

FLEXIBLE CHOICE OF BENEFITS

DISABILITY BENEFITS

Metropolitan Employee Benefits' disability benefits include Capital Disability, Temporary Total Disability, Income Continuation Benefit (ICB) and Enabler (ICB with Managed Rehabilitation). This brochure covers Capital Disability and Temporary Total Disability, and separate brochures on ICB and Enabler are available from your consultant.

Capital Disability

Capital Disability benefits are an extension of Group Life Assurance. While Group Life Assurance compensates dependants of the member for the loss of income due to death of the member, disability insurance provides coverage on the same principle in respect of disability.

Cover is provided as an attachment to a group life scheme (free standing or attached to a retirement fund) with the capital sum benefit being an accelerated payment of the group life benefit. Additional evidence of good health is not required when joining the scheme except that any pre-existing conditions will be considered at the time of a claim.

The definition of disability is crucial in the design of the benefit as it determines the validity of the claim. In practice, Metropolitan applies the following two occupational definitions:

- **ANY OCCUPATION** – the member is permanently, continuously and totally prevented by illness or injury from performing any occupation.
- **OWN OR SUITED OCCUPATION** – the member is permanently, continuously and totally prevented by illness or injury from performing his or her own

occupation, or a suited occupation for which the member could become qualified by his or her knowledge, training, status and abilities.

The benefit will generally be defined as a multiple of salary (not greater than 5 times), and will be subject to a certain maximum. The benefit reduces by 20% per annum over the last five years prior to normal retirement date. A ten-year reduction period is also available. Benefits are paid after a six-month waiting period to allow for accurate assessment, and are payable either in a lump sum or in monthly instalments over five to ten years, per the scheme rules.

Temporary Total Disability

Temporary Total Disability is an income continuation disability benefit that pays a member a regular monthly income in lieu of earnings during a member's temporary and total disablement. The definition of disability is crucial in the design of the benefit as it determines the validity of the claim. In practice, Metropolitan applies the following two occupational definitions:

- **OWN OR SUITED OCCUPATION**: the member is continuously and totally prevented by illness or injury to perform his or her own occupation or another suitable occupation for which the member

could become qualified by his/her knowledge, training, status and abilities.

- **OWN OCCUPATION**: the member is continuously and totally prevented by illness or injury to perform his or her own occupation.

The following options are available at the inception of the scheme:

- A choice of benefit of a maximum of 75% the member's salary, subject to a maximum benefit as stipulated in the policy contract.
- A waiting period of one, three or six months before the benefit is paid.
- A benefit payment period not exceeding 24 months.
- An employer premium waiver that provides for the continuation of retirement and group life premium payment during disability.

Dread Disease

Metropolitan's Dread Disease Benefit is an accelerated payment of the Group Life Assurance Benefit. It provides for a lump sum that will be paid to a member if he or she is diagnosed as suffering from a listed dread disease condition. The dread disease benefit is designed to assist with the payment of expensive medical treatment that is required in order for a member to survive or to be

rehabilitated from a dread disease condition.

The benefit is based on a multiple of the member's annual salary or to a maximum benefit as stipulated in the policy contract. After the payment of the Dread Disease Benefit, the Group Life Assurance enjoyed by the claimant reduces to the extent of the Dread Disease Benefit. The claimant can however still claim for unrelated conditions under the dread disease benefit, at a later date, which further reduces the Group Life Assurance benefit. This is offered free of charge. There is however a reinstatement option for the Lapsed Group Life Assurance upon the member's return to active full-time service at any time.

There are also additional options available within the product:

- Cover for basic conditions under the Core option and a more extensive list of conditions under the Core+ option.
- Option for continuation of dread disease cover while the member is in receipt of a disability income benefit.
- Option to effect an individual critical illness policy when the member ceases employment without evidence of good health or HIV/AIDS testing.

In accordance with ASISA's requirements, the table below provides a payment grid for the 4 main dread disease conditions based on their severity as defined by ASISA's standard definitions:

	SEVERITY LEVEL A (critical)	SEVERITY LEVEL B (severe)	SEVERITY LEVEL C (moderate)	SEVERITY LEVEL D (mild)
Heart Attack	100%	100%	100%	0%
Coronary Artery Bypass Graft Surgery	100%	100%	0%	0%
Stroke	100%	100%	100%	0%
Cancer	100%	100%	100%	100%

WORKING WITH YOU

This brochure is a basic overview of products in our Group Risk portfolio.

LIFE, DISABILITY & DREAD DISEASE COVER

Further Information

Contact the Metropolitan Employee Benefits

Contact Centre on 0860 103 260

www.meteb.co.za

Together we can



METROPOLITAN'S

LIFE, DISABILITY, & DREAD DISEASE

PEACE OF MIND FOR EVERY SCENARIO



Providing protective cover for employees is a big responsibility for employers and retirement funds. With our comprehensive Group Risk Range, Metropolitan employee benefits makes this responsibility a pleasure. The range offers employers and retirement funds a wide choice of benefits backed by superior administration support, and offers employees peace of mind and sufficient cover when it is needed most. The portfolio of products includes Group Life Assurance, Capital Disability Assurance, Temporary Total Disability Assurance and Dread Disease Assurance.

GROUP LIFE ASSURANCE

ADDITIONAL OPTIONS

Metropolitan Employee Benefits' Group Life Assurance has some useful options attached to it:

Group Life Assurance During Income Continuation Disability Benefit Payment

For an additional premium, Group Life Assurance will be continued during the payment of an income continuation disability benefit following ill-health early retirement.

Conversion Option

This option allows a member to effect an individual life policy with Metropolitan on termination of membership from the group life scheme. Cover may be elected to a limit not exceeding cover granted at standard rates under the group scheme. Evidence of good health is not necessary, except where Metropolitan's requirements with regard to HIV/AIDS status is concerned.

SUPPLEMENTARY BENEFITS

Accidental Death Cover

Accidental death cover is provided as a supplementary benefit to the GLA benefit and is separately costed for. Cover is restricted to a maximum of the member's group life benefit and ceases at normal retirement age or cessation of service.

Spouse's Cover

Spouse's cover is provided as a supplementary benefit to the Group Life Assurance benefit and is separately costed for. Cover is paid as a lump sum to the member in the event of the death of his or her spouse.

Pre-Retirement Spouse and Children's Pensions

On the death of the member, a benefit is payable to the spouse and children that can be used towards purchasing a pension. The spouse's pension is usually based on the deceased member's salary at death, and is payable for the remainder of the spouse's life. Children's pensions are usually also expressed as a percentage of the deceased member's salary. Payment ceases at age 18, 21 or 25, subject to the scheme rules. The children's pensions are payable to a maximum of four children.

GROUP LIFE ASSURANCE

Metropolitan's Group Life Assurance product provides for the payment of a lump sum benefit to a member's dependants on his/her death. The death benefit is generally based on a multiple of the member's annual salary. The benefit is paid as a lump sum. Employees must be in full-time active service and under normal retirement age. Cover ceases on age 70, earlier than normal retirement age or on resignation from the scheme.

How Group Life Assurance Benefits the Employer

The provision of Group Life Assurance is a demonstration of the company's concern for its employees. The company benefits because premiums for an approved scheme are tax deductible. Furthermore, contributions are pooled and expressed as a percentage of total salaries or a unit rate per R1 000 cover.


How Group Life Assurance Benefits the Employee

Proportional tax-free benefits are payable depending on how the group scheme is structured in accordance with income tax legislation. In general, a scheme will provide for a medical free cover limit which means that not all employees have to go for time-consuming medical examinations.



WORKING WITH YOU

Together we can

METROPOLITAN
 EMPLOYEE BENEFITS
