



Benefits Department
115 King Street
Stellarton, Nova Scotia B0K 1S0



Staying well.

More important now than ever.



youflex

What will you do with \$250 wellness dollars?

What's covered. How to make a claim. It's all inside.



Yes, we're giving back—your Personal Wellness Account

In calendar year 2020, many of us were unable to access health services, such as dental, vision and physiotherapy, due to COVID-19 restrictions. As a result, we've accumulated a surplus in our *YouFlex* benefits accounts from unused Company- and employee-paid premiums. So, we're giving back. Sobeys has deposited \$250 in your Personal Wellness Account (or PWA) at Medavie Blue Cross that you can use for wellness-related expenses between now and April 30, 2022.



Who's eligible?

This surplus is being shared with all corporate employees enrolled in the *YouFlex* benefits plan. If this flyer was sent to you, you're in. So are your dependents.



Be sure it's covered!

It's always a good idea to confirm an expense is eligible for your PWA before you spend the money. It's easy to do with Medavie Mobile. Learn more inside.



What's covered?

We worked with Medavie Blue Cross to create an account that would support your health and wellness as well as help out with some family-related expenses. We know that managing stress or trying to make lifestyle changes can be difficult at the best of times. COVID-19 has not been the best of times. We're hoping that your Personal Wellness Account will make things a little easier by covering eligible expenses as noted below:

Health and wellness support:

- Nutritional counselling
- Stress management
- Smoking cessation
- Weight management
- Health assessment
- Prenatal classes
- Home or personal aids

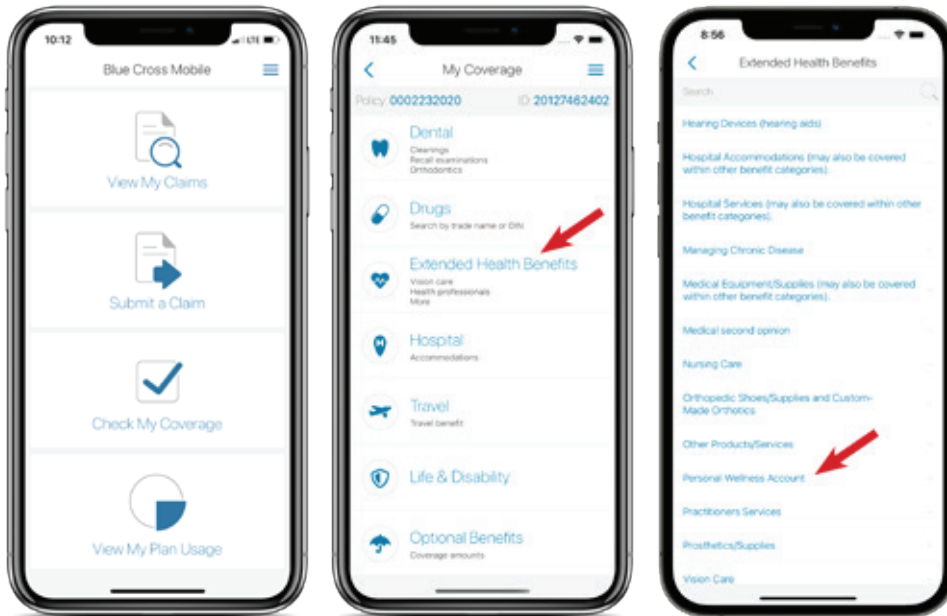
Family care:

- Child care
- Elder care

Your Personal Wellness Account

Medavie Mobile makes it easy

Who wants to complete forms, make copies and find stamps and a mailbox ... and then wait for snail mail to get your claims to Medavie Blue Cross? If you've downloaded the app and have your receipts, you're good to go.



Your PWA isn't the same as your HCSA

We've captured the key differences below.

Scan this and get the app!



See what's covered

From the landing screen, select:

"Check My Coverage"

"Extended Health Benefits"

"Personal Wellness Account"

Submit your PWA claim

Once you've confirmed that your PWA expense is eligible, you can:

Write "For PWA" on your receipt

Select "Submit a Claim" on the app's landing screen

Choose "Personal Wellness Account"

Take a photo of your receipt

Confirm that your contact and banking information is correct

Hit "Submit" ... and you're done!

Check your PWA balance

Start at the landing screen and select:

"View My Plan Usage"

"Personal Wellness Account"

Personal Wellness Account

Health Care Spending Account

Who is eligible for this account?

You are! If you received this flyer, you're eligible.

If you had unused Flex Dollars after you enrolled in *YouFlex*, you're eligible.

Where can I see my balance?

On the Medavie app

On the Medavie app

Where can I see a list of what's covered?

On the Medavie app

On the CRA website

Are reimbursements taxable?

Yes, just on your claims

No, except in Quebec

How long do I have to use the money in my account?

Until April 30, 2022

Two years

Claim wisely. Save money.

In some cases, there is overlap between the Sobeys health care plan, your HCSA and your PWA. We suggest submitting claims in the following order to maximize your reimbursement:

1. The *YouFlex* health care plan,
2. Your HCSA, if available,
3. And, finally, your PWA

Your PWA covers many items that aren't covered by the health plan or HCSA; best to save it for those expenses.



How taxes are paid

Your PWA reimbursements are taxable, and you will only pay taxes on what you use, not on the entire \$250 ... unless you use the entire \$250. Your PWA reimbursements will be included in your taxable income on your T4.



Dialogue: Visit the doctor without leaving the house

(even in the middle of the night)

A doctor's office is likely the last place you want to go right now. You don't have to. Sobeys partnership with Dialogue means that you and your family have access to health care professionals, 24/7/365, anywhere in Canada. You'll have:

- On-demand chat, video or call with health care professionals
- Access for you and your covered family members
- Prescription management
- Specialist referrals and lab tests
- Health system navigation
- Privacy and security

If you haven't already, set up your Dialogue account, download the app (search for "Dialogue") or visit dialogue.co/Sobeys.



Connect to Dialogue



Don't miss out!

Get your claims in by July 29

Any claims you have from May 1, 2020 through April 30, 2021 must be received by Medavie Blue Cross by July 29, 2021.



Be in-the-know with Sobeys texts

Get Sobeys benefits and retirement reminder information, just when you need them. Sign up today.

Text: *TextSobeys* to 35842

Opt out any time by texting *STOP* or *END* to the same number. Standard message and data rates may apply.



For more information

- **Call:** the HR Service Centre at 1-800-295-3348, Monday to Friday 8 a.m. to 7:30 p.m. AT
- **Email:** hrrservicecentre@sobeys.com
- **Visit:** the *YouFlex* Benefits Resource website at sobeysbenefitsresource.com or the *YouFlex* Benefits website via the People Portal