

Life and Disability Factsheet

Coverage:	Particulars:	Description of maximums and alternatives:
Group Life / Death in service	Maximum Sum Assured	GBP 2,500,000 per member.
	Normal Retirement Age	Between 60 and 75.
	Accelerated Benefits	Up to 50% on diagnosis of terminal illness.
	Limited coverage	Cover can be limited to death due to natural causes only
Spouse's Pension / Death in service Spouse's Pension	Maximum Sum Assured	GBP 150,000 annual benefit.
	Normal Retirement Age	Maximum age: 75.
	Escalation / Indexation of Benefits in payment	0% to 5% escalation in 0.5% increments, no RPI available.
Children's Pension/ Orphan's Pension (Payable if both parents are deceased)	Maximum Sum Assured	GBP 100,000 annual benefit.
	Normal Retirement Age	Between 60 and 75.
	Escalation / Indexation of Benefits in payment	0% to 5% escalation in 0.5% increments, no RPI available.
	Cessation Age of benefits	Maximum age: 18 - or 21/25 if in full time education.
Accidental Death & Dismemberment	Maximum Sum Assured	GBP 2,000,000 per member.
	Normal Retirement Age	Between 60 and 70.
	Limited coverage	Cover can be limited to work related accidents only
Total and Permanent Disability	Maximum Sum Assured	GBP 2,000,000 per member.
	Normal Retirement Age	Between 60 and 70.
Critical Illness	Maximum Sum Assured	GBP 1,000,000 per member.
	Normal Retirement Age	Between 60 and 65.
	Waiting period	14 days after first diagnosis is made.

Coverage:	Particulars:	Description of maximums and alternatives:
Long Term Disability / Income Protection / Income Replacement	Maximum Core Benefit	80% of Basic Annual Salary up to GBP 300,000 annual benefit per member.
	Maximum Supplementary Benefit / Waiver of Premium (e.g. pension contr.)	GBP 50,000 annual benefit per member.
	State Invalidity Benefits	State Invalidity Benefits may be integrated in the benefit formulae. I.e. Max combined LTD benefit will be X% of salary including any State Invalidity Benefits.
	LTD to Normal Termination Age	To NRA or recovery/(definition of disability).
	Normal Retirement Age	Alternative retirement ages: 60 - 62 -65 -67 - 70
	Deferred Periods	13, 26 or 52 weeks.
	LTD Fixed Duration	Alternatives: 1, 2, 3, 4 and 5 years of benefit payment.
	LTD Capital Solution	Alt 1: 2 years with regular payments plus 3 years value as lump sum at the end of year 2; Alt 2: 3 years with regular payments plus 2 years value as lump sum at the end of year 3.
	Escalation / Indexation of Benefits in payment	0% to 5% escalation in 0.5% increments, no RPI available.
Definition of Disability	For LTD to Normal Retirement Age and LTD Fixed Periods: Alt 1: Own Occupation; Alt 2: 2 year Own Occupation - Suited Occupation thereafter; Alt 3: 2 year Own Occupation - Any Occupation thereafter; Alt 4: Any Occupation; Alt 5: Suited Occupation. For LTD Capital Solution: Own Occupation	

Quote Information / Details needed to quote:

Employer:
The name of the policyholder.
The full address of the policyholder.
A description of the company's line of business.

Employees:

Member names / ID numbers.
Members date of birth / age.
Gender.
Member occupation.
Country of member's nationality.
Country of member residency.
Member salaries in plan currency.

Plan:

A clear definition of the scheme eligibility.
Commencement date.
Renewal date.
Benefit description.
Plan currency.
A clear definition of the insured salary (e.g. basic annual salary).
Retirement age of the plan.
5 year Claims and scheme history.
Details of members currently covered under any temporary absence provisions.
Details of any members currently covered under any non standard acceptance terms.
Requested deadline.
Non standard underwriting terms. I.e. provide details about any members that are restricted - or having a loading to their premiums.
Level of commission - maximum 20%.

Plan particulars:

Minimum group requirement is 5 employees.
Our rate guarantee is 2 years, unless benefits or sums assured increases by more than 20%.
Unit Rate is available to groups in excess of 20 employees.
Free Cover Limit / Evidence of Insurability is available for groups as from 5 employees.
Catastrophe Limit / Event Limit will be set on a case by case basis.
The Forward underwriting Bar is 20%.
Plan Currencies available are: EURO, CHF, GBP or USD.
The quote validity is 90 days.
Continuation option is not available

No Worse Terms:

For insured policies that switch to us, all medical underwriting terms applied by the previous insurer will be matched by us on a no-worse terms basis at the date of switch of cover subject to:

- (i) Such terms will only apply to the Member's sum assured that had been previously underwritten. Any subsequent increase in sum assured that a Member is entitled to would be underwritten on our terms.
- (ii) If our free cover limit is higher than the previous insurer's, our free cover limit will not apply to any Members whose previous cover had been subject to adverse underwriting decisions, or who had previously had any benefit entitlement restricted due to non completion of medical underwriting; further increases in benefit entitlement for these Members will be fully underwritten on our terms.
- (iii) The previous underwriting decision was made less than 12 months before the date of the Policy switching to us. For Members whose underwriting decisions were made prior to this 12-month period, we reserve the right not to offer no-worse terms.
- (iv) Such terms will only apply to previous medical ratings of up to +300% extra mortality / morbidity.
- (v) No Member had been restricted to a previous free cover limit as a result of poor health. For individuals restricted in this manner, we would underwrite the Member for their full benefit entitlement before terms would be considered.
- (vi) Similarly, any Member previously declined cover by the previous insurer would be underwritten for their full benefit entitlement before acceptance terms would be considered.

In instances of (v) or (vi), any free cover limit that the Policy may have will not apply to such Members.

Clients shall agree to provide any information requested by us to support previous underwriting terms. Failure to provide such details will result in the offer of no-worse terms being withdrawn by us.

Temporary Absence:

Provided that payment of premium continues, we may agree to Members continuing to be covered under the Policy whilst they are temporarily absent from work. Temporary absence under the Policy may be permitted in the following circumstances:

- i) Any kind of temporary agreed Statutory Leave. This leave of absence must comply with the relevant legislation which is applicable in the location of employment at the time;
- ii) Compassionate/unpaid leave or sabbatical (excluding voluntary or compulsory military training or service);
- iii) Any period of illness or injury.

Under (i) and (ii) the period of permitted temporary absence must have a pre-defined start and end date. For cover to continue, any changes to these dates must be agreed by us in writing.

Written consent from the Policyholder to the Member detailing the specific reason for the absence and the agreed duration must be supplied to us at the earliest opportunity. Details of Members on permitted temporary absence must be supplied to us at Renewal Date. The specific reason for absence will need to be provided to us in the event of a claim.

The maximum period of permitted temporary absence is set out below:

Cover	Circumstances	Maximum Period
Group Life Assurance	(i) and (ii)	24 months
	(iii)	Until NRA
Group Accidental Death and/or Dismemberment Assurance	(i), (ii) and (iii)	12 months
Group Long Term Disability Assurance	(i) and (ii)	36 months
Group Critical Illness Assurance	(i), (ii) and (iii)	6 months
Group Total Permanent Disability Assurance	(i), (ii) and (iii)	12 months

Exclusions:

No benefit shall be paid in respect of claims that are directly or indirectly attributable to, or consequential upon:

- (i) Nuclear transmutation, or radiation, resulting from the artificial acceleration of atomic particles.
- (ii) Chemical or biological substances which are not used for peaceful means.

NB! we reserve the right to introduce other exclusions / limitations where suitable.

E.g. benefit limitations - or War & Terror Exclusions for members residing in hot-spot countries.