

The Group Refund Insurance Plan (GRIP) Co-operative

With this report, Lawrie Insurance Group Inc. extends an invitation to your company to explore the opportunity to join the GRIP Employee Benefits Co-operative.

Why GRIP?

The Co-operative is an innovative legal structure that enables small and mid-sized companies to pool their health and dental benefits under one large umbrella. In doing so, they are able to utilize economies of scale to reduce expenses and manage risk in a sustainable way. The Co-operative is co-owned and controlled by its members, the entire declared surplus is paid to members every year.

The Co-operative has refunded to its members every year over the last 16 years and returned another \$2.3 million in 2017. The main source of surplus is unrealized assumed inflation. *Other insurance companies keep this money as excess profits!*

The Co-operative delivers benefits to its members at significantly lower fees and margins than traditional insurer arrangements. Indeed when setting rates, the Co-operative does not build in a profit. This results in lower rates for health and dental year after year, not just in years when the insurance company or the broker are pressed or challenged!

The Co-operative is managed by Beneplan Inc. who reports to a board of directors. The Board of Directors are elected by the member companies at the Annual General Meeting. The Co-operative is registered with FSCO.



Yes, There is A New Way To Do Benefits.

1-800-661-1518 | danlawrie.com



**DAN LAWRIE
INSURANCE BROKERS**

LAWRIE INSURANCE GROUP INC.

The Co-operative is committed to financial transparency and accountability. An audit is conducted by direction of the Board of Directors. Members with premiums higher than claims plus expenses, receive a patronage dividend in accordance to the Co-operative Policies. Members with claims that are higher than expected, resulting in a deficit, are not required to pay anything then or make the deficit up in future years.

Each company retains their plan design, and all premiums and claims are segregated for calculation of experience rated benefits and for accurate calculations of annual dividends.

The Co-operative is dedicated to employee benefits only. It is always looking for ways to reduce the cost of the member's benefits without reducing the benefits!

The Co-operative re-insures its catastrophic risk levels. This re-insurance has helped to produce patronage dividends in every single year since inception on January 1st 2001.

...Join the GRIP Co-operative!

Contact us.

To learn more about how the GRIP Co-operative will benefit your business, please speak with **Steve Evans, VP of Employee Benefits** at **1.800.661.1518** or email sevans@danlawrie.com.



G.R.I.P vs. Other Benefits Providers

How Does the G.R.I.P Co-operative Stack up to Other Benefits Administrators?

	G.R.I.P	The Other Guys
HR Toolkit at no extra cost	✓	\$
Refunds on LTD premiums	✓	✗
Lowest stop-loss in Canada	✓	✗
Complimentary wellness program	✓	\$
Drug advocate at no extra cost	✓	\$
Complimentary Drug Assistance Program	✓	\$
Paramedical fraud solutions	✓	✗
STD adjudication	✓	✗
ASO options	✓	✓
Retirement expertise	✓	\$
Employer-side thinking	✓	✗
Over 35 years of benefits thought leadership	✓	✗
Lowest fees for small businesses	✓	✗
Pharmacogenetic coverage at no extra cost	✓	✗
Shepell EAP at no extra cost	✓	\$
Quarterly claims reports	✓	✓
No negotiation games	✓	✗