

	Tax Deductible to Employer	Paid By Employer (any portion of the premium)	Paid By Employee
GROUP BENEFITS			
Accidental Death & Dismemberment (AD&D)	<ul style="list-style-type: none"> • Yes if paid by employer 	<ul style="list-style-type: none"> • Money received at time of claim is non taxable • No taxable assessment to be issued on employee T4 or T4A 	<ul style="list-style-type: none"> • Money received at time of claim is non taxable • No taxable assessment to be issued on employee T4 or T4A
Short Term Disability (WI)	<ul style="list-style-type: none"> • Yes if paid by employer 	<ul style="list-style-type: none"> • Money received at time of claim is taxable 	<ul style="list-style-type: none"> • Money received at time of claim is non taxable
Long Term Disability (LTD)	<ul style="list-style-type: none"> • Yes if paid by employer 	<ul style="list-style-type: none"> • Money received at time of claim is taxable. • No taxable assessment to be issued on employee T4 or T4A 	<ul style="list-style-type: none"> • Money received at time of claim is non taxable • No taxable assessment to be issued on employee T4 or T4A
Life Insurance	<ul style="list-style-type: none"> • Yes if paid by employer 	<ul style="list-style-type: none"> • Money received at time of claim is non taxable. • Employee has to be assessed a taxable benefit on employee T4 or T4A 	<ul style="list-style-type: none"> • Money received at time of claim is non taxable. • Employee does not have to be assessed a taxable benefit on employee T4 or T4A
PERSONAL OR INDIVIDUAL COVERAGE			
Long Term Disability (LTD)	<ul style="list-style-type: none"> • Yes if Employer owned policy 	<p>Employer owned policy – money/benefit received at time of claim is taxable (benefit amount is grossed up to accommodate this)</p> <p>Employee owned policy – money/benefit received at time of claim is non taxable.</p> <p>Employee has to be assessed a taxable benefit on their T4 or T4A if employer is paying any portion of premium on the above two scenarios</p>	<p>Employer owned policy – money/benefit received at time of claim is taxable (benefit amount is grossed up to accommodate this)</p> <p>Employee owned policy – money/benefit received at time of claim is non taxable.</p> <p>Employee has to be assessed a taxable benefit on their T4 or T4A if employer is paying any portion of premium on the above two scenarios</p>
Life Insurance	<ul style="list-style-type: none"> • Yes if Employer owned policy 	<p>Employee owned policy – money/benefit received at time of claim is non taxable.</p> <p>Company owned policy – money/benefit received at time of claim is non taxable.</p> <p>Employee has to be assessed a taxable benefit on their T4 or T4A if employer is paying any portion of premium on the above two scenarios</p>	<p>Employee owned policy – money/benefit received at time of claim is non taxable.</p> <p>Company owned policy – money/benefit received at time of claim is non taxable.</p> <p>Employee has to be assessed a taxable benefit on their T4 or T4A if employer is paying any portion of premium on the above two scenarios</p>

H:/IBSI/information library/group division/tax/rules re LTD & Life.doc

**The above information has been completed to the best of our knowledge; we advise double checking this information with your accountant prior to completing your T4's.