

ALBERTA SCHOOL EMPLOYEE BENEFIT PLAN
(The Policyholder)

**Policy No. 119-1366 issued by Special Markets Solutions,
a division of Industrial Alliance Insurance and Financial Services Inc.**

Voluntary Accident Insurance Plan (Payroll Deduction)

COVERAGE

Any Accident resulting in: death, dismemberment, loss of sight, or paralysis - anywhere in the world - 24 hours a day - on or off the job.

ELIGIBILITY

You are eligible to enroll as an Insured Person if you are an active regular employee (under age 70), early retiree (under age 65), or trustee (under age 70). Your spouse under age 70 and unmarried dependent children are eligible if you select the Family Plan. Unmarried children are your natural, legally-adopted or step-children or children you are the legally-appointed guardian for provided such children are recognized as your dependents for provincial medicare purposes. Unmarried children over 21 years of age are also eligible provided they have not attained age 25 and are registered as a full-time student at a university or similar post-secondary educational institution or are incapable of self-support due to a mental or physical handicap.

AMOUNT OF INSURANCE

Employee Only Plan

You may select an amount of insurance (Principal Sum) for yourself of \$25,000.00, \$50,000.00, \$100,000.00, \$150,000.00, \$200,000.00, \$250,000.00, \$300,000.00, \$350,000.00, \$400,000.00, \$450,000.00 or \$500,000.00.

Family Plan (includes employee)

You may select an amount of insurance (Principal Sum) for yourself of \$25,000.00, \$50,000.00, \$100,000.00, \$150,000.00, \$200,000.00, \$250,000.00, \$300,000.00, \$350,000.00, \$400,000.00, \$450,000.00 or \$500,000.00 AND your family will automatically be insured for the following:

Spouse - Your spouse will be insured for 50% of the benefit you elect for yourself.

Children - Each dependent child will be insured for 10% of your benefit if you have a spouse, or 15% if you do not.

In the event both you and your spouse are eligible to enroll, only one of you may select the Family Plan. The other may select the Employee Only Plan. However, your coverage as a spouse combined with your coverage as an employee, early retiree, or trustee cannot exceed \$500,000.00.

EFFECTIVE DATE

Coverage will begin on the first day of the month following the date your completed enrollment form is received by your employer and coincident with payroll deductions.

If you do not wish to participate, please complete the section of the enrollment form declining coverage. The completed form should be returned to your plan administrator as soon as possible.

BENEFITS

Accidental Death, Dismemberment and Specific Loss Indemnity

The policy provides benefits for Injury resulting in Loss of, or permanent and total Loss of Use of, which occurs within 12 months after the date of the Accident as follows:

BENEFITS (Continued...)

Accidental Death, Dismemberment and Specific Loss Indemnity (Continued...)

Life	The Principal Sum
Both Hands.....	The Principal Sum
Both Feet.....	The Principal Sum
Entire Sight of Both Eyes.....	The Principal Sum
One Hand and One Foot.....	The Principal Sum
One Hand and the Entire Sight of One Eye.....	The Principal Sum
One Foot and the Entire Sight of One Eye.....	The Principal Sum
Speech and Hearing in Both Ears.....	The Principal Sum
One Arm.....	Three-Quarters of the Principal Sum
One Leg.....	Three-Quarters of the Principal Sum
One Hand.....	Two-Thirds of the Principal Sum
One Foot.....	Two-Thirds of the Principal Sum
Entire Sight of One Eye.....	Two-Thirds of the Principal Sum
Speech or Hearing in Both Ears.....	Two Thirds of the Principal Sum
Thumb and Index Finger of Either Hand.....	One-Third of the Principal Sum
Four Fingers of Either Hand.....	One-Third of the Principal Sum
Hearing in One Ear.....	One-Third of the Principal Sum
All Toes of One Foot.....	One-Quarter of the Principal Sum

Paralysis Benefits

Quadriplegia (complete paralysis of both upper and lower limbs).....	Two Times the Principal Sum
Paraplegia (complete paralysis of both lower limbs).....	Two Times the Principal Sum
Hemiplegia (complete paralysis of upper and lower limbs of one side of body).....	Two Times the Principal Sum

Indemnity provided under this part for all losses sustained by an Insured Person as the result of any one Accident will not exceed, with the exception of Quadriplegia, Paraplegia and Hemiplegia, the Principal Sum, and with respect to Quadriplegia, Paraplegia and Hemiplegia, two times the Principal Sum or the Principal Sum if loss of life occurs within 90 days after the date of the Accident.

In no event will indemnity payable for all losses under this part exceed, in the aggregate, two times the Principal Sum as the result of the same Accident.

"Accident" or "Accidental" whenever used in the policy means a sudden, unforeseen and unexpected event which arises from a source external to an Insured Person and that is not caused or contributed to, directly or indirectly, by physical or mental illness or disease or treatment for the illness or disease. This event must occur while this policy is in force and be the basis of claim.

"Injury" whenever used in the policy means bodily injury caused by an Accident occurring while the policy is in force as to the Insured Person whose injury is the basis of claim and resulting directly and independently of all other causes in loss covered by the policy, and that is not caused or contributed to, directly or indirectly, by physical or mental illness or disease, or treatment for the illness or disease.

Voluntary Accident Insurance Plan (Payroll Deduction) (Continued...)

BENEFITS (Continued...)

Accidental Death, Dismemberment and Specific Loss Indemnity (Continued...)

"Loss" whenever used in the policy with reference to hand or foot means complete severance at or above the wrist or ankle joint but below the elbow or knee joint; as used with reference to arm or leg means complete severance at or above the elbow or knee joint; as used with reference to thumb and fingers means complete severance at or above the metacarpophalangeal joint; as used with reference to toes means complete severance at or above the metatarsophalangeal joint; as used with reference to eye means the irrecoverable loss of the entire sight thereof; as used with reference to speech means the total and irrecoverable loss thereof; as used with reference to hearing means the total and irrecoverable loss thereof; and as used with reference to Quadriplegia, Paraplegia and Hemiplegia means the permanent and irrecoverable paralysis of such limbs.

"Loss of Use" whenever used in the policy means a loss which is permanent, total, irrecoverable and continuous for a period of 12 months from the date of the Accident.

Bereavement Benefit

If Injury results in your loss of life and indemnity becomes payable under the policy, the insurer will pay the reasonable and necessary expenses actually incurred by your spouse and dependent children for up to six sessions of grief counseling, by a professional counselor, subject to a maximum of \$2,000.00.

Day Care Benefit

If Injury results in your loss of life and indemnity becomes payable under the policy, the insurer will pay the reasonable and necessary expenses actually incurred, subject to five percent of your Principal Sum to a maximum of \$5,000.00, for each of your dependent children under 13 years of age who (a) are enrolled in a legally licensed day care centre on the date of your death; or (b) enroll in a legally licensed day care centre within 12 months after the date of your death.

The benefit will be paid each year immediately upon receipt of satisfactory proof that the dependent child is enrolled in a legally licensed day care centre, but not to exceed four consecutive annual payments with respect to any one dependent child. If, at the time of loss, none of your dependent children are eligible for the Day Care Benefit, the insurer shall pay an additional amount of \$2,500.00 to your designated beneficiary.

Education Benefit

If Injury results in your loss of life and indemnity becomes payable under the policy, the insurer will pay the reasonable and necessary expenses actually incurred, subject to five percent of your Principal Sum to a maximum of \$5,000.00, for each of your dependent children who (a) are enrolled as full-time students in a school for higher learning above the secondary school level; or (b) were enrolled as full-time students at the secondary school level but enroll as full-time students in a school for higher learning within 12 months after the date of your death.

The benefit will be paid each year immediately upon receipt of satisfactory proof that the dependent child is enrolled as a full-time student in a school for higher learning, but not to exceed four consecutive annual payments with respect to any one dependent child.

Escalation Benefit

Your Principal Sum will be increased by one percent on each anniversary date of the policy provided there is no interruption in coverage, to a maximum of five percent.

BENEFITS (Continued...)

Eyeglasses, Contact Lenses and Hearing Aids Benefit

If, following an Injury, you or your insured spouse or insured dependent child require and receive treatment by a physician which results in the purchase of eyeglasses, contact lenses or hearing aids within 12 months of the date of the Accident, when none were previously required or worn, the insurer will pay the reasonable and necessary expense actually incurred, subject to a maximum of \$1,000.00.

Family Transportation Benefit

If, following an Injury which results in a Loss covered by the policy, you are confined as an in-patient in a hospital located from a point of not less than 150 kilometers from the normal place of residence, the insurer will pay the reasonable and necessary expenses actually incurred by any one member of the immediate family for hotel accommodation and transportation by the most direct route to you, subject to a maximum of \$15,000.00 for all such expenses.

Funeral Expense Benefit

If Injury results in your loss of life and indemnity becomes payable under the policy, the insurer will pay the reasonable and necessary funeral expenses actually incurred, subject to a maximum of \$7,500.00.

Home Alteration and Vehicle Modification Benefit

If, following an Injury which results in a Loss covered by the policy, you are required to use a wheelchair to be ambulatory, the insurer will pay the reasonable and necessary expenses actually incurred within three years of the date of the Accident causing such Loss for (a) the cost of alterations to the principal residence; and/or (b) the cost of modifications to one motor vehicle utilized by you, when such modifications are approved by the provincial vehicle licensing authorities where required for the purpose of making them wheelchair accessible, subject to a maximum of \$20,000.00 as the result of any one Accident.

Identification Benefit

If Injury results in your loss of life and indemnity becomes payable under the policy, and provided identification of your body is required by the police or similar law enforcement agency, the insurer will pay the reasonable and necessary expenses actually incurred by a member of your immediate family for lodging and board (not to exceed a maximum duration of three consecutive nights) and transportation by the most direct route to and from the location of your body, subject to a maximum of \$5,000.00. Your body's location must not be less than 150 kilometers from your family member's normal place of residence.

Permanent Total Disability

If, following an Injury and within 12 months of the date of the Accident, you are totally and permanently disabled and prevented from engaging in any and every occupation or employment for compensation or profit, the insurer will pay, provided such disability has continued for a period of 12 consecutive months and is total, continuous and permanent at the end of this period, the Principal Sum less any amount paid or payable under "Accidental Death, Dismemberment and Specific Loss Indemnity" as the result of the same Accident.

Rehabilitation Benefit

If, following an Injury which results in a Loss covered by the policy, you require special training in order to be qualified to engage in a special occupation in which you would not have engaged except for such Injury, the insurer will pay the reasonable and necessary expense incurred for such training within three years of the date of the Accident, subject to a maximum of \$15,000.00 as the result of any one Accident.

Voluntary Accident Insurance Plan (Payroll Deduction) (Continued...)

BENEFITS (Continued...)

Repatriation Benefit

If Injury results in loss of life for you, your insured spouse or insured dependent child and indemnity becomes payable under the policy, the insurer will pay the reasonable and necessary expenses actually incurred for preparation and transport of the body to the city of residence, subject to a maximum of \$15,000.00.

Seat Belt Benefit

If, due to a vehicular Accident, Injury results in a loss covered by the policy, the Principal Sum applicable to you will be increased by 10% if, at the time of the Accident, you were driving or riding in a vehicle and wearing a properly fastened seat belt. The driver of the vehicle must hold a current and valid driver's license authorizing him to operate such vehicle and neither be intoxicated nor under the influence of drugs at the time of the Accident. Due proof of seat belt use must be provided as part of the written proof of loss.

Spousal Retraining Benefit

If Injury results in your loss of life and indemnity becomes payable under the policy, the insurer will pay the reasonable and necessary expenses actually incurred within three years from the date of such Accident by your spouse who engages in a formal occupational training program in order to become specifically qualified for active employment in an occupation for which he would not otherwise have sufficient qualifications, subject to a maximum of \$15,000.00 for all such expenses.

EXCLUSIONS

Cover does not apply to any loss caused or contributed to by:

- declared or undeclared war or any act of war;
- active full-time service in the armed forces of any country;
- suicide or self-destruction, while sane or insane;
- flying as a pilot or crew member in any aircraft;
- flying in owned, operated, leased or chartered aircraft of your employer.

EXPOSURE AND DISAPPEARANCE

If due to Accident you, your insured spouse or insured dependent child are unavoidably exposed to the elements and such exposure, within 12 months of the date of the Accident, results in a Loss for which indemnity would otherwise have been payable under the policy, such Loss will be deemed to be the result of Injury.

Where, due to the Accidental wrecking, sinking or disappearance of a conveyance in which you, your insured spouse or insured dependent child were riding, you, your insured spouse or insured dependent child disappear, and if the body is not found within 12 months after the date of such wrecking, sinking or disappearance, it will be presumed, subject to there being no evidence to the contrary and subject to all other terms and conditions of the policy, that you, your insured spouse or insured dependent child suffered loss of life as a result of Injury.

COST OF INSURANCE

The premium for the coverage you select will be obtained by payroll deduction. The premium rate for the Employee Only Plan is \$.025 per month for each \$1,000.00 of insurance. The Family Plan is \$.04 per month for each \$1,000.00 of insurance.

WHAT IF PAYROLL DEDUCTION IS NOT AVAILABLE?

Please write or phone:

Special Markets Solutions
Industrial Alliance Insurance and Financial Services Inc.
2050, 777 - 8 Avenue S.W.
Calgary, Alberta T2P 3R5
Telephone: (403) 266-7582
Toll Free: (800) 661-1699

Information will be sent to you regarding payment of annual premiums.

BENEFICIARY

The beneficiary or beneficiaries of an employee, early retiree or trustee shall be that person or persons designated in writing by the employee, early retiree or trustee and on file with the employer. If no such beneficiary designation has been filed, the beneficiary in respect of loss of life of an employee, early retiree or trustee shall be the estate. All other indemnities payable, including those payable for the insured spouse and/or insured dependent children, are payable to the employee, early retiree or trustee, with the exception of indemnities payable under "Bereavement Benefit", "Day Care Benefit", "Education Benefit", "Family Transportation Benefit", "Identification Benefit" and "Spousal Retraining Benefit".

TERMINATION OF INSURANCE

Your insurance will immediately terminate on the earliest of the following dates:

- (a) the date the policy is terminated;
- (b) the due date of the first premium toward which you fail to pay the required amount;
- (c) the date you cease to be eligible, except:
 - (i) if you are a non-retired employee in the educational system and are age 70, insurance terminates on June 30 coinciding with or next following the date you reached age 70;
 - (ii) if you are an early retiree and are age 65, insurance terminates on the policy anniversary date coinciding with or next following the date you reached age 65;
 - (iii) if you are a trustee and are age 70, insurance terminates on October 31 of the year in which your term of office ends;
- (d) the date you enter the armed forces of any country on a full-time basis;
- (e) the date your Life insurance is terminated.

If you are a non-retired employee who ceases to be actively at work, your insurance will immediately terminate on the earliest of:

- (a) the date your employer stops remitting premiums or otherwise determines that insurance has terminated;
- (b) for lay-off, 90 days after the lay-off starts;
- (c) for employer-approved leave of absence, 24 months after the leave starts.

Your insured spouse's and/or insured dependent children's insurance will terminate on the earliest of the following dates:

- (a) the date such person ceases to be an eligible person;
- (b) the date your insurance is terminated.

Voluntary Accident Insurance Plan (Payroll Deduction) (Continued...)

A.D.&D. CLAIMS PROCEDURES

Written notice of claim is to be given to the insurer within a period of 30 days from the date of the Accident. Claim forms are available from your plan administrator or from the insurer at (800) 266-5667. The insurer reserves the right to request additional information when processing the claim. Completed claim forms must be filed with the insurer within 90 days after the date of the Injury and no later than one year regardless of whether the full extent of loss is known.

Every action or proceeding against an insurer for the recovery of insurance money payable under the contract is absolutely barred unless commenced within the time set out in the *Insurance Act* or other applicable legislation.

This summary is for information purposes only and carries no contractual or other rights. All rights with respect to the benefits of an Insured Person will be governed by the Group Master Policy, a copy of which is filed with the Policyholder.