

Schedule of Benefits

CONSTRUCTION EQUIPMENT RENTALS LTD.

Client Number: 047-08932
Plan Effective Date: June 1, 2008
Waiting Period: Benefits effective 3 month(s) from date of hire

Benefit	Details
Basic Life and AD&D	<ul style="list-style-type: none"> Flat \$50,000 Benefit reduces by 50% at age 65; terminates at age 70
Dependent Life	<ul style="list-style-type: none"> Spouse: \$10,000, Child: \$5,000 Benefit terminates at age 70
Optional Life & Spousal Optional Life	<ul style="list-style-type: none"> Available in units of \$10,000 to a maximum of \$250,000 Benefit terminates at age 65
Optional AD&D	<ul style="list-style-type: none"> Available in units of \$25,000 to a maximum of \$250,000 Benefit terminates at age 70
Weekly Indemnity	<ul style="list-style-type: none"> 66 2/3% of salary Maximum benefit of \$1,300/week Commencement - 1st day accident/hospitalization, 8th day illness 17 week benefit period Benefits are non-taxable Benefit terminates at age 65
Long Term Disability	<ul style="list-style-type: none"> 68.5% of the first \$2,500 of monthly earnings and 50% of monthly earnings over \$2,500 Maximum benefit of \$5,000/month Non-evidence maximum of \$4,500 17 week elimination period 2 year "own occupation" definition of disability Benefits are non-taxable Benefit terminates at age 65
Extended Health Care	<ul style="list-style-type: none"> 100% Semi-Private Hospital 100% Out-of-Country Emergency Medical coverage Other Services <ul style="list-style-type: none"> 100% reimbursement on Prescription Drugs - generic, pay direct drug card included, no annual maximum 100% reimbursement on all other eligible expenses Deductible - nil Unlimited maximum - certain inner limits apply Vision Care - 100% reimbursement, \$250/24 months Paramedical Practitioners - \$300/practitioner/year Emergency Travel Assistance Plan - 120 day duration Employee Assistance Program Benefit terminates at age 70
Dental Care	<ul style="list-style-type: none"> 100% Basic Services 50% Major Restorative Services <ul style="list-style-type: none"> \$1,500 combined Basic and Major annual maximum per person Deductible - nil Recall examinations every six months Current Provincial Fee Guide for General Practitioners Benefit terminates at age 70

For a detailed explanation of your coverage, refer to your Benefits Booklet.