

Dear Valued Member,

## RELIABLE MEDICAL INSURANCE COVERAGE WITHIN YOUR REACH

The Trinidad Chamber of Industry and Commerce strives to provide innovative and value-driven benefits to our members. One of these is our TTCIC Group Life and Health Insurance Plan that enables members to receive comprehensive coverage at affordable rates. Any financial member of the T&T Chamber is eligible to join. The plan is particularly attractive to our Silver, Bronze and Associate members.

### We Provide You With Options

We are pleased to introduce our 2 options for insurance coverage. Members can now enroll on either the **ChamberMedi Core** or the **ChamberMedi Plus**, each provides different benefits and carries different premiums. Choose the one that suits your needs and your budget.

No matter the size of your company, even if you are a sole trader, you can have access to easy, affordable and reliable life and health insurance. underwritten by Sagicor.

### HEALTH INSURANCE OPTIONS

 Category	ChamberMedi Core Monthly Premium	ChamberMedi Plus Monthly Premium
Employee Only	\$320.00	\$349.00
Employee & One	\$615.00	\$663.10
Employee & Family	\$840.00	\$907.40

### LIFE, ACCIDENTAL DEATH & DISMEMBERMENT AND CRITICAL ILLNESS

 Category	Maximum Sum Insured	ChamberMedi Core Monthly Premium	ChamberMedi Plus Monthly Premium
Life and Accidental Death & Dismemberment Coverage*	\$50,000	\$17.00	\$17.00
Critical Illness Coverage (optional)	\$50,000	\$32.50	\$32.50

\* Life and Accidental Death & Dismemberment Coverage can be salary based by request

### SUMMARY OF KEY BENEFITS

ChamberMedi Core	Reimbursable Amounts	ChamberMedi Plus	Reimbursable Amounts
Major Medical Benefit Category specific deductible – \$300.00*	\$250,000.00	Major Medical Benefit Category specific deductible – \$300.00*	\$400,000.00
Doctor's Visits	70% after deductible* All other visits reimbursed at 70% of the cost the visit	Doctor's Visits	70% after deductible* All other visits reimbursed at 70% of the cost the visit
Psychologist Services (per visit)	\$100.00	Psychologist Services (per visit)	\$100.00
Physiotherapy (per visit)	\$100.00	Physiotherapy (per visit)	\$100.00
Preventative Care (Male and Female Members)	\$500.00	Preventative Care Benefits (Male and Female Members)	\$750.00
Prescribed Drugs	70% after the deductible is paid in the calendar year	Prescribed Drugs	70% after the deductible is paid in the calendar year

\*The deductible for the above category is TTD 300.00 which must be settled only once for the year.

Dental Expenses Category specific deductible - \$250.00	\$2,000.00 - per calendar year	Dental Expenses Category specific deductible - \$250.00	\$2,500.00 - per calendar year
Vision Expenses Category specific deductible - \$250.00	\$1,200.00 - per calendar year	Vision Expenses Category specific deductible - \$250.00	\$1,500.00 - per calendar year

\*The deductible for each of the above is TTD \$250.00 which must be settled only once for the year for each type of expense.

**FREQUENTLY ASKED QUESTIONS**

<p><b>1.</b></p>	<p><b>Why Should I Invest in Life and Health Insurance?</b></p> <p>Many persons take health insurance for granted, especially our younger members. However, in life nothing is guaranteed. Health, otherwise referred to as medical insurance, allows you to conveniently claim for preventative care such as an annual mammogram or prostate examination, visits to your dentist and your doctor. You can also claim for expenses incurred for surgeries, including the delivery of a baby.</p> <p>Critical illness coverage provides a lumpsum payment if you are diagnosed with illnesses such as a stroke, cancer, kidney failure or a heart attack for example. Life and Accidental Death and Dismemberment coverage also provides a lumpsum payment if any part of the body is dismembered or in the event of death by accident.</p> <p>Life and Health insurance can also be used as an attractive compensation benefit for small and medium sized businesses. Highlighting the availability of this benefit as part of a compensation package can support your efforts towards attracting the right talent.</p>
<p><b>2.</b></p>	<p><b>If I am an Individual Bronze Member, am I eligible to join this Plan?</b></p> <p>Yes, the plan allows individual members to enrol, plus you can also add your spouse and dependants as well.</p>
<p><b>3.</b></p>	<p><b>I own a small business - could I enroll members of my staff including my board and managers?</b></p> <p>Yes you can. There is no minimum limit or maximum limit to the number of staff members you can put on the plan as long as they are salaried. All salaried members of the company may join either the <b>ChamberMedi Core</b> or <b>ChamberMedi Plus</b>. Individuals such as managers or directors may also apply for a USD Health Plan, which is provided separately.</p>
<p><b>4.</b></p>	<p><b>Do employers pay part of the premium for employees? How much is the employer/ employee obligated to pay?</b></p> <p>Yes, employers do pay a portion of the insurance premium and the employee pays the balance. There are no legal requirements mandating how much an employer must contribute to the monthly premium for each employee's Group Life and Health coverage.</p> <p>However, it is common place for the contribution of both parties to be split by pre-agreed ratios. In some companies it may be 80:20 (employer:employee). In others it may be 70:30 or even 50:50.</p> <p>Some employers may opt to use a fixed dollar value. This means that if the monthly premium increases the employer's contribution remains fixed and the employee bears the balance plus the increased difference regardless of their level in the organisation.</p> <p>You should consider these options carefully since it positively or negatively impacts the compensation package for an employee, especially if you are hoping to attract the right talent by offering an appealing benefits package as an enticement. Having the employee bear a greater burden of the cost of health care may reduce the effectiveness of using insurance coverage as a mechanism to do so.</p> <p>Also consider that once a contribution policy has been set, variations must be done by mutual agreement between the employer and the employee because it is part of the compensation package.</p>
<p><b>5.</b></p>	<p><b>What Is the Major Medical Limit on The Schedule of Benefits?</b></p> <p>Every Plan has a unique Schedule of Benefits assigned to it. This is part of a pre-agreed contract with the insurance company and in this case the T&amp;T Chamber and the Provider stipulates what sum the insurance company will reimburse a member for a submitted claim that is in keeping with the terms of the policy.</p> <p>The major medical limit is the maximum amount a member can receive for any noted category of medical expenses, excluding dental and vision expenses, which carry their own limits.</p>
<p><b>6.</b></p>	<p><b>How do I enroll in the Plan?</b></p> <p>Members who are current financial members should contact the T&amp;T Chamber's Membership Unit at 637-6966 ext 1230 to enroll. Your membership in this Plan is contingent on your monthly premiums being paid to our broker, Risk Management Services Limited, by the stipulated deadline. Defaulting on your membership subscriptions will result in being dropped from the Plan.</p>
<p><b>7.</b></p>	<p><b>Can you tell me more about Risk Management Services Limited?</b></p> <p>Risk Management Services Limited ("<i>RMS</i>") is the T&amp;T Chamber's broker and administrator of this Plan. <i>RMS</i> possesses over forty years of regional experience as an insurance broker. The company was established in January, 1978 and is driven by the desire to reduce the financial impact of a loss on clients. <i>RMS</i> is not committed to any particular insurance company. They provide the T&amp;T Chamber with objective and independent advice whilst providing coverage at no cost apart from the premiums due.</p>