



Your Team TELUS Benefits At A Glance

For Executive Team Members

Your Team TELUS Flex Benefits plan was designed to be a comprehensive, market competitive plan that provides flexibility to support your needs and circumstances.

Primary Benefits - TELUS provides primary coverage for the following benefits: Extended Health, Dental, Life Insurance, Accident Insurance, Short Term Disability, and Long Term Disability.

Health Spending Account - TELUS provides an annual Health Spending Account which can be used for eligible expenses governed by the Canada Revenue Agency.

Prescription Drugs	<ul style="list-style-type: none"> Tier 1: 100% Tier 2: 90% Tier 3: 45%
Vision	<ul style="list-style-type: none"> Eye exam: 100% / 2 benefit years Glasses or contacts: \$400 max / 2 benefit years
Paramedical Practitioners*	<ul style="list-style-type: none"> Psychology/Speech Therapy: \$5,000 benefit year max Other paramedical: \$1,500 benefit year max
Medical Services & Supplies*	<ul style="list-style-type: none"> 90%
Emergency Out-of-Country/ Out-of-Province (OOC/OOP)	<ul style="list-style-type: none"> 100% \$5 million lifetime max
Basic Dental	<ul style="list-style-type: none"> 100% 6 month recall
Major Dental	<ul style="list-style-type: none"> 70% \$2,500 benefit year max
Orthodontics	<ul style="list-style-type: none"> 50% \$3,000 lifetime max
Life Insurance	<ul style="list-style-type: none"> 3 x annual base salary Max: \$5,000,000 combined for basic and optional
Long Term Disability (LTD)	<ul style="list-style-type: none"> 100% company paid (taxable benefit) 50% of salary, indexed 5 year own occupation



*Some eligible expenses have reasonable & customary, annual or lifetime per person maximums.

Optional Benefits available for purchase	Optional Life Insurance:	Optional Accident Insurance:	Optional Critical Illness Insurance:
	<ul style="list-style-type: none"> Units of \$10,000 Executive: \$5,000,000 max combined w/basic Spouse: \$1,000,000 max Child: \$20,000 max 	<ul style="list-style-type: none"> Units of \$10,000 Executive & Spouse: \$500,000 max Child: \$50,000 max 	<ul style="list-style-type: none"> Units of \$10,000 Executive & Spouse: \$200,000 max Child: Units of \$5,000; \$20,000 max