

METROPOLITAN'S EMPLOYEE PROTECTOR CONTINUED

BASIC PLUS PERMANENT PAID-UP BENEFIT PLAN

Under this Plan, a cash benefit is payable immediately on the death of the member, spouse or eligible child. If the member dies before reaching normal retirement age, his or her spouse and eligible children will continue to be covered under this scheme for the rest of their lives. The funeral cover will become an individual, permanent paid-up policy.

When the member reaches normal retirement age, as long as he or she has been a member of the scheme for a minimum of five consecutive years, the member, spouse or eligible children will be entitled to a permanent paid-up policy. The table below shows the percentage of the benefit that will be paid, depending on the number of continuous years an employee has been a member of the scheme.

NUMBER OF CONTINUOUS YEARS OF MEMBERSHIP	PERCENTAGE OF BENEFIT
10 years or more	100%
9 years	90%
8 years	80%
7 years	70%
6 years	60%
5 years	50%



If a member becomes totally and permanently disabled before reaching normal retirement age and is unable to follow any occupation, the member, his or her spouse and eligible children will qualify for a permanent paid-up policy. This will not apply to those who have been members of the scheme for less than a year, unless their disability is caused by an accident

EMPLOYEE PROTECTOR LET US HANDLE THE PAPERWORK



DEFINITIONS

Paid-Up Policy

A paid-up policy is issued in the name of an individual. It means that while no further premiums are payable, cover will continue as per the Plan selected.

Normal Retirement Age

This is the retirement age selected by the employer and means the maximum age until which cover is provided for an individual, as long as he or she is in active, full-time employment.

Participating Employer

An employer, approved by Metropolitan, who applies to participate in the scheme.

This is a marketing brochure only. For definitive terms and conditions the policy contract will prevail.

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Metropolitan Life Limited is an authorised Financial Services Provider.

Further Information

Contact the Metropolitan Employee Benefits

Contact Centre on 0860 103 260

www.meteb.co.za

EMPLOYEE PROTECTOR

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WORKING WITH YOU

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EMPLOYEE PROTECTOR A BENEFIT YOUR STAFF CAN COUNT ON

Like everything else today, the cost of funerals is on the increase. This doesn't make it any easier for families faced with this expense, especially when death is unexpected. Very few people have got enough savings to draw from, and those with insurance policies can expect to wait several months before they pay out. This is where employers can provide valuable assistance. Employee Protector is a fringe benefit designed to help foot the bill by paying out immediately when an employee or family member dies.

Who Benefits From Employee Protector?

Employee Protector has been specifically developed with the small business in mind. Companies with employees of between 25 and 250 are ideal. Membership of the scheme is compulsory for all full-time employees who have not yet reached normal retirement age.

Employee Protector provides funeral cover for the employee (member), his or her spouse and minor, unmarried children under age 21, including legally adopted children and children for whom the member is the legal guardian.

What's In It for the Employer?

- the opportunity to provide a simple, flexible, cost - effective fringe benefit for staff;
- minimal administration costs; and
- minimal paperwork

What's In It for the Employee?

- funeral cover if they die plus cover for their spouse and eligible children;
- a cash benefit, paid immediately, to cover funeral costs; and
- minimal administrative hassles as no evidence of health is needed.

It's Your Choice

Participating employers can choose between three different Plans which vary according to the type of paid-up policy available. (A paid-up policy means that while cover continues, no more premiums are payable.) Under each Plan there are eight levels of cover from which to choose. You can also select your preferred normal retirement age of either 60 or 65. Remember these choices apply to all members and will determine the premium payable.

Select the Plan That Best Suits You

- Basic Cover Plan
- Basic plus Temporary Paid-up Benefit Plan
- Basic plus Permanent Paid-up Benefit Plan

Have a look at the table below. It tells you what will be paid out per family member for the level of cover you've chosen. These benefits apply to all three Plans. Please speak to your consultant for the appropriate premium rates.

AGE AT DEATH	LEVEL OF COVER							
Member, spouse and eligible children older than 14 years	R3 000	R4 000	R5 000	R6 000	R7 000	R8 000	R9 000	R10 000
Eligible children age 6 and older but younger than 14 years	R1 500	R2 000	R2 500	R3 000	R3 500	R4 000	R4 500	R5 000
Eligible children under 6 years (including stillborn babies)	R750	R1 000	R1 250	R1 500	R1 750	R2 000	R2 250	R2 500

Basic Cover Plan

Under this Plan, a cash benefit is payable immediately on the death of the member, spouse or eligible child, as long as the member has not reached normal retirement age and remains a member of the scheme. The cover provided by the scheme comes to an end when the member reaches normal retirement age.

Basic Plus Temporary Paid-Up Benefit Plan

This Plan provides a cash benefit payable immediately on the death of the member, spouse or eligible child. If the member dies before reaching normal retirement age, his or her spouse and eligible children will continue to be covered under this scheme up to the date on which the member would have retired.

The funeral cover will become an individual, temporary paid-up policy with no further premiums payable.

If a member becomes totally and permanently disabled before reaching normal retirement age and is unable to follow any occupation, the member, his or her spouse and eligible children will also qualify for a temporary, paid-up policy. This will not apply to those who have been members of the scheme for less than a year, unless their disability is caused by an accident. The funeral cover provided by the scheme will come to an end when the member reaches normal retirement age.

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METROPOLITAN
 EMPLOYEE BENEFITS
