

PSA vs. HSA at a glance

Product	PSA (SunAdvantage)	PSA (SunSolutions/National Accounts)	HSA
Approach	<ul style="list-style-type: none"> Broad range of expenses not covered by traditional benefits plans Supports employee physical, mental and financial health and well-being <p><i>No customization possible</i></p>	<ul style="list-style-type: none"> Broad range of expenses not covered by traditional benefits plans Supports employee physical, mental and financial health and well-being 	<ul style="list-style-type: none"> Extension of Extended Health Care plans Covers a broad list of medical and dental expenses
Eligible expenses	<ul style="list-style-type: none"> One standard list of eligible expenses 	<ul style="list-style-type: none"> One standard list of eligible expenses* <p><i>* If the standard list of expenses is not selected and Clients choose to include or exclude certain items, it then becomes a Customized PSA with associated fees.</i></p>	<ul style="list-style-type: none"> Covers any item that would be an eligible medical expense under Income Tax Act (Canada) Non-customizable
Allocation of credits	<ul style="list-style-type: none"> Annual Flat amount For annual plans, pro-rating available based on months 	<ul style="list-style-type: none"> Monthly or annual Flat amount or flex credits For annual plans, pro-rating available based on months or days 	<ul style="list-style-type: none"> Monthly or annual Flat amount or flex credits For annual plans, pro-rating available based on months or days
Carry-forward options	<ul style="list-style-type: none"> No carry-forward Balance carry-forward (12 months) Expense carry-forward (12 months) 	<ul style="list-style-type: none"> No carry-forward Balance carry-forward (12 months or unlimited) Expense carry-forward (12 months) 	<ul style="list-style-type: none"> No carry-forward Balance carry-forward (12 months) Expense carry-forward (12 months)
Dependent coverage	<ul style="list-style-type: none"> Employee and dependent coverage Dependents include any family member financially dependent upon the employee 	<ul style="list-style-type: none"> Employee-only or employee and dependent coverage Dependents include any family member financially dependent upon the employee 	<ul style="list-style-type: none"> Employee and dependent coverage Dependents include any family member financially dependent upon the employee
Claims processes	<ul style="list-style-type: none"> Supported by e-claims Separate claim statement 	<ul style="list-style-type: none"> Supported by e-claims Separate claim statement 	<ul style="list-style-type: none"> Supported by e-claims Combined claim statement Combined claim forms (Extended Health Care/HSA and Dental/HSA)
Digital capabilities	<ul style="list-style-type: none"> Coverage details and list of eligible expenses available through the my Sun Life Mobile app or online at mysunlife.ca Claims can be submitted through the mobile app or online PSA balance and claims history displayed through the app or online 	<ul style="list-style-type: none"> Coverage details and list of eligible expenses available through the my Sun Life Mobile app or online at mysunlife.ca Claims can be submitted through the mobile app or online PSA balance and claims history displayed through the mobile app or online <p><i>Customizing the PSA requires employees to print PSA claim forms for submission</i></p>	<ul style="list-style-type: none"> List of eligible expenses available through the my Sun Life Mobile app or online at mysunlife.ca Claims can be submitted through the mobile app or online HSA balance and claims history displayed through the mobile app or online

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Product	PSA (SunAdvantage)	PSA (SunSolutions/National Accounts)	HSA
Contractual arrangement	<ul style="list-style-type: none"> Service agreement Separate contract number “Pay as you go” 	<ul style="list-style-type: none"> Service agreement Separate contract number “Pay as you go” 	<ul style="list-style-type: none"> Administrative Services Only (ASO) agreement Same contract number as other benefits “Pay as you go”
Administration	<ul style="list-style-type: none"> Supported on group benefits administration, the plan sponsor site and on the ME enrolment tool Administration guide available to support employers Reports available Taxable benefit to employees Employer responsible for all payroll-related taxes and deductions, as well as tax reporting to employees 	<ul style="list-style-type: none"> Supported on group benefits administration, the plan sponsor site and on the ME enrolment tool Administration guide available to support employers Reports available Taxable benefit to employees Employer responsible for all payroll-related taxes and deductions, as well as tax reporting to employees 	<ul style="list-style-type: none"> Supported on group benefits administration, the plan sponsor site and on the ME enrolment tool Administration guide available to support employers Reports available Taxable benefit to employees in Quebec Employer responsible for all payroll-related taxes and deductions, as well as tax reporting to employees
Autohold	<ul style="list-style-type: none"> Not available 	<ul style="list-style-type: none"> Not available 	<ul style="list-style-type: none"> Not standard – available only per Client's request
Minimum group requirements	<ul style="list-style-type: none"> No minimum requirements (subject to Underwriting evaluation) 	<ul style="list-style-type: none"> No minimum requirements (subject to Underwriting evaluation) 	<ul style="list-style-type: none"> No minimum requirements (subject to Underwriting evaluation)
Discounting	<ul style="list-style-type: none"> No discounting on fees 	<ul style="list-style-type: none"> No discounting on fees 	<ul style="list-style-type: none"> No discounting on fees
Stand-alone product	<ul style="list-style-type: none"> No stand-alone offering 	<ul style="list-style-type: none"> No stand-alone offering 	<ul style="list-style-type: none"> No stand-alone offering
Commissions	<ul style="list-style-type: none"> Commissions payable to advisors A negotiated commission percentage based on claims experience 	<ul style="list-style-type: none"> Commissions payable to advisors A negotiated commission percentage based on claims experience 	<ul style="list-style-type: none"> Commissions payable to advisors A negotiated commission percentage based on claims experience

Life's brighter under the sun

Group Benefits are provided by Sun Life Assurance Company of Canada,
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