

EMPLOYEE BENEFITS

At-A-Glance

October 2026

Connected Care – Your Digital Health & Wellness Hub

As a participant in the GNB Employee Health Plan, you can enjoy exclusive offers and some coverage through your Extended Health Benefits (EHB) to help make your care more affordable. Connected Care is your personal gateway to feeling better, staying healthy, and getting support when you need it, in one easy to access digital hub.

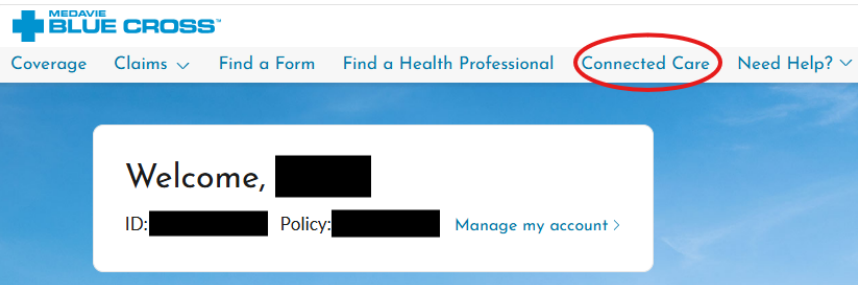
Key Benefits:

- Convenient access to trusted providers
 - Bilingual service (French & English)
 - Preferred pricing for members of the Health Plan
- Faster access to care anytime, anywhere
 - Virtual support for many different health needs
 - Personalized care plans based on your needs
 - Helpful insights powered by your health data

Getting started is easy:

1

Log in to your **Medavie Blue Cross Member Services** site to view Connected Care programs.



All Services



Estate Planning
LegalWills
An online service for wills, powers of attorney, and health care directives.



Additional Services
perigon
Choose from a suite of financial and insurance services for you and your family.



ADHD Assessment and Treatment
Beyond ADHD
A proven approach to provide accessible, affordable and compassionate online ADHD care.

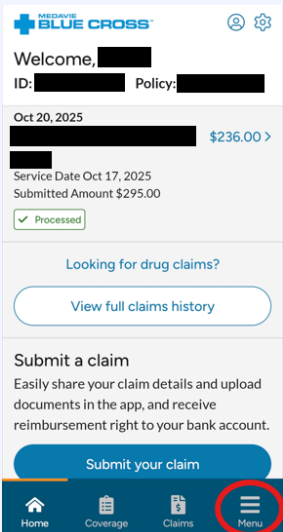
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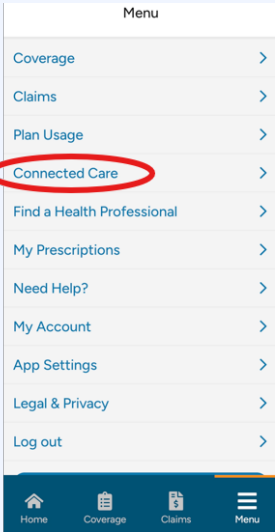
Choose the service that fits your needs. Each program page explains what it offers, how it works, what it costs, and how reimbursement works.

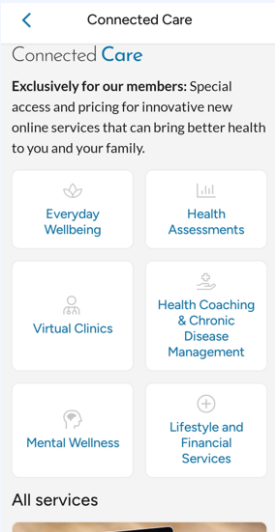
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Follow the simple prompts to book an appointment, sign up for a program, or order a home kit.

You can also access Connected Care via the Medavie Blue Cross Mobile app.







Did You Know?

GNB offers employees a Group Registered Retirement Savings Plan (RRSP) through Canada Life.

The Group RRSP is a voluntary plan funded entirely by employees with two key advantages:

- Contributions can be made through convenient payroll deductions; and
- Investment Management Fees are competitive compared to individual retail retirement plans.

Employees choose how much they want to contribute, with no minimum contribution requirements. It is a straightforward, tax-smart way to save for retirement.

All employees in non-casual positions across Parts I, II, III, and select Part IV organizations are eligible.

Application forms, the member booklet, and other helpful information is available at: [Other Benefits and Guides](#). To apply online at mycanadalifeatwork.com, contact your Human Resources or Payroll Services Team to obtain the required access code and password for your organization.



NEW! Flight Delay Service

The Flight Delay Service is now included with your Medavie Blue Cross Travel Plan.

Flight delays can be stressful. This service is designed to help reduce the impact of unexpected disruptions by providing automatic compensation when eligible delays occur.

What is included:

- Delay of 3+ hours – Airport lounge access or \$40 per person if unavailable.
- Delay of 6+ hours – \$50 per person, up to a maximum of \$200, and a hotel room or \$350 per policy if a room is unavailable.

Certain conditions, limitations, and exclusions may apply.

IMPORTANT! To activate this service, you **must** create a Flight Delay Service account using a unique password and register your flight at least 24 hours before departure. Once registered, the service will monitor your flight and notify you by text message and email if a delay of 3+ hours occurs.

To learn more or to register a flight, please log into your [Medavie Blue Cross Member Services Site](#) or open the Blue Cross Mobile app.



2025 Health and Dental Plans Benchmarking Survey

GNB benchmarked its health and dental benefits against twelve public sector organizations to evaluate the competitiveness, sustainability, and alignment with employee needs. The survey provided a comparison against peer groups to identify strengths, trends, areas for improvement in plan design, coverage levels, cost sharing, and rates.

Insights and Findings:

- Relative to the peer groups, the GNB Employee Benefit Plan rates show stability over the past four-year period, with modest increases compared to other respondents.
- The Health Plan premium cost sharing arrangement (25% employee / 75% employer) ranks among the six highest employer contributions.
- The majority of respondents offer a Retiree Health Plan, however only 50% offer a Retiree Dental Plan.
- Only 50% of respondents continue drug coverage past age 65 like GNB does.
- GNB, like most respondents, applies mandatory generic substitutions and uses a managed drug formulary.
- The majority of respondents offer vision maximums between \$200 and \$400 every 24 months. The GNB Employee Health Plan offers \$300 per two calendar years.
- Only half of the respondents offer the Health Coaching and Chronic Disease Management benefit and only 25% include coverage for menopause like GNB does. The GNB coverage is up to \$500 per calendar year for all modules combined.

Have questions or comments about your benefits?

Consult the [Benefit Booklet for Active Employees](#) at gnb.ca/employeebenefits or by scanning the QR code to the right with the camera from a smart mobile device.

