Guelph, Ontario
N1G 2W1
(519)-824-4120 Extension 56596
Fax: (519)-763-2780, E-mail: vpellegr@uoguelph.ca

To: All Employees enrolled in the University Group Benefit Program
From: Vince Pellegrino, Human Resources
Date: April 21, 2011
Subject: Group Benefit Renewal Rates effective May 2011

Sun Life and the University of Guelph have established the Group Benefit premium rates for the upcoming policy year effective May 1, 2011. Sun Life is the group insurance carrier for the University's Group Life, Long Term Disability (LTD), Extended Health Care and Dental insurance policies. The premium rates for the upcoming year are based on claims experience, expected claims trends, insurer's expenses for administering the plans and the required funding of insurance reserves held by Sun Life.

The University of Guelph is a participant of an Ontario wide Group Life insurance program insured by Sun Life, for all Ontario universities that wish to participate. With last year's renewal, effective May 2010, we informed you that the employee and University premiums would be funded from released surplus reserves. With the current renewal starting May 1, 2011, the University has arranged with Sun Life to continue to fund all premiums from remaining released reserves for an additional 7 months from May 1, 2011 to November 30, 2011. Hence, University and employee premiums will recommence in December 2011. You should note that premiums are shared; the University contributes 2/3 of the full Life insurance premium and employees the remaining 1/3.

After a review of the LTD claims experience, Sun Life has agreed to not change the premium rates for the upcoming policy year. In the same way as noted above for the Group Life insurance program, the University contributes 2/3 of the LTD premiums and employees the remaining 1/3.

The University has agreed with Sun Life to increase the Extended Health Care and Dental benefit premium rates by 5% effective May 2011. The increase in premiums is a result of a continued increase in the cost of medical and dental expenses and services. The premiums for regular full-time and temporary full-time employees, for the Extended Health Care plan, are fully paid for by the University; for the Dental plan are 80% paid for by the University and 20% by employees. Part-time employees contribute a larger percentage of the premiums depending on the full-time equivalency of their University appointment.

To assist you in containing future costs to the Extended Health Care plan and to yourself, we have included on the following page, a copy of a recent survey of local pharmacists' dispensing fees.

If you have any questions or suggestions, please call me at extension 56596 or by email at vpellegr@uoguelph.ca.

2011 Survey of Pharmacy Dispensing Fees
For Extended Health Coverage Plan Members

Guelph Pharmacies	Address	Dispensing Fee For University of Guelph
Campus Drugmart	**35 Harvard Rd. ($11.99 posted)**	**$6.50**
Ed's Food Basic Pharmacy	**222 Silvercreek Pkwy N. ($9.99 posted)**	**$6.50[1]**
Metro Pharmacy	**500 Edinburgh Rd. S ($10.99 posted)**	**$6.50[1]**
South End IDA Pharmacy	**115 Downey Rd. ($10.99 posted)**	**$6.50**
Royal City IDA	**84 Gordon St. ($9.99 posted)**	**$6.50**
Zellers Pharmacy	**all locations ($10.99 posted)**	**$6.50**
Prime Care Pharmacy	281 Stone Rd. ($8.99 posted)	$7.50
University Square Pharmacy	987 Gordon St. ($9.99 posted)	$7.50
Zehrs Drugstore Pharmacy	all locations ($9.49 posted)	$7.99
Surrey Prescriptions	21 Surrey St. W. ($10.99 posted)	$9.50
Norfolk Pharmacy	85 Norfolk St.	$9.95
Walmart	11 Woodlawn Rd W	$9.97
PharmaSave	45 Wyndham St. N.	$9.99
Guelph Medical Place	83 Dawson	$10.99
Life Care Pharmacy	23-C Victoria Rd. N	$10.99
Rexall Pharmaplus	666 Woolwich St.	$11.49
Westmount Pharmacy	77 Westmount Rd.	$11.99
Kortright Pharmacy	570 Kortright Rd. W.	$11.99
Pharma Plus	265 Eramosa Rd.	$11.99
Shoppers Drug Mart	all locations	$11.99
Integrity Pharmacy	170 Metcalfe (Elliott Nursing Home)	$12.50

Fergus Pharmacies	Address	Dispensing Fee
Zehrs Pharmacy	800 Tower St.	$10.49
Zellers Pharmacy	900 Tower St.	$10.99
Shoppers Drug Mart	710 Tower St.	$11.99

Dispensing Fees listed are based on a pharmacy survey conducted in April 2011. Fees are subject to change.

1. $6.50 Dispensing Fee rate is only for drugs legally requiring prescriptions. Posted rates will apply to prescribed over-the-counter medications.