

March 5, 2026

To: Benefit Administrators / Human Resource Personnel / Union Partners

From: Harrison Hall
Partner Services Manager, Employee Benefits

Re: 2026 Annual Measure Completed
Employee Benefit Plans

The annual measurement process was successfully completed on March 3, 2026. All employees in other-than-full-time positions will soon receive letters notifying them of any changes to their benefits coverage, including whether they have gained, lost, or maintained eligibility. For participating payroll organizations, copies of the relevant eligibility reports are now available for review on the DDS. Organizations that do not participate in AIMS payroll can access their reports through Titan File.

As a reminder, claims for 2026 were not placed on hold. Canada Life continued to adjudicate claims in the order they were received. With the annual measurement process now finalized, Canada Life will ensure that any plan members who were under-reimbursed receive the correct amount based on their updated coverage level. For individuals who were over-reimbursed, Canada Life will begin a recovery process for those funds.

Canada Life began processing 2026 dental pre-determinations and 2026 Health Spending Account (HSA) claims during the week of February 23.

Please remind employees with outstanding 2025 health and dental claims that these must be submitted to Canada Life on or before **April 30, 2026**.

If you have questions regarding the annual measurement results, please contact us by email at ebp@3sHealth.ca or by telephone at **1-866-278-2301 (option 4)**. When emailing, include “**Annual Inquiry**”, along with the employee’s name and benefit ID number, in the subject line to help us respond efficiently. Please note that inquiry volumes are typically high following the annual measurement period. We appreciate your patience, and our team will make every effort to assist you as quickly as possible.