

2014
/15 ANNUAL
REPORT

OASIS
BENEFIT PLANS FOR NOT-FOR-PROFITS



**Helping
those who
help others**

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Message from the Chairperson



Keep healthy,

A handwritten signature in black ink, appearing to read 'Candace Thomson'.

Candace Thomson

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In 2014, OASSIS promoted the path to wellness. Plan Members were provided with many opportunities to create awareness within their agencies and stimulate Plan participants to make healthy choices. With great success, OASSIS sponsored:

- A Health Fair at the OCSA conference which provided delegates with vital information and strategies to support living healthy.
- Health-focused newsletters, weight loss promotions, healthy living tips and tricks that were sent to the members to encourage positive lifestyle changes.

We feel our Wellness focus helps to meet everyone's goals...

Healthy Living • Healthy Plan Participants • Healthy Plan!

Over the past year, In Kind Canada (IKC) withdrew as a Sponsoring Organization from OASSIS and we successfully transitioned all the member agencies over to one of our other Sponsoring Organizations. OASSIS thanks In Kind Canada for their many years of support.

As we look forward, OASSIS continues to see challenges that lie ahead. We must be aware and monitor changing demographic trends and rise to address the increasing complexity of the health needs of our Plan Participants. We will call upon expertise and innovation to keep ahead of the trends and guide OASSIS into a sustainable position to meet the challenges.

Overseeing the OASSIS Plan is a dedicated Board of Trustees and staff team. The seven member Board of Trustees is elected by the Plan's sponsoring associations, OACAO and OCSA. In addition to attending eight face-to-face meetings and many teleconferences to address the business of the Plan, this dedicated group of volunteers is expected to participate in training sessions and conferences in an effort to keep current with trends and issues that might affect the Plan. Building this competency to understand the fine details of the Plan takes time, thus the longevity of the tenures of the trustees that serve the Plan. You might be interested to know that we have a trustee that has been serving on the Board since 1995! We express our appreciation to the trustees and thank them for providing the Plan with a stable foundation from which it can grow.

As with the Board, the staff team is committed to ensuring the Plan is heading in the right direction. Customer service excellence and knowledge of the Plan product is essential for the team. Thank you to Karen Bentham and the OASSIS team for another year of dedicated service.

OASSIS looks forward to serving you in 2015.

Message from the Executive Director



Warmest regards,

Karen Bentham

This report
covers OASSIS'
plan year that
runs from
April 2014 to
March 2015.

At OASSIS, we put the heart back in benefits!

Compassion: It's all about compassion – and protecting those who serve others!

Accessible: Making quality benefits accessible to those who need them most!

Essential: Offering employees essential coverage – at the best possible price!

This is the new messaging you will find on the OASSIS website and it speaks clearly about the values of our program.

OASSIS has once again had a good year, with almost \$13 million in premiums and more than 340 employers representing 5,300 employees (our highest enrolment ever!). In spite of a spike in short-term disability claims, we were still able to hold our overall rate increase at 4-6%.

OASSIS marks its 25th anniversary in 2015. Now more than ever, it has its sights set on a great future.

We know many of you are concerned with the rising cost of disability benefits and we share that concern. One of the areas that is very much on our radar is the need for a sustainable disability benefits program. The OASSIS Board is exploring options that will help meet this objective – you will hear more about this in the coming months.

Some of the changes and improvements introduced over the past year include:

- 01** New branding, website and promotional video that better reflects who we are as an organization. The new website can be easily read on your smartphones and tablets, connecting you faster to your benefits, services and plan features.
- 02** An ounce of prevention – OASSIS launched its Wellness Program, **free** to all plan members. We know that a healthy workforce is a good thing for everyone.
- 03** Our partner for health and dental benefits, Green Shield Canada, launched its new GSC Mobile App which allows plan members to submit claims from their phone.
- 04** OASSIS has joined forces with two new Preferred Partners – a big welcome to Swim Alberta and the BC Hospice and Palliative Care Association! Preferred Partners are associations that provide access to OASSIS employee benefits for their membership.

At OASSIS we strongly believe in the notion of social enterprise; not-for-profits in business with other not-for-profits. Keeping money in the sector saves everyone money and builds a strong not-for-profit sector. Please consider referring OASSIS to your peers.

Thank you to our OASSIS members for another terrific year! We strive to always exceed your expectations.

I believe in the not-for-profit business case and the benefits are better than our previous provider. ”

The service is good, the cost is competitive and the staff is knowledgeable. ”

No brokerage fees or commissions to pay due to NFP status. ”



NEW OASSIS WELLNESS SERVICES

Website

Launched in October 2014, the OASSIS Wellness Services is a brand new, complimentary initiative available to all of the OASSIS Benefit Plan members. The OASSIS Wellness Services strives to provide support and education on physical, mental and emotional health.

Implementing and promoting the OASSIS Wellness resources in your workplace will help improve the health of your employees, reduce absenteeism, illness and associated health costs, and help promote a happy and productive work environment.

Many organizations have already taken advantage of our comprehensive programs through our various means of access.

One-on-One Support

Our wellness website offers direct access to all of our downloadable materials and upcoming events at:
www.oassisplan.com/wellness_services

Many of our clients have received **customized fitness plans** and **nutrition recommendations** designed and tailored specifically for them. Numerous have also sought individual advice on various wellness inquiries directly from the Wellness Consultant.

Onsite Workshops

Our Wellness Consultant has scheduled over **14 customizable workshops** with our GTA clients so far! Topics included “Quit the Sit” and “Happy is Healthy” interactive presentations. We’ve also offered information booths and live nutrition demonstrations on healthy snacks, out-of-the-box nutrition and food label reading.

Online Challenges and Campaigns

Our online challenges and campaigns are fun and interactive. Our biggest online initiative thus far has been the Winning @ Losing Challenge with **over 130 participants!**

Volunteer Wellness Reps

Our Volunteer Wellness Rep program is among the most popular programs with over **20 organizations participating**. All of our organizations are encouraged to designate a wellness ambassador to help promote wellness in their workplace.

For more information on any of our wellness programs contact:

Elisia Nugara

Wellness Consultant at

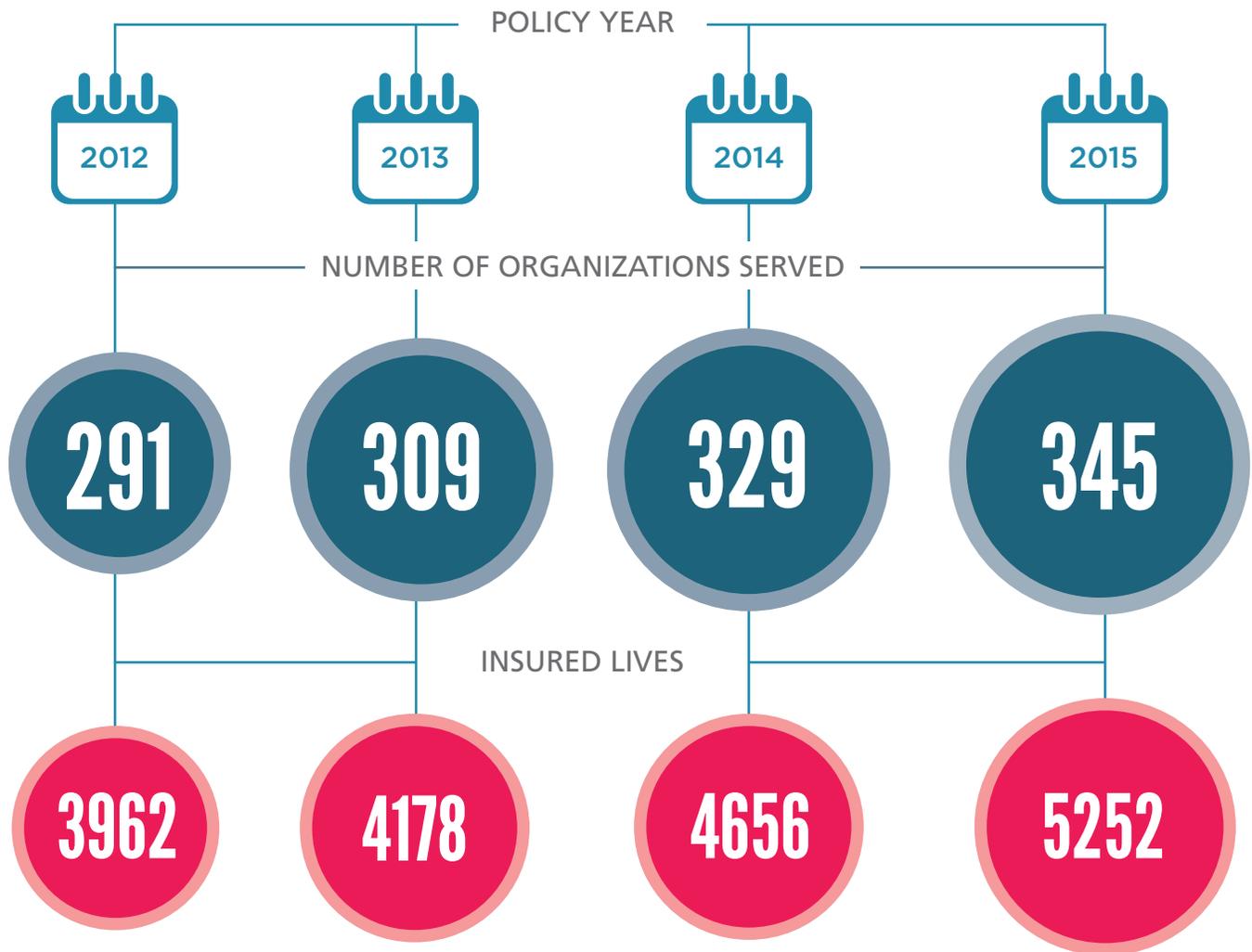
wellness@oassisplan.com

1-888-233-5580 ext. 310.

Future Initiatives

You can look forward to our **upcoming webinar initiative**. We are currently working on providing interactive wellness webinars made available to download from our website. Our webinars will be an easy and effective way for organizations all across Canada to incorporate wellness into their workplace. Stay tuned for our first webinar titled **Healthy Eating 101**.

OASSIS MEMBERSHIP- STRONGER TOGETHER

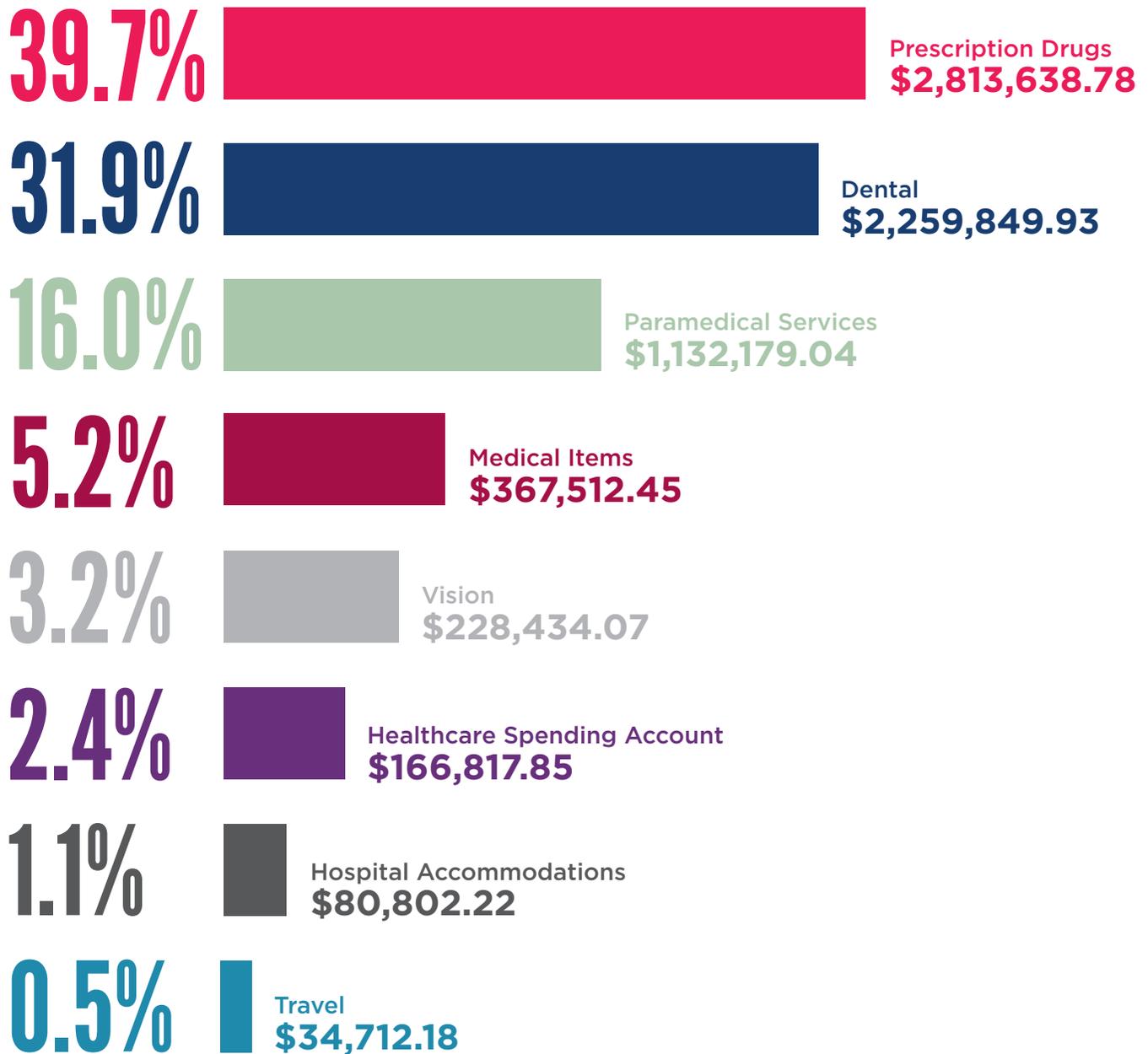


In the not-for-profit sector world, there are few who are able to provide a benefits package and OASSIS is by far the most helpful in my experience. ”

Plan costs for very small agencies is feasible. This is the most comprehensive package we can find for our limited resources. ”

CLAIMS OVERVIEW

APRIL 2014 – MARCH 2015
All OASSIS member groups combined

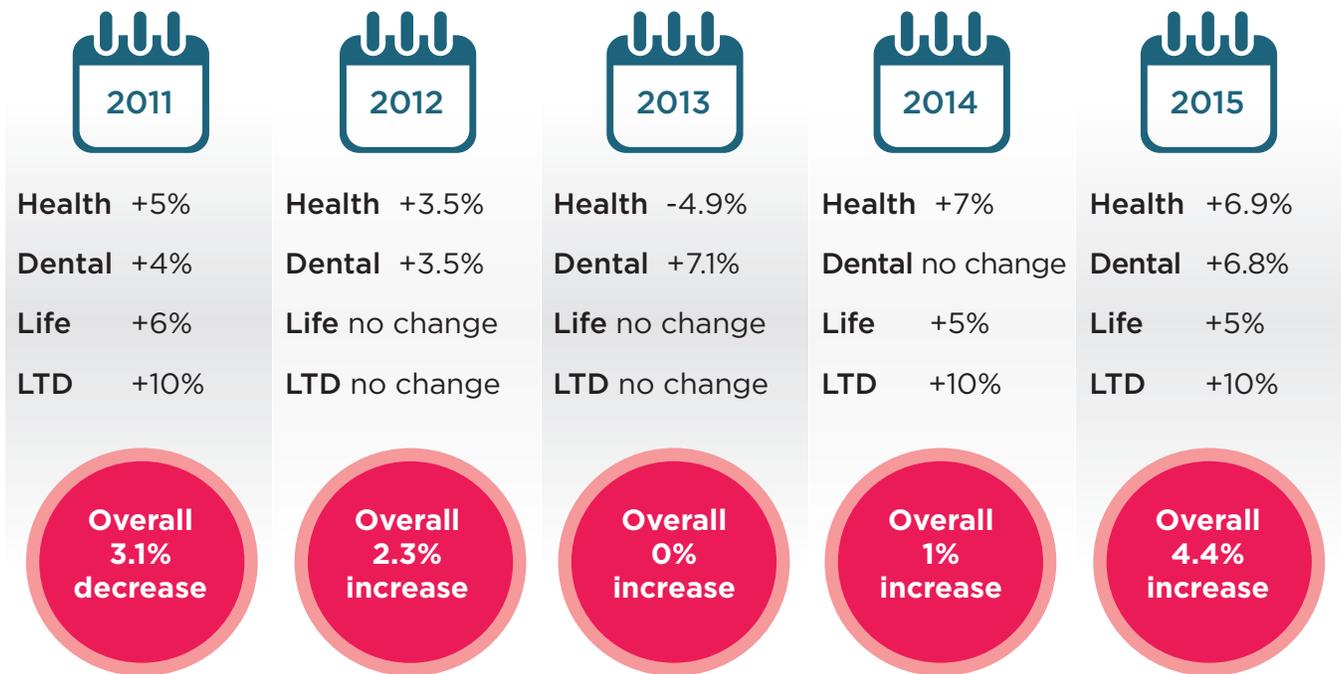


TOTAL

\$7,083,946.52

RATE HISTORY

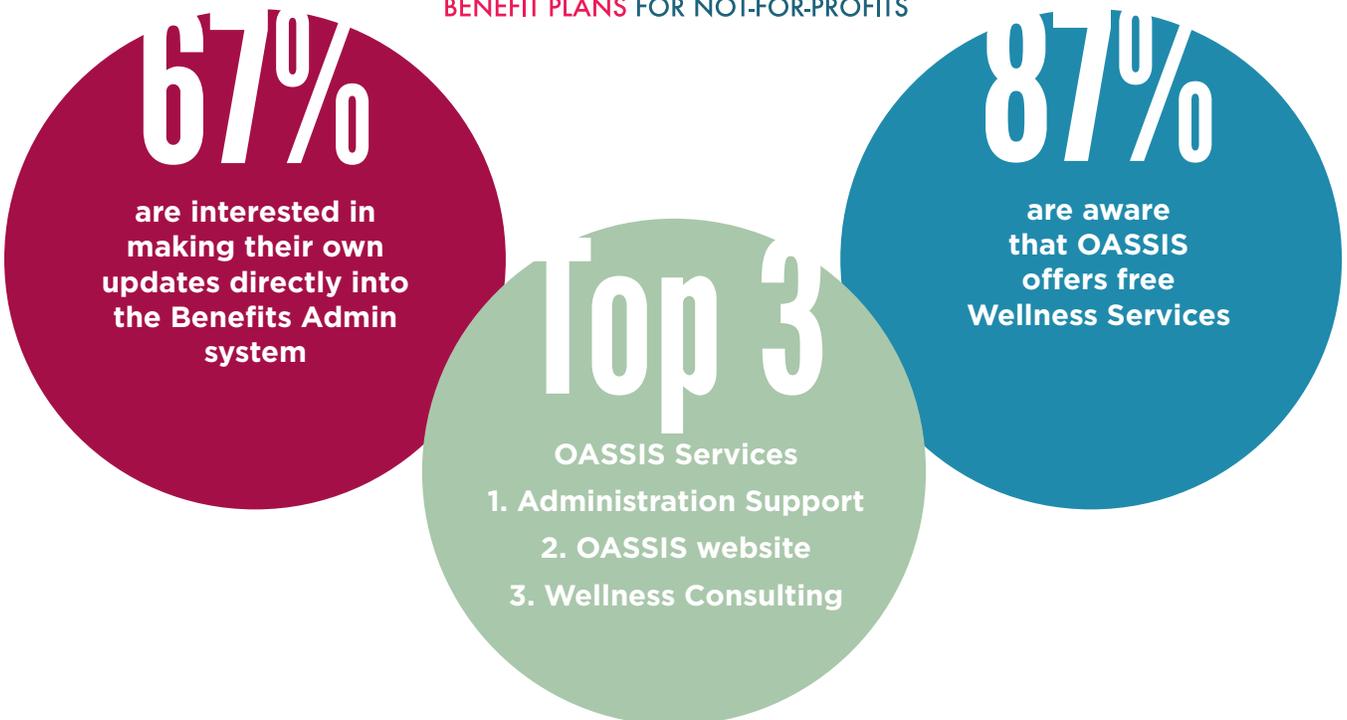
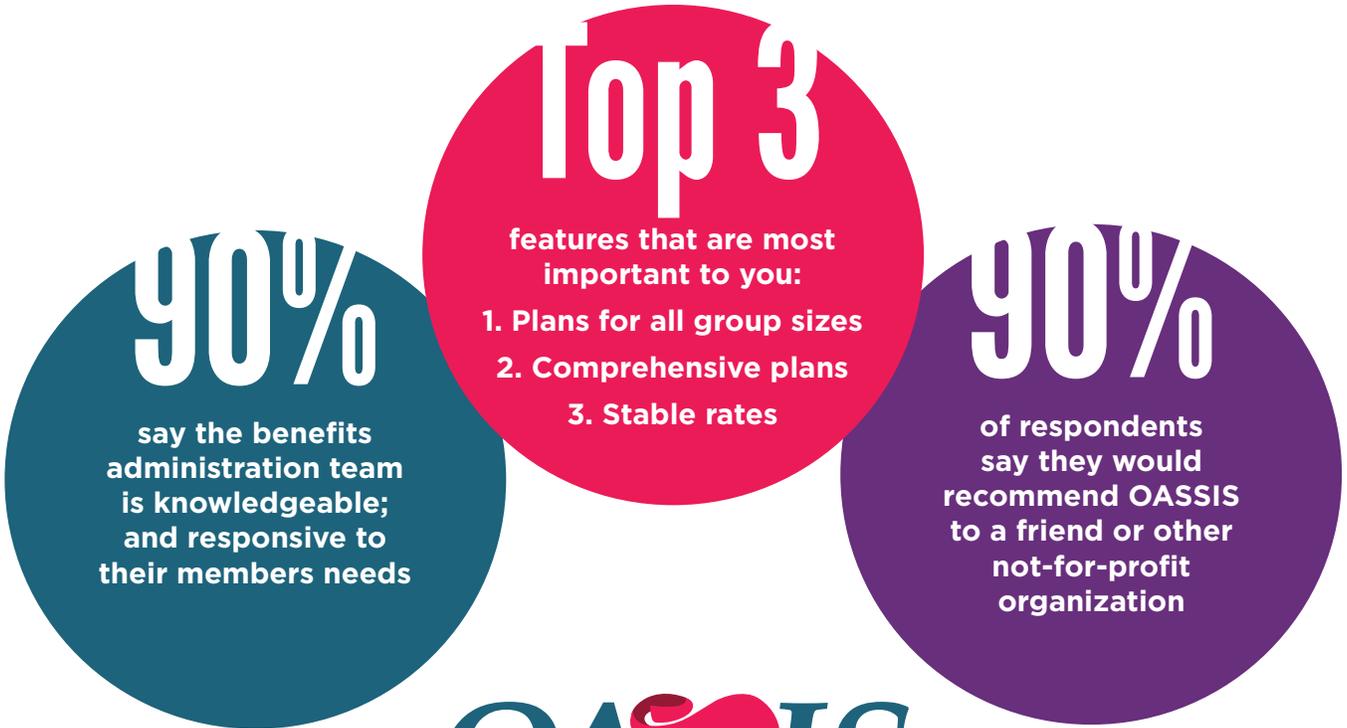
One of the objectives of OASSIS' Group Benefits Plan is to provide affordable and competitive rates for Participating Organizations.



The above figures refer to OASSIS Pooled Plans only. The actual overall increase amount is lower than the adjustments required because of the subsidy applied by OASSIS.

Since our organization made the decision to go with OASSIS for the Group Benefit Plan, OASSIS has provided nothing but exceptional customer service. It is evident that you value every client relationship to its fullest extent. We are looking forward to many more years to come of working with such an excellent team! ”

2015 SURVEY FEEDBACK



TRUSTEES

Candace Thomson

Chairperson

Debbie MacDonald Moynes

Trustee

Valerie Bishop de Young

Vice Chairperson

Kathleen Praught

Trustee

William (Bill) Krever

Secretary/Treasurer

Susan Thorning

Trustee

Sujata Ganguli

Trustee



5409 Eglinton Ave. West, Suite 208 | Toronto, ON Canada M9C 5K6

Tel: 416-781-2258 | Toll Free: 1-888-233-5580 | Fax: 647-689-3061

oassisplan.com