



Group life assurance cover

Description of the fund

Group life assurance provides benefits payable on the death of a member belonging to a group, and can include cover for his/her dependants.

A group of members can be comprised of all staff of an employer, members of a retirement fund, etc.

Qualification criteria

A minimum monthly premium of **R4 500**

Membership must be compulsory for a specified group.

Qualification criteria

- 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 normal retirement age or on resignation.
- 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.
- 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.

Optional benefits

- Continuation of cover
- Conversion option

Supplementary benefits

- Spouse's and orphan's pension benefit
- Spouses cover
- Accidental death benefit
- Dread Disease Benefit
- Lump sum disability benefit
- Partial disability benefit
- Spouses disability benefit

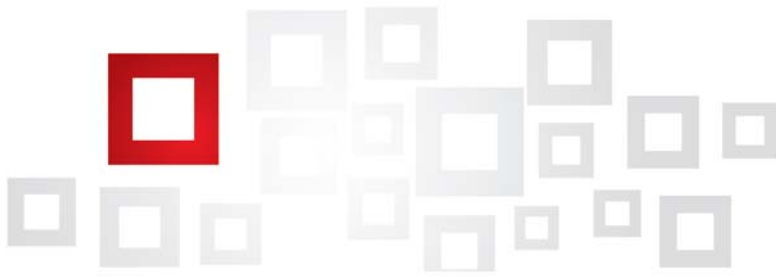


Specifics

Group Life Assurance	Provides for the payment of a lump sum benefit on the death of the employee. The benefit is usually a multiple of the member's annual salary OR a specified, predetermined benefit amount; standard maximum multiple of 10 times. Estimated tax replacement cover can also be provided for, which will provide a net payment (after tax deductions).
Optional Benefits	
Continuation of cover	Option for the continuation of group life cover while the member is in receipt of a disability income can be selected. Applicable to temporary disability (TTD) as well as ICB and Enabler. This cover, if required, can escalate at the same rate as applicable to the disability income benefit.
Conversion option	An option to effect an individual insurance policy, if required, can be selected. If required, one of two alternatives can be selected i.e. either at withdrawal only (which expire five years prior to normal retirement date), or at withdrawal or retirement. A member exercising such an option will NOT have to submit evidence of good health or HIV/AIDS testing.
Supplementary Benefits	
Spouse's and orphan's pension benefit	A spouse and orphan's pension is offered as either a percentage or additional multiples of the member's salary. Metropolitan will be liable for the capitalized value of this benefit.



<p>Spouses cover</p>	<p>Provides for the payment of a lump sum benefit on the death of the spouse. Cover of up to 2 times annual salary is normally offered, subject to a maximum of R500 000 (or more at the discretion of Metropolitan can be offered).</p>																														
<p>Accidental death benefit</p>	<p>This benefit will be paid (in addition to the Group Life benefit) should a member die before normal retirement age as a direct result of an accident. Up to 100% of Group Life Benefit with a variable maximum amount depending on the requirements.</p>																														
<p>Dread Disease Benefit</p>	<p>This benefit is an accelerated payment of the Group Life Assurance Benefit and provides for a lump sum that will be paid to a member if he/she is diagnosed as suffering from any of the listed dread disease condition. The benefit is based on a multiple of the member's annual salary subject to a maximum benefit of R1 000 000 or more at the discretion of Metropolitan.</p> <p>The table below provides a payment grid for the four main dread disease conditions based on their severity.</p> <table border="1" data-bbox="603 689 1453 1106"> <thead> <tr> <th></th> <th>Severity A</th> <th>Severity B</th> <th>Severity C</th> <th>Severity D</th> </tr> </thead> <tbody> <tr> <td>Benefits as a percentage of Cover Amount</td> <td>Most severe level of illness</td> <td></td> <td></td> <td>Least severe level of illness</td> </tr> <tr> <td>Stroke</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td>CABG - Coronary Artery Bypass Graft</td> <td>100%</td> <td>100%</td> <td>0%</td> <td>0%</td> </tr> <tr> <td>Heart attack</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>0%</td> </tr> <tr> <td>Cancer</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table> <p>The product allows for payment of two unrelated conditions. After payment of the first claim, there will be automatic reinstatement for unrelated conditions.</p> <p>After the payment of the dread disease benefit the group life cover enjoyed by the claimant reduces to the extent of the dread disease benefit. 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.</p> <p><u>Dread Disease and Lump sum Disability Benefits:</u> If a member suffers a dread disease and becomes disabled as a result thereof, the dread disease benefit becomes payable firstly. The balance of the disability cover will become payable after the expiry of the waiting period. A premium discount is given to schemes with both disability and dread disease benefits, in view of the fact that the disability cover reduces.</p> <p>There are also additional options available within the product:</p> <ul style="list-style-type: none"> • Cover for the 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. This option is not available within 5 years of normal retirement age. 		Severity A	Severity B	Severity C	Severity D	Benefits as a percentage of Cover Amount	Most severe level of illness			Least severe level of illness	Stroke	100%	100%	100%	0%	CABG - Coronary Artery Bypass Graft	100%	100%	0%	0%	Heart attack	100%	100%	100%	0%	Cancer	100%	100%	100%	100%
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<p>Dread Diseases covered</p>	<p>Standard Dread Diseases covered:</p> <p>Core: Stroke, cancer, heart attack, coronary artery bypass graft, blindness, kidney failure, paralysis, and major organ transplant.</p> <p>Core+: Accidental head injury, advanced dementia (including Alzheimer's disease), aplastic anaemia, cardiomyopathy, coma, deafness, loss of limbs, major burns, motor neuron disease, multiple sclerosis, and parkinson's disease</p> <p>Refer to annexure 1 for the definitions.</p>																														



<p>Lump sum disability benefit</p>	<p>Provides a benefit in the event of the total and permanent disablement of the employee. The benefit is a multiple of the member's annual salary OR a specified, predetermined benefit amount; maximum R2 000 000 or more at the discretion of Metropolitan. The benefit may not exceed the group life benefit. The disability benefit payable is an accelerated group life benefit. The benefit can either be payable in a lump sum or in equal annual instalments.</p>
<p>Disability definition</p>	<p>The employer may choose one of two options:</p> <ul style="list-style-type: none"> • The member is disabled to the extent that he/she is completely and permanently unable to pursue his/her own occupation for which he/she is or could reasonably be expected to become qualified. • The member is totally and permanently disabled from performing any occupation. <p>Different premiums apply to each option.</p>
<p>Waiting period</p>	<p>This benefit is typically payable after a waiting period of 6 months, but can vary depending on client's requirements.</p>