrist, Psychologist, Speech Therapist, Surgeon.
- All **Dental Services** including: Dental X-rays, Denture Repairs and Replacement, Examinations, Extracting Teeth, Filling Teeth, Gum Treatment, Oral Surgery, Straightening Teeth.
- **Hospital Services** including: Anesthetist, Hospital Bills, Oxygen Masks, Vaccines, Operating Room expenses and X-rays.
- **Laboratory Services** including: Blood tests, Cardiographs, Spinal Fluid Tests, Stool Examination, Urine Analysis.
- **Prescriptions** including All Prescription Drugs (e.g. Insulin, Liver Extract (injectable) Oxygen, Vitamin B12 for anemia).
- **Medical Treatments** including: Blood Transfusion, Bone Marrow or Organ Transplant, Insulin Treatments, Diathermy, Electric Shock Treatment, Hydrotherapy, Injections, Registered Nursing Services, Prenatal, Post Natal Treatments, Psychotherapy, Radium Therapy, Speech Pathology or Audiology, Ultra Violet Ray Treatments and Whirlpool Baths.
- **Apparatus and Materials Prescribed** by a Medical Practitioner including: Any device used to assist a person with walking, bathing, showers, toilets, or to operate a vehicle. Devices used for chronic or respiratory ailments. Devices for deaf or mute persons, Heart rate Monitors, Braille Printers, Television closed captioning decoders and Wigs if required as a result of disease, accident or medical treatment.

For more detailed information on services covered please go to the Canada Revenue Agency website at: www.cra-arc.gc.ca click on *Forms and Publications* and do a search on IT Bulletin IT519R2. There is also some information about the structure of PHSP's at Bulletin IT339R2 and IT470 paragraph 39 & 40.

***NOTE:** A qualified medical practitioner means a person who is authorized to practice in accordance to the laws of the Province and certified according to the practitioner's governing body.

Private Health Services Plan Flow Diagram



Notes:
