



Balance

The Group Health Forum

SPRING 2008

The Baicorp Buzz

With the Spring Season upon us, Baicorp Financial Inc. & Baitrak Benefit Administrators in conjunction with Blazing Design are pleased to announce the 2nd annual charity golf event in support of F.A.S.T. (Family Adolescent Straight Talk) and the CWF (Canadian Women's Foundation) The charity event known as Play it Fore>ward will take place on Thursday May 29th, 2008 at Hockley Valley Resort, just north of Toronto. To find out more, please visit our charity website at www.playitforward.org or contact Tony Poverelli 416 987 3057 email: tony@baicorp.ca.

PLAY IT FORE>WARD



Identity Theft

According to the Toronto Sun one in five Canadians will be affected by Identity Theft this year. ID Theft is the fastest growing crime in North America; fraudulent trading of ID's has outgrown the illicit Drug Trade.

ID Theft encompasses:

- Driver License Fraud can result in charges for unpaid traffic tickets or a suspended license.
- SIN Fraud can lead to victims being unloaded with back taxes or charged with tax fraud.
- Medical Fraud using a stolen OHIP card can lead to mistaken diagnoses that could be life threatening, at worst, inconvenient at best.
- Character Fraud involves the commitment of crimes in someone else's name, leaving the innocent person at risk of being arrested.
- Surprisingly, Credit Card Fraud constitutes only 28% of ID Theft cases.

The U.S. Federal Trade Commission states that it takes an average of 600 hours and \$1500.00 in expenses to restore one's good name.

Companies that combat ID Theft have been established to offer assistance to corporations and their employees. If you are concerned about ID Theft we can put you in touch with one.



Quarterly Quote

You cannot hope to build a better world without improving the individuals. To that end each of us must work for his own improvement, and at the same time share a general responsibility for all humanity, our particular duty being to aid those to whom we think we can be most useful.

Marie Curie 1867-1934



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Managing Workplace Absenteeism in an Aging Workforce

Canada is getting older. According to Statistics Canada, the median age in Canada was 39.5 in 2006. It is expected to rise to 44 years of age by 2031. The aging population, together with the ongoing elimination of mandatory retirement legislation, means that Canadian workforces will continue to be comprised of an increasing proportion of older workers.

Employers will face changing workplace absenteeism issues and will need to ensure their policies, procedures, standards and benefit plans are set up to address and manage these issues.

Baicorp Financial Services Inc. and BaiTrak Benefit Administrators Inc. have the resources and expertise to assist employers review the services available through their Group Insurance, Employee Assistance programmes, and Disability Management plans designed to make workplace absence management a more efficient process. Measure the potential length and impact of absences; monitor an employee's recovery and return to work; and properly analyze the need for reallocation or reassignment of resources. For employers that self-insure their Short Term Disability, it is especially important to ensure that their workplace absence management is complimented by third party support.

For more information on how we can compliment your workplace absence management, please contact us.

Effective February 1, 2008 – The Dental Fee Guide

Annually by the provincial dental associations determine the reimbursement limits of dental services used by insurance carriers for dental claims reimbursements. The percentages below represent the average increase by province.

Province/Territory	2008 Fee Guide Percentage Increase
Alberta*	5.90%
British Columbia	3.24%
Manitoba	3.88%
New Brunswick	2.00%
Newfoundland	4.30%
Northwest Territories	Not yet Published
Nova Scotia	2.74%
Nunavut	Not yet Published
Ontario	2.40%
Prince Edward Island	2.30%
Quebec	3.20%
Saskatchewan	6.50%
Yukon	Not yet Published

*Alberta has fee increases by Procedural Category – effective February 1, 2008



Needing insurance is like needing a parachute. If it isn't there the first time, chances are you won't be needing it again.

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905.844.8820

1290 Cornwall Road, Unit C, Oakville, Ontario L6J 7W5

April Benefits Administration Outsourcing Gaining Momentum

Leigh Doyle

In the competitive group Insurance market, third-party administrators are positioning themselves to enhance services for employers and increase their own market share.

Consolidation and economies of scale have dominated conversations about the Group Insurance industry in recent years. With stakeholders focused on these areas, a smaller player has emerged and capitalized on employers' needs left unmet by large carriers. That player is the third-party administrator (TPA).

Traditionally viewed as a supplement to the insurance industry, TPAs are now positioning themselves to reshape the industry.

Currently, TPAs are seen as a heterogeneous mix of companies. Typically, they are small businesses in niche markets run by people with Insurance backgrounds. Some take care of the administration of an employer's benefits plan, while others also do claims adjudication. TPAs can be brokers or offer only software solutions for administration.

"From the enrollment, eligibility and billing side, TPAs have always been there".

For larger insurance companies, providing services to non-traditional groups of employees – such as unions, construction workers or teachers – is often not cost-effective. This has created an opportunity for TPAs that have stepped in to provide administration and then partnered with the carriers to cover the risk.

TPAs have previously been seen as a support to the insurance industry and not a partner or competitor, but that's changing. Employers who are willing to take on the risk of health and dental plans internally are turning to TPAs to provide administration services for such claims. More and more insurers are outsourcing their administration to reduce margins.

*Source: *Benefits Canada*, April 2007