

DCM benefits
Group Health & Dental

Our mission is to provide our clients with innovative and cost effective Self-Insured Solutions in concert with traditional products and services.

As an employee-owned company, our guiding principles are based on the following values:

-Placing the interests of our clients first.

-A continuous focus on quality and integrity in everything we do.

-To offer value to our customers by providing them with extraordinary service through knowledgeable specialists.

-To provide value to clients with a claims payment philosophy that recognizes that they, in fact, are the company.



Health and Dental Insurance is really not insurance – it is reimbursement with a fee!



DCM benefits

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PHBA

DCM benefits

**TAKE CONTROL OF YOUR
EMPLOYEE BENEFIT COSTS**



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Tel: 902-798-8897

What has changed?

IT USED TO BE that most firms purchased a Benefits plan through an insurance company. This was great when plans were first introduced and multiple insurers competed to provide employers with options, but a number of events are now forcing employers to take a good hard look at another option—self-insurance.

But first, why the big shift? Well, to start, consolidation and demutualization of the insurance industry means fewer competitors and options when it comes to plan selection. The offerings are more generic and apply a one size-fits-all approach to benefit planning.

Second, rates are soaring. While the cost of inflation has been running between 2% to 3%, insurers have been hiking the cost of their plans significantly higher. Health-care inflation trend factors used by insurance companies are averaging increases between 18% and 22% annually.

Why so high? Insurance companies spread the risk associated with high-cost, low frequency claims like loss of life, long-term disability and other claims over their entire client base, but for basic claims like medical and dental, which occur often and are relatively low cost, they lean toward the conservative—using high inflation trend factors to protect their income.

Understandably, insurance companies look to recover more in expenses than they pay out, so sometimes they have to hike their rates or increase their claim reserves. “Reserves” are used to protect the insurer if an employer with high claim costs decides to ditch the relationship and move elsewhere, all of this means you might be dishing out more than you have to for what you need.

What’s the alternative?
Do it yourself. Self-insure your benefits.

Karen Taylor Smith CHRP

WE PUT YOU IN CONTROL

A win-win for your employees & your Company!

We offer Group Health & Dental Benefit plans through DCM benefits, a third party administrator. DCM benefits offers the ultimate flexibility in benefit plans at a **greatly reduced cost**.

DCM benefits manages and adjudicates medical and dental claims according to:

“the **rules that you set** for your Employee Benefit Program in concert with Canada Customs and Revenue Agency guidelines for medical expense tax credit.”

When the medical or dental claim meet these rules, then the claim cost and administration fee can become a company expense.

The claim is a business expense to the Company, not a taxable benefit to the employee.

Drug Card and direct billing convenience

STOP Loss and Out of Country Insurance for Catastrophic Health Claims!



Group Health and Dental Options

Option 1 (Spending Account)

Each employee decides what he or she will have in his or her individual benefit plan. (The employee is the adjudicator) Your Company decides the dollar amount to be allocated to each class of employee. The dollar amount can be rolled forward one year if the employee does not use their allotment. Unused surplus is paid back to your company .

Option 2 (Defined Plan)

In this option we construct your Health and Dental Plans the same way that an Insurance Company does. Benefits are not changed at all, unless you want them to change, Your prices are determined by your past claims for your Health and Dental benefits.

There are several advantages to this option. Your costs over time will be less with this option and any cash reserves built up will be yours.

Average savings run around 15% to 30%.

Stop Loss Insurance & Out of country Insurance, provide a safety net for catastrophic claims.

Option 3 (Cost Plus)

Pay as you go—a tax effective way to pay for additional health and dental needs.