

Cremasco's Corner

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Trivia

Winner of last issue
Tracey MacKenzie
(PlasFab Inc.)

RIDDLE:

Of no use to one yet absolute bliss to two. The small boy gets it for nothing. The young man has to lie for it. The old man has to buy it. The baby's right, the lover's privilege, The hypocrite's mask. To the young girl, faith; To the married woman, hope; To the old maid, charity. What am I?

Answer: KISS

NEW RIDDLE:

You can carry it everywhere you go, and it does not get heavy. What is it?

Answer: ???

Enter the draw by emailing lina@cremasco.com with the correct answer for a chance to WIN a \$20 Tim's Card!

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FEATURED: Clients Corner

Cremasco would like to welcome our new client:



Sanderson Management Inc.

Congratulations from your friends at Cremasco:

❖ He Came, He Swam, He Conquered! **Congratulations to Alex Mackinnon** one of our golfers, who stepped into the water in Sturgeon Point NY one morning in August, and just before 2pm stepped OUT of the water in Crystal Beach...after swimming across Lake Erie!!! Not ONLY that, but he's raised over \$21,000 for Crohn's and Colitis research!

We would love to hear what's going on with our clients. If you have had any changes or special events happening in your company, please let me know. If something neat is happening in your organization please let me know. I would love to share your exciting news with others.



Our motto "of common purpose®" speaks to our belief; "it is only in helping our clients to succeed that we too are able to succeed."

Avoid the Silent Killer!

High blood pressure (or hypertension) is the pressure or force of the blood pushing against the walls of blood vessels (arteries) that is higher than normal. It is measured by two numbers: the top number represents the pressure of blood when the heart beats and pumps blood (systolic pressure); the bottom number represents the pressure when your heart is at rest between beats (diastolic pressure). In the general population, a high blood pressure is 140/90 mm Hg or higher (140 over 90 millimeters of mercury).

FACTS & NUMBERS IN CANADA

- 7.5 million Canadians live with hypertension.
- Nine adults out of ten will develop high blood pressure in their lifetime.
- One person with hypertension out of three would have normal blood pressure if less salt was consumed.
- Half of those with high blood pressure are not aware they have it.
- Heart disease and stroke are the leading causes of death and hospitalization. Elevated blood pressure is related to the development of cardiovascular disease with cardiovascular mortality doubling with each 20/10 mmHg increase in blood pressure.

TAKE ACTION

- Eat healthily and reduce salt consumption.
- Eat more fruits and vegetables.
- Limit alcohol intake.
- Don't smoke.
- Be physically active.
- Maintain a healthy body weight.
- Check your blood pressure once every two years or more frequently when recommended by a healthcare professional.
- If you are being treated for hypertension, take your medicine even when you start to feel better – follow treatment advice from a healthcare professional.

Sources: Société Québécoise d'hypertension artérielle, Heart and Stroke Foundation of Canada, Hypertension Canada, International Society of Hypertension, Public Health Agency of Canada

\$22,000.00 for KIDS!

We did it...another wonderful year raising money at our 11th Annual Cremasco Children's Charity Golf Tournament.

We are pleased to report that Cremasco, with the extraordinary help of our Suppliers & Clients and this year Richard & Susan matching all donations received, have raised in excess of **\$ 22,000.00**.

One example of putting our motto "Of Common Purpose" into action.

We also believe that one of the best ways of showing appreciation for our success is in giving back to the community. The Cremasco Fund was established to allow us, our clients and friends, to recognize and focus on supporting youth in the community, after all "*the children are our future*".

Female participation rates in Canada's labour force

- ❖ 1954 – 23.8%
- ❖ 1964 – 34.5%
- ❖ 1974 – 48.2%
- ❖ 1984 – 66.8%
- ❖ 1994 – 75.4%
- ❖ 2004 – 81.5%
- ❖ 2014 – 81.9%

LEADING THE WAY

54% of women in leadership positions in Canada's public sector in 2015. This compares to 36.8% in 1987.

25.6% of women in leadership positions in Canada's private sector in 2015. This compares to 14.3% in 1987.

Average personal income

1976:

Woman - \$16,100

Men - \$48,400

2015:

Woman - \$35,300

Men - \$51,400

For every dollar of hourly wages earned by a man working fulltime in Canada, a woman working fulltime earns about **88 cents**. This compares to **81 cents** in 1981.

Source: Statistics Canada, OECD data BenefitsCanada | September 2018

Just a Reminder...



For Over-Age Students...

It is time for our group plan members to confirm the student status of their dependent children aged 18 or 21 and older. Have you updated your records for over-age dependent students? The majority of carriers will automatically terminate a dependent when they reach age 21. To keep an overage dependent student covered, the employee should submit to the plan administrator proof of attendance at a post-secondary educational institute each year, (i.e. a tuition receipt) to ensure coverage.

If the student is going to study outside the country, the employee should also advise OHIP. The student should follow normal protocol for emergency medical assistance while outside of the country—ie. Call the plan's Outside of Canada number for instruction. OHIP is the first payor for day-to-day medical issues, but if there is a major medical issue, this should always be treated, as an 'emergency' Outside of Canada Claim.

Insurance for children going back to school...

Each year, thousands of families are left unprotected when their children are injured at school, on field trips or at home. Pennies a day can provide financial protection, for expenses not covered under government health or group insurance plans, but most importantly, give you peace of mind. These forms are sent home with your children the first week of school, so you may wish to watch for them.

Changes to OHIP+ in Ontario

On June 30, Ontario's newly appointed health minister announced that the province's OHIP+ youth pharmacare plan would become the second payer for claimants aged 24 and younger who have coverage under a private plan. An effective date has yet to be set.

Here's what you need to know:

Coordination between plans

For now, plan members who are already being reimbursed through OHIP+ must continue to submit their claims to OHIP+.

The following guidelines apply to plan members with new prescriptions:

- They must submit new claims for prescription drugs covered under the Ontario Drug Benefit (ODB) program to OHIP+ for children and youth aged 24 and under.
- They can submit new claims for prescription drugs covered under Ontario's Exceptional Access Program (EAP) and Limited Use (LU) drugs to us as of July 9. We'll analyze these claims as first payer and won't require any proof of denial by OHIP+. In view of the transition to private plans, this measure will prevent the duplication of efforts required to approve a drug.



What the pension guy reads...

I'm currently reading [The Essential Retirement Guide: A Contrarian's Perspective](#) by Frederick Vettese. Mr. Vettese, a Montreal based pension actuary, starts the book by noting that: "It may be hard to believe that the average person has little better than a 50-50 chance of making it from age 50 to age 70 without dying or incurring a critical illness....If you are 50, for example, you might be thinking you have 35 to 40 years to go and possibly more. On the other hand, if you can expect to enjoy only 20 more disability free years (or less) it might very well affect when you retire, what you do in your 60s and how quickly you draw down your retirement savings."

I haven't got all the way through the book yet, but the author takes a fresh look at many of the rules of thumb we use for retirement savings and planning for retirement. Each is tested with current data and disturbs many of our industry's long held maxims.

I know books on pensions may not be everyone's cup of tea, but I am finding this one very helpful as we redefine the work we do with retirement plan members approaching retirement. Next time you see me, ask me about it!

Jeff Snyder

CPP/QPP Enhancements – don't forget the CPP & QPP enhancements start to come into effect Jan 1, 2019 – this will impact all employers. Here is a summary of how the contribution rates will change for both the Employer and Employee:

Year	YMPE ¹	New upper earnings limit	New contribution ² (below YMPE) CPP / QPP	New contribution ² (above YMPE)
2018	\$55,900		4.95%/5.40%	
2019	\$57,700		5.10%/5.55%	
2020	\$59,600		5.25%/5.70%	
2021	\$61,500		5.45%/5.90%	
2022	\$63,500		5.70%/6.15%	
2023	\$65,600		5.95%/6.40%	
2024	\$67,700	\$72,400	5.95%/6.40%	4.0%
2025	\$69,900	\$79,700	5.95%/6.40%	4.0%

Source: Manulife

From our Kitchen to yours:

Here is a great main dish that will have your guests or family members asking for seconds. I hope that you enjoy it as much as I do.

Vitello alla Parmigiana – aka Veal Parmigiana

What you need – for 4-6 servings:

Ingredients

- ½ recipe of Tomato Sauce or Marinara Sauce
- 4 ounces fresh mozzarella cheese grated
- ¼ cup Parmigiano Reggiano cheese, grated
- 1-pound veal cutlets
- ½ teaspoon grated lemon zest
- Pinch of nutmeg
- 3 large egg whites
- 1 cup flour
- 2 cups bread crumbs
- Oil for frying
- salt



Preparation

- Prepare tomato sauce and or marinara sauce first, set the finished sauce aside to cool.
- Preheat the oven to 400 degrees.
- Rinse the cutlets under cool water; and place in between paper towels to remove excess water.
- In a mixing bowl, add the egg whites, nutmeg, and lemon zest. Whisk until all ingredients are mixed well.
- Sprinkle salt lightly over cutlets making sure to salt each one.
- Set up a dredging station by adding the flour to a shallow dish. Pour bread crumbs into a separate shallow dish.
- Dredge the cutlets first through the flour, one at a time, shake off any excess.
- Then place cutlets into the egg mixture and coat both sides of the meat.
- Finally, place each cutlet into the bread crumbs, making sure to press the bread crumbs into the meat so they stick well.
- In a large skillet or pot for frying, add the frying oil. Fry the cutlets on both sides until golden brown, 5-7 minutes.
- Remove from the oil and place on paper towels to drain the excess oil.
- Line an oven safe baking dish with parchment paper or spray it with non-stick cooking spray.
- Spoon 2 – 3 generous spoonfuls of the prepared tomato sauce and spread it evenly to lightly coat the bottom of the dish.
- Place fried cutlets into the dish over the tomato sauce; pour the remaining sauce over the cutlets and then sprinkle the grated mozzarella and the grated Parmigiano Reggiano cheese evenly.
- Cover the baking dish with foil; place in the center rack of the oven and bake for 20 minutes or until the cheese has melted and the tomato sauce is bubbly.
- Uncover the dish and bake it another 10 minutes to lightly brown the cheese on top.
- When the dish is finished baking, remove it from the oven allow to cool 5 – 10 minutes prior to serving.
- Serve over the top of your favorite prepared pasta or with crusty bread for dipping into the sauce.

Buon Appetito

DID YOU KNOW....



Here at Cremasco we are not only able to help with Group Benefits and Retirement Plans. We are the pre-eminent financial services boutique in the area. We specialize in the following:

Financial Planning
Estate Planning
Buy-Sell Funding
Key-Person Coverage
Loan Protector
Life Insurance
Critical Illness
Disability Insurance
Charitable Giving
Individual Pension Plans

RRSP & LIRA
RESP
Mutual Funds
Segregated Funds
Annuities
RRIF & LRIF
GIC's
Registered Disability Savings Plan

*Our motto "of common purpose"™ speaks to our belief;
"it is only in helping our clients to succeed that we are able to succeed."*

Lina's Thoughts:

"You may not control all the events that happen to you, but you can decide not to be reduced by them."

- *Maya Angelou*

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**We appreciate
YOUR BUSINESS!**

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