

Marvell Semiconductor Canada Inc.

BENEFIT SUMMARY - All Employees

Canada Life #239711

General Provisions	
Child Coverage Terminates at Age	21
Student Extension to Age	25
Life Insurance and A.D. & D.	
Benefit Amount - Life insurance	200% of annual earnings
Non-evidence Maximum	\$678,000
Overall Maximum	\$750,000
Reduction Schedule	50% at age 65
Termination Age	age 71 or earlier retirement
Dependent Life Insurance	
Spouse Amount/Child Amount	\$10,000/\$5,000
Children Covered from Age	live birth
Termination Age	age 71 or earlier retirement
Short Term Disability	
Benefit Amount	75% of weekly earnings
Non-evidence Maximum	\$1,247
Overall Maximum	\$1,384
Waiting Period - Accident/Sickness/Hospitalization	0/7/0
Maximum Benefit Period	17 weeks
Termination Age	at retirement
Taxability of Benefits	taxable
Long Term Disability	
Benefit Amount	68.5% of the first \$2,500 of monthly earnings plus 50.5% of the next \$2,500 of monthly earnings plus 42.5% of the remainder
Non-evidence Maximum	\$5,400
Overall Maximum	\$10,000
Waiting Period	120 days
Definition of Disability	2 years own job
Maximum Benefit Period	to age 65
Termination Age	age 65 or earlier retirement
Taxability of Benefits	non-taxable
Health Care	
Deductible - Drugs/Dispensing Fee Cap	none
Co-insurance - Drugs	100%
Co-insurance - Professional Services	100% for chiropractors/physiotherapists & psychologists, 80% for all others
Co-insurance - Other Health Care	100%
Drug Card	Mandatory Generic
Hospital	semi-private
In-home Nursing Care	\$10,000 for a maximum of 12 months per condition
Psychologist	\$500 each calendar year (includes social workers and psychotherapist)
Chiropractor	\$500 each calendar year
Acupuncture	\$500 each calendar year
Podiatrist/Chiropodist	\$500 each calendar year
Physiotherapist	\$500 each calendar year
Naturopath	\$500 each calendar year
Osteopath	\$500 each calendar year
Speech Therapist	\$500 each calendar year
Massage Therapist	\$500 each calendar year
Other Paramedical Services	Dieticians - \$500 each calendar year
Orthotics	\$300 every 12 months combined with orthopedic shoes
Orthopedic Shoes	\$300 every 12 months combined with orthotics
Hearing Aids	\$700 every 5 years
Eye Exams	1 every 12 months
Vision Care	\$300 every 24 months
Out-of-Province/Country	100%
Trip Limitation	60 days
Termination Age	at retirement
Dental Care	
Deductible	\$0
Co-insurance - Basic	100%
Co-insurance - Major	50%
Co-insurance - Orthodontics	50% (children age 6 to 18 when treatment starts)
Annual Maximum - Basic	\$2,500 combined with major
Annual Maximum - Major	\$2,500 combined with basic
Lifetime Maximum - Ortho	\$2,000
Recall Exam Frequency	twice a year
Fee Guide	province of service
Termination Age	at retirement
Additional Benefits	
Medical Second Opinion Service	Best Doctors
Virtual Health Care Service	Consult+