



Generali Multi Plan - GMP

Generali Employee Benefits reinforces its range of solutions with a product specifically designed for small and medium size multinational companies which can now access the advantages of multinational pooling through the Generali Multi Plan.

The Generali Multi Plan combines the experience of different expanding multinational employers with participating contracts into one large pool thus providing them the opportunity to benefit from a pooling arrangement.

Small and medium size multinational enterprises with subsidiaries in at least two countries are eligible to participate in the plan and can therefore manage their global Employee Benefits contracts more efficiently while protecting their business from fluctuations in claims experience.

HOW DOES IT WORK?

The Generali Multi Plan combines the experience of the Employee Benefits contracts for all participating multinational employers. Those contracts - insured by the local affiliates of the GEB Network - are consolidated into a single portfolio and benefit from a combined profit sharing. A larger portfolio with increased risk diversification allows for greater stability and lower volatility of the results over the years.

If the overall experience of the plan portfolio is positive, an international pooling dividend will be redistributed to the companies' Head Office on the basis of the positive results of their country subsidiaries. All countries with a positive experience are eligible for a dividend payment.

If the overall experience of the plan portfolio is negative, no dividend will be paid and the losses will be absorbed by Generali.

An annual report is provided to the Head Office of every multinational employer.

ELIGIBLE COVERAGES

- Group Death Benefits (Principal Benefit) for any cause payable as a lump sum or as an annuity, including any customary coverage riders
- Group Disability Benefits for any cause, payable as a lump sum or as an annuity
- Group Accidental Death and Dismemberment Benefits
- Group Endowment Insurance
- Group Medical Benefits



Generali Multi Plan - GMP

REQUIREMENTS

The Generali Multi Plan is open to any multinational company having Employee Benefits policies in place with a local GEB Network carrier in at least two countries (from €20,000 to approximately €500,000 on a worldwide basis).

ANNUAL REPORTING

The annual report will be delivered in the year following the end of the yearly accounting period (January 1 – December 31) and will include information pertaining to the performance of every Head Office's contracts participating in the portfolio. The overall company's dividend will be paid in Euros, in one single instalment into the bank account of each Head Office.

CANCELLATION OF THE PLAN

The pool may be terminated at any time by the client or by Generali upon 90 days prior notice by registered letter. In the event of termination, no penalties will be imposed to the client.

ADVANTAGES

- A single point of contact to access the GEB Network and its insurers in more than 100 countries.
- Experience and knowledge of international benefits from the leading Employee Benefits Network.
- Competitive Terms & Conditions, pricing and flexible benefit designs.
- Full Stop Loss system: Negative balance is absorbed by Generali while the potential dividend will be paid to the Head Office if the overall portfolio balance is positive.

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Generali SecuriFlex Plan - GSP

The GSP arrangement is designed to grant security (through the creation of a contingency fund) and flexibility to multinational employers that can enjoy the benefits of a multinational pooling arrangement with performance resulting from their own experience.

ELIGIBLE COVERAGES

- Group Death Benefits (Principal Benefit) for any cause payable as a lump sum or as an annuity, including any customary coverage riders
- Group Disability Benefits for any cause, payable as a lump sum or as an annuity
- Group Accidental Death and Dismemberment Benefits
- Group Endowment Insurance
- Group Medical Benefits

REQUIREMENTS

A minimum of 400 lives insured, two countries, and €100,000 annual premiums on a worldwide basis.

ANNUAL REPORTING

The annual GSP report is delivered within six months from the end of the yearly accounting period, and includes the following:

INCOME

- a) Premiums net of local taxes
- b) Reserves at the beginning of the period
- c) Other credits

OUTGO

- d) Claims
- e) Local dividends
- f) Broker commissions
- g) Reserves at the end of the period
- h) Other debits
- i) Administrative expenses
- j) Risk charge



Generali SecuriFlex Plan - GSP

CONTINGENCY FUND

A contingency fund is built up by Generali on behalf of the client to absorb possible negative balances produced in any accounting period. The level of the contingency fund is determined by Generali on the basis of the premium volume.

In any given year where the pool generates a positive experience, 25% of the balance will be paid to the client and 75% of the balance will be used to build up the client's contingency fund.

Where the pool generates a negative experience, the deficit will be offset against the balance of the client's contingency fund.

Where the client's contingency fund carries a deficit, any subsequent positive experience generated by the pool will first be used to eliminate the deficit before restoring payments to the client in accordance with the above percentages. The GSP balance is paid out to the client in full (100% as opposed to 25%) when the contingency fund becomes fully funded, in accordance with the table below.

An automatic stop loss protection equal to the fully funded level of the contingency fund (see table below) is built into the GSP plan for free.

Pooled Premium Volume EUR	Fully Funded Position
100.000 - 250.000	2,5x Pooled Premium
250.001 - 500.000	2x Pooled Premium
500.001 - 750.000	1,5x Pooled Premium
Above 750.000	1x Pooled Premium

TERMINATION OF THE GSP

The pool may be terminated at any time by the client or by Generali upon 90 days notice by registered letter. In the event of termination, no penalties will be imposed upon the client, and the contingency fund, if positive, will be returned to the client.

ADVANTAGES OF THE GSP

- Full reporting on an annual basis
- No additional costs to set up the pool

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Generali Flexibility Plan - GFP

GFP is Generali Employee Benefits' most flexible pooling product and the ideal arrangement for any corporation wishing to effectively manage their employee benefits contracts worldwide.

ELIGIBLE COVERAGES

- Group Death Benefits (Principal Benefit) for any cause payable as a lump sum or as an annuity, including any customary coverage riders
- Group Disability Benefits for any cause, payable as a lump sum or as an annuity
- Group Accidental Death and Dismemberment Benefits
- Group Endowment Insurance
- Group Medical Benefits

REQUIREMENTS

A minimum of 750 lives, two countries, and €500,000 annual premiums on a worldwide basis. The number of lives and pooled annual premiums of the contract(s) issued in any particular country shall not exceed 80% of the pool totals (homogeneity of 80%). After the pool is established, in the event that the number of lives, or countries, or the pooled premiums should fall below the above minimum requirements, the pool will be suspended until the minimums are re-established.

ANNUAL REPORTING

The annual GFP report is delivered within six months from the end of the yearly accounting period, and includes the following:

INCOME

- a) Premiums net of local taxes
- b) Credits from Pooling Point
- c) Credits from Stop Loss
- d) Reserves at the beginning of the period
- e) Other credits

OUTGO

- f) Claims
- g) Local dividends
- h) Broker commissions
- i) Reserves at the end of the period
- j) Premium for Pooling Point
- k) Premium for Stop Loss
- l) Other debits
- m) Administrative expenses
- n) Risk charge



Generali Flexibility Plan - GFP

PROTECTION OF THE GFP

The Pooling Point protection is a standard feature of the GFP. It is designed to limit the risk of very high individual exposures within the pool.

For pools with less than 3,000 lives, the automatic Stop Loss protection is fixed at 50% of pooled premiums. Higher protection levels may be arranged on request. Clients with more than 3,000 pooled lives per year may choose a different level of Stop Loss. The relevant premium of the automatic or requested Stop Loss protection will be debited to the account.

TERMINATION OF THE GFP

The pool may be terminated at any time by the client or by Generali upon 90 days notice by registered letter. In the event of termination, no penalties will be imposed on the client.

ADVANTAGES OF THE GFP

- 100% refund of the positive balance, yearly
- Losses are carried forward, after application of protection tools such as Pooling Point and Stop Loss
- Annual reporting
- No additional costs to set up the pool

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Generali Reinsurance to Captive - GRC

Generali Employee Benefits is the market leader in Reinsurance to Captive arrangements. The GRC product is tailor-made to meet the needs of the larger and more sophisticated multinational corporations.

REQUIREMENTS

A minimum of 3,000 lives insured and €5 million risk annual premiums are required to set up a GRC programme.

OPERATION OF THE GRC

Contracts in each country where the corporation is present are insured with Generali Employee Benefits' affiliates. Through a centralised account, these contracts are then partially or fully reinsured to the Captive Company owned by the parent corporation. The centralisation of reinsurance in GEB's home office allows the Captive to have all reinsurance matters channelled exclusively through one counterpart, and to optimise administrative costs.

To summarise: on a local basis, insurance contracts between the corporations' local subsidiaries and the GEB insurer are issued and on a central basis, one single reinsurance agreement is established.

ADVANTAGES OF THE GRC

- Cash flow and gains on invested capital
- Stop Loss / Surplus / Catastrophic Excess of Loss options to protect the Captive Company
- Better control and management of local insurance programmes
- Joint annual renewal strategy
- No additional costs to set up the GRC arrangement

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Healthcare Reporting

Helping companies take the pulse of well-being

Generali Employee Benefits is pleased to offer a brand new comprehensive set of analytical reports for medical benefits administered by its global Network. Generali's semi-annual Paid Claim Reports and annual Incurred Claim Report equip multinational companies with the data they need to tackle staggering medical premiums.

TWO REPORTS, COUNTLESS BENEFITS

Employers usually face obstacles when it comes to having access to comparative reports for insured medical benefits. Generali Employee Benefits reviews available data on a country-by-country basis to provide clients with two unique reports. The data and metrics included in the reports enable companies to identify underlying cost drivers within their medical portfolios, providing the following:

- An up-to-date overview (dashboard) of what the company-sponsored health plans have effectively paid during the recent twelve month period.
- The most sophisticated dashboard overview available offering population-based metrics to understand utilisation patterns during twelve month incurred periods.
- Global summaries and country-by-country detail associated with the covered populations and the time periods indicated.
- Insight into local medical trends by benefit class to help companies make informed decisions on health cover/benefit design.
- Insight into local medical trends by diagnostic categories to help companies better identify the main cost drivers associated with their claims experience.
- A clearer perspective of the differences in employee health issues that exist between countries around the world.

PAID CLAIM REPORT

Generali's Paid Claim Report provides a biannual summary of the distribution of medical claims paid over the prior rolling 12-month period, sorted by major Benefit Class and primary Diagnostic Categories. Additional metrics are also provided to monitor network usage and drill down on the largest cost category. These reports will be delivered each year in Q1 and Q3.

INCURRED CLAIM REPORT

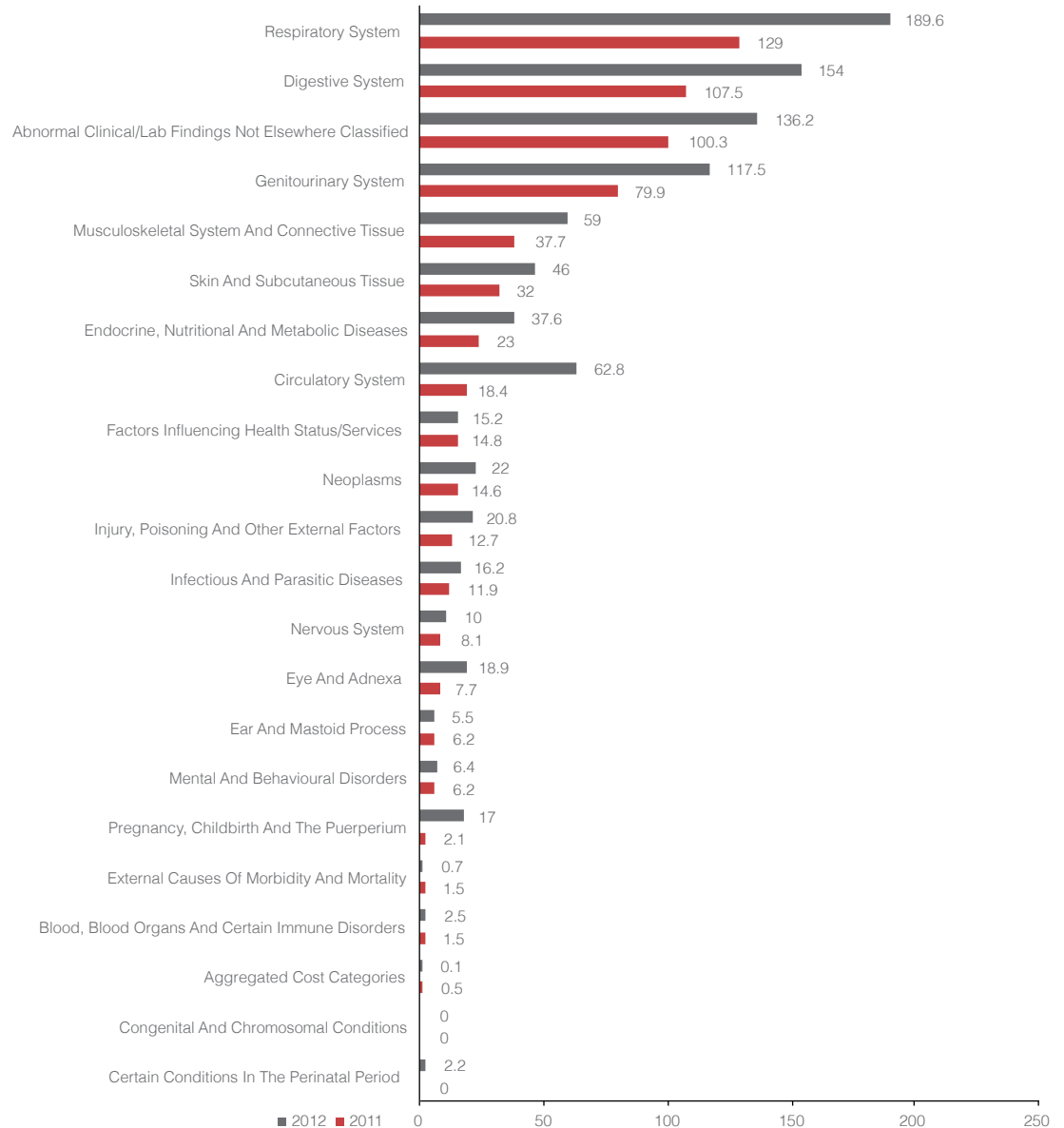
Generali's Incurred Claim Report provides companies with data to make evidence based decisions. These incorporate demographic counts that provide insight into utilisation trends, including Incidence, Frequency, Average Claim Costs and Total Incurred Claim Costs per Member Year (PMPY) for each Benefit Class and Diagnostic Category. This report will be delivered each year in Q3.

WHO ARE THESE FOR?

Multinational employers who want a deeper understanding of the inherent risks and experiences associated with their local private medical insurance plans and who wish to proactively mitigate evolving cost drivers, including implementing programmes to contribute to the well-being of their employees.

Employers who participate in a multinational pool or reinsurance to captive arrangement will find this service particularly valuable, thanks to a flexible cost structure with no upfront payment required.

These reports are individually produced for each company, and are the first global medical reports of their kind in the industry.



Comparative Overview of Projected Paid PMPY

Costs

- How much per year? fixed cost: €5,000 + variable cost: €500 for each country with an overall yearly maximum of €15,000
- How is it calculated? Based on the number of countries included in the Q3 Paid Claims Report
- How shall it be paid? As an annual fee which can be incorporated into your multinational program costs
- When? In the Q4 Captive report delivered after the end of Q1 of the following Year
In the Pooling report delivered the following year