



Flex Credits, Price Tags and Insurance Premiums

FLEX CREDITS – What you will receive

As an eligible retiree, each year you will receive an annual *flex credit* allotment – currently \$50 for each full year of service, to a maximum of 35 years. You will use these *flex credits* – together with personal payments, as required – to purchase your preferred benefit option and level of coverage. Remaining *flex credits*, if any, will be prorated based on your date of retirement or eligible change event and the number of days remaining in the benefit period, and deposited into your Health Spending Account (HSA).

At retirement, any remaining balance in your HSA under the *FlexBenefits* program for active employees may not be carried over to the *Retiree FlexBenefits Program*. However, you will have up to 90 days after your retirement date to file any claims that you incurred prior to your retirement.

If you die, your surviving spouse/partner/eligible dependents will remain eligible to receive a continuing *flex credit* allotment – currently \$25 per year of your service, to a maximum of 35 years.

For more information on *Retiree FlexBenefits* coverage for Quebec residents, see "Information for Quebec residents" on Me & RBC > My Benefits > *Retiree FlexBenefits*, or at www.rbc.com/pensioners/.

PRICE TAGS – What your selected healthcare coverage will cost (monthly rates)

Region	Coverage option	Retiree only	Retiree + 1	Retiree + 2 or more
Atlantic <ul style="list-style-type: none"> • New Brunswick • Newfoundland & Labrador • Nova Scotia • Prince Edward Island 	1: Basic	\$90	\$180	\$270
	2: Enhanced	\$150	\$300	\$450
	3: Catastrophic	\$28	\$56	\$84
	4: Opt-out	\$0	\$0	\$0
Central <ul style="list-style-type: none"> • Ontario • Quebec 	1: Basic Pre-65	\$95	\$190	\$285
	1: Basic Post-65	\$70	\$140	\$210
	2: Enhanced Pre-65	\$160	\$320	\$480
	2: Enhanced Post-65	\$120	\$240	\$360
	3: Catastrophic	\$28	\$56	\$84
	4: Opt-out	\$0	\$0	\$0
Quebec additional monthly premium if you opt-out of RAMQ prescription drug coverage from age 65	Option 1: Basic – Post 65	\$200	\$400	\$400
	Option 2: Enhanced – Post 65	\$225	\$450	\$450
	Option 3: Catastrophic	\$115	\$230	\$230
Western <ul style="list-style-type: none"> • Alberta • British Columbia • Manitoba • Northwest Territories • Nunavut • Yukon 	1: Basic	\$75	\$150	\$225
	2: Enhanced	\$135	\$270	\$405
	3: Catastrophic	\$28	\$56	\$84
	4: Opt-out	\$0	\$0	\$0
Saskatchewan	1: Basic Pre-65	\$85	\$170	\$255
	1: Basic Post-65	\$70	\$140	\$210
	2: Enhanced Pre-65	\$150	\$300	\$450
	2: Enhanced Post-65	\$120	\$240	\$360
	3: Catastrophic	\$28	\$56	\$84
	4: Opt-out	\$0	\$0	\$0

INSURANCE PREMIUMS

OPTIONAL RETIREE LIFE INSURANCE (monthly rates per \$1,000 of coverage)

Premium rates for retirees who were **not** insured under the employee life insurance on January 1, 1990

Retiree's Age	Coverage	Male	Female
Under age 65	1-7 x Benefit Base	\$0.841	\$0.494
65 – 69	1 x Benefit Base	\$1.236	\$0.742
70 – 74	1/2 x Benefit Base	\$2.076	\$1.236
75 – 79	1/2 x Benefit Base	\$3.263	\$2.225
80 & over	1/2 x Benefit Base	\$5.686	\$4.697

Premium rates for retirees who **were** insured under the employee life insurance on January 1, 1990

Retiree's Age	Coverage	Male	Female
Under age 65	1-7 x Benefit Base	\$0.771	\$0.463
65 – 69	1 x Benefit Base	\$1.079	\$0.668
70 – 74	1/2 x Benefit Base	\$1.849	\$1.079
75 – 79	1/2 x Benefit Base	\$2.876	\$1.952
80 & over	1/2 x Benefit Base	\$5.033	\$4.161

OPTIONAL SPOUSAL LIFE INSURANCE (monthly rates per \$1,000 of coverage)

Premium rates for spouses who were **not** insured under the employee life insurance on January 1, 1990

Spouse's Age	Coverage	Male	Female
Under age 65	maximum \$90K	\$0.841	\$0.494
65 – 69	maximum \$45K	\$1.236	\$0.742
70 – 74	maximum \$45K	\$2.076	\$1.236
75 – 79	maximum \$45K	\$3.263	\$2.225
80 & over	maximum \$45K	\$5.686	\$4.697

Premium rates for spouses who **were** insured under the employee life insurance on January 1, 1990

Spouse's Age	Coverage	Male	Female
Under age 65	maximum \$90K	\$0.771	\$0.463
65 – 69	maximum \$45K	\$1.079	\$0.668
70 – 74	maximum \$45K	\$1.849	\$1.079
75 – 79	maximum \$45K	\$2.876	\$1.952
80 & over	maximum \$45K	\$5.033	\$4.161

OPTIONAL DEPENDENT CHILD(REN) LIFE INSURANCE (monthly rate based on coverage amount)

Premium rates for children who were **not** insured under the employee life insurance on January 1, 1990

Coverage of \$10,000	\$0.989*
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Premium rates for children who **were** insured under the employee life insurance on January 1, 1990

Coverage of \$10,000	\$0.854*
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*Rate is the same regardless of how many children are covered.

OPTIONAL ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE *(monthly rates per unit of coverage)*

Employee	\$0.70 per unit of \$50,000
Spouse/partner	\$0.70 per unit of \$50,000
Child	\$0.1125 per unit of \$25,000*

*Rate is the same regardless of how many children are covered.

The *flex credits*, price tags and insurance premiums shown are for the benefit period January 1, 2018 to December 31, 2018. These rates are subject to change from one benefit period to the next as conditions warrant. For an explanation of the key terms used on this sheet, active employees may refer to the *Retiree FlexBenefits* booklet found at Me & RBC > My Benefits > *Retiree FlexBenefits*, and retirees may refer to www.rbc.com/pensioners.

Access to additional coverage

Contact RBC Insurance for discounted rates on *Travel Medical Insurance* at 1-800-769-2528.

THE FINAL WORD

This bulletin provides summary information about the *Retiree FlexBenefits Program*. In no way does it create or confer to you any contractual rights or obligations. Where the information provided by this bulletin, RBC, or any other source differs from the approved plan documents and insurance policies that govern your RBC programs, the approved documents and the governing policies will rule.

RBC and its subsidiaries reserve the unilateral right to change, amend or terminate the contracts, plans and/or policy documents covering retirees and/or their dependents and survivors, at any time, including after employees' retirement, and may be required to do so because of changes to legislation. In addition, RBC reserves the right to change or amend the terms and conditions of the various coverages, as well as the amount charged to the individual, at any time, including after employees' retirement.