

Treating Clients **Fairly**



## Employee Benefit Solutions



**GUARDRISK**   
TAILORED RISK SOLUTIONS  
A subsidiary of MMI Holdings



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a **competitive edge** in  
the increasingly global  
employment market...  
making a **difference**

## Employee Benefits

Any good employer knows that their employees are their company's most critical assets. With companies increasingly engaging internationally mobile talent, there is a growing need to provide protection for them. This should be on a worldwide basis, covering them against a wide range of risks.

Unilife products are ideally placed to meet this need. We fulfil the requirements of both employers and their employees by offering tailored solutions, wherever they are in the world.

Within this brochure you will find an overview of the range of covers that are available for you and your employees, as well as the services and support that we provide.

## Global Strength

Unilife specialises in providing insurance-based solutions for international companies, whether they have local workforces or internationally mobile employees - or in many cases, both.

As one of the leading offshore providers in the market, we can provide effective solutions to employers helping them match their global human resource policy as well as gaining a competitive edge in the increasingly global employment market.

Our strength comes from our expertise which is evident in our product range and our services. This is further supported by our experienced staff which include actuaries and underwriters, all striving to add value to our clients' propositions.

All Unilife individual and group policies are issued by Guardrisk Life International Limited. Guardrisk is a wholly owned subsidiary of MMI Holdings, who are listed on the Johannesburg Stock Exchange, have operations in 18 countries, including South Africa, the United Kingdom, Hong Kong and Singapore, and employ over 17,000 staff worldwide. Both Guardrisk and MMI are rated 'Aaa' by Moody's.

For more information on Guardrisk and MMI Holdings, including their corporate profiles, annual financial reports and credit ratings, please refer to [www.guardrisk.co.za](http://www.guardrisk.co.za) and [www.mmiholdings.co.za](http://www.mmiholdings.co.za)

Unilife maintain reinsurance relationships with two of the five largest reinsurance companies in the world. All individual Unilife policies are reinsured by SCOR Africa Limited, a wholly owned subsidiary of SCOR SE, who are listed on the French Stock Exchange, are the fourth largest reinsurer in the world, and the largest life reinsurer in the United States. Additional reinsurance capacity for individual policies is provided by Gen Re, a Berkshire Hathaway company.

Depending on the nature of the group risk we manage on behalf of our clients, we reinsure with either SCOR or Gen Re.

For more information on our reinsurance partners, please refer to [www.scor.com](http://www.scor.com) and [www.genre.com](http://www.genre.com)





# Solutions at a Glance

Group Life is our core product and it can be tailored to meet an employer's specific requirements. Employers understand the importance of providing security for employees and their dependants. They recognise that Group Life offers this protection, as well as the comprehensive range of additional benefits that we have available.

By taking an employee's working circumstances into account, including looking at what they do and where they do it, we are able to tailor the plan to meet their precise needs. With this in place we can insert additional covers to ensure that their employees are covered for a variety of eventualities.

## Key features across all covers:

- Group terms available for as few as five lives.
- Policies can be in US dollars, Euros, Sterling or with a local insurance partner in local currencies.
- Competitive approach to 'Free Cover Limits'.

The diagram below gives a summary of those covers that are available as additions to Group Life and the types of covers that can be offered separately ('stand alone').



**tailored solutions**  
wherever you are  
in the world...  
making a **difference**

## Group Life

Group Life is an effective way for an employer to provide a valuable benefit to an employee and their family should they die from any cause whilst they are employed.

The cover can be a fixed sum assured or a multiple of the employee's salary. This provides employees with peace of mind as a part of their remuneration package, which in turn also promotes company loyalty.

The payment of benefit from the Group Life is made to the employees' nominated beneficiaries in the event of their death during service.

When joining the group policy, employees are not required to undergo a medical if their benefits are under the 'Free Cover Limit'.

Our Group Life plans can be tailored to satisfy the specific needs of the employer and can include critical illness, and funeral benefits for the employee, spouse and children.

## Additional Benefits

When deciding on the benefit offering, many employers include additional covers for their employees such as:

### Critical Illness

With the rising costs of healthcare, dealing with a serious illness can be financially challenging.

Critical Illness cover is probably the most effective way to mitigate these expenses as it provides a lump sum to the employee on diagnosis of specific illnesses or other prescribed conditions.

The diseases and / or conditions which are covered under Critical Illness benefit are decided by the employer at the outset of the plan.

### Accidental Death

This benefit can be added to the Group Life benefit or can be a stand alone cover. This valuable addition protects employees should they die as a result of an accident during service.

The benefit can be a fixed sum assured or a multiple of salary and can be paid in addition to the Group Life benefit should the death be as a result of an accident.

### Accidental Death and Dismemberment

In the unfortunate event of an employee suffering an accidental loss of use of a limb, or a dismemberment, then this cover provides the employee with an additional lump sum to help them manage whilst trying to deal with the loss.

The benefit can be provided on a scale which determines the amount paid depending on the level of injury sustained.



## Group Disability

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### Long Term Disability (or 'Permanent Health Insurance')\*

Long Term Disability is designed to provide employees with an income should they be absent from work for a long period of time due to an illness or accident, as a result of which they may never be able to return to work.

Long term disability provides a regular income, usually expressed as a proportion of the employee's salary, during the period to recovery, retirement or death - whichever occurs first.

The benefit can commence after a deferred period of 13, 26 or 52 weeks of disability, as determined by the employer. This will usually be consistent with the company's standard arrangements for sick pay. The income can be paid as a fixed sum or it can have an escalation option to protect against future inflation.

### Total and Permanent Disability\*

Total and Permanent Disability is an serious alternative to Long Term Disability, where the benefit is paid out as a lump sum in the event that the employee is totally, permanently and irreversibly disabled. This lump sum will normally be a multiple of the employee's salary.

*\* Both of the above mentioned risk covers can be purchased as a 'stand alone' product.*



experienced **dedicated**  
underwriting, actuarial  
and claims departments...  
making a **difference**



## Support and Service

Employers can take comfort in the fact that their corporate risk policies will be well managed, allowing them the freedom to focus on their day-to-day jobs. We pride ourselves on having experienced and dedicated underwriting, actuarial and claims departments, ensuring we deliver the best possible service.

We will issue the employer with a pamphlet outlining the valuable benefits that they are providing for their employees. This can then be distributed by the employer.

### Underwriting

Whilst the policy is being implemented with a 'Free Cover Limit', the employee is covered immediately for the full benefits, for a period of 90 days (excluding pre-existing conditions). 'Free Cover Limit' is the benefit covered without the requirement for any medical evidence.

During the 90 day period, employees with benefits above the 'Free Cover Limit', or where 'Free Cover Limit' is not available, will be required to complete a Personal Questionnaire. In these cases the underwriters may require further medical evidence.

When the underwriting is completed, the final decision is conveyed to the employer either directly or through their Intermediary, who should then advise the employee accordingly with respect to the level of cover in place.

### Payment of claims

All admitted claims will be dealt with efficiently, ensuring that all benefits are paid on time to avoid any further distress to the employee or their dependants.



## The Next Step

### Obtaining a quotation

In order for us to provide you with a quotation, you need to complete our Census Data Form. This contains the following columns in Excel format:

1. Name of company.
2. Name or employee number of the individuals.
3. Nationalities of lives to be assured.
4. Locations of lives to be assured (town and country).
5. Dates of birth or ages.
6. Gender.
7. Occupation.
8. Salary (if salary related benefit).
9. Currency of quote.
10. Amount and type of benefit/level of cover required.

Additional information requirements

**Once a quotation is accepted, the employer will need to supply us with:**

1. A completed and signed Actively At Work form.
2. Payment of the appropriate premium within 30 days of commencement date.
3. Underwriting forms (as required).

This brochure is designed to provide an introduction to our corporate risk products. If you require any further details, please ask your Intermediary. Alternatively you can contact your nearest Unilife office, details of which are available on our website, or get in touch using our email address:

[info@ses-zambia.com](mailto:info@ses-zambia.com)

Guardrisk Life International is regulated by the Mauritian Financial Services Commission.

