



Risk Solutions

Sanlam Employee Benefits is part of the Sanlam Group and has been underwriting life insurance in South Africa for more than 90 years. We realise that there is more to the underwriting of group cover than simply insuring death and disability benefits at the lowest possible rates.

Our capability

Sanlam Employee Benefits' policies are backed by the considerable financial strength of Sanlam, providing security and peace of mind. Our dynamic profile, financial strength and commitment to service excellence ensure that clients and employee benefit consultants can place business with us with confidence.

The Swiss Re Group Volume Survey has since 2012 placed Sanlam in the top three of the list of SA's Group Schemes Providers of choice.

The capital values for the last two years are as follows:

	12/2013	12/2014
⊗ Assets (Rbn)	362.2	408.2
⊗ Liabilities (Rbn)	301.7	340.0
⊗ Shareholder's funds (Rbn)	60.5	68.2
⊗ Multiple of required CAR held	4.5	4.5

Product range

Qualification criteria

For an independent group life insurance scheme the minimum number of members is normally ten (10) and fifty (50) when offering flexible risk cover. Cover is provided free of medical evidence of good health subject to the medical proof free limit.

Comprehensive product range

We have a comprehensive product range and services to satisfy your clients' needs and are also flexible in customising cover:

- ⊗ Group life cover (including flexible risk benefits)
- ⊗ Spouse's and children's pension
- ⊗ Spouse's insurance
- ⊗ Trauma insurance (dread disease)
- ⊗ Accident benefits
- ⊗ Cover for students

- ⊗ Terminal illness benefit
- ⊗ Universal Education Protector-benefit
- ⊗ Funeral aid cover
- ⊗ Funeral transport benefit
- ⊗ Debt helper package
- ⊗ Credit insurance
- ⊗ Capital disability benefits (lump sum or instalments)
- ⊗ Disability income benefits, including IncomeCare (managed disability)
- ⊗ Disability Income Top-Up
- ⊗ Salary refund benefit
- ⊗ Medical Aid Premium Waiver-benefit
- ⊗ Conversion options

General terms & conditions

Approved temporary absence

The maximum period of approved temporary absence is two years. Periods of approved temporary absence that are interrupted by periods of less than three successive calendar months, will be added to determine whether the period of two years has expired or not. It is compulsory that contributions be made for all relevant benefits, except the member's pension benefits. The member and/or the employer are, however, free to continue pension contributions.

Waiving of "actively at work" requirements

The "actively at work" clause may be waived for existing group schemes taken over from another insurer, at the discretion of Sanlam, provided that there has been no break in cover.

Contract workers

Death and disability benefits are available to contract workers on the condition that the Contract of Employment is not shorter than 12 (twelve) months. A conversion option (option to effect a similar individual policy with Sanlam) is not available.

The cover ceases at expiry of the contract or at the normal retirement age for the permanent employees, whichever event occurs first.

For more information, please contact your consultant or visit our website at www.sanlam.co.za.

This brochure provides a general summary of the products Sanlam offers. If there is a discrepancy between this Fact Sheet and the provisions of the contract with the Service Provider, the contract with the Service Provider will prevail.

Sanlam Life is a Licensed Financial Services Provider



Take over of cover

The cover of members who are actively at work in the existing scheme will be taken over on the same terms and conditions as those that applied with the previous underwriter, subject to any maximum limits determined by Sanlam and on receipt of written proof from the previous underwriter.

Members who work outside the borders of the RSA

Cover is provided for members who work permanently and or temporarily outside the borders of the RSA, based on the following

- ⊙ Premiums and benefits will be in RSA currency.
- ⊙ Members remain on the local payroll.
- ⊙ Their cover and premiums continue at the same level as before the commencement of absence, for a maximum period of 6 (six) months from the date on which the member started working, for an uninterrupted period, outside the RSA.
- ⊙ The employer may request, in writing, for an extension on the period of insurance after the 6 (six) months.
- ⊙ It may be required that the final assessment of disability claims be done locally.

War and terrorism exclusions

- ⊙ Claims as a result of active participation in any war, revolution, etc are excluded. This means that the members of the armed forces and anybody else who actively takes part in the hostilities, e.g. terrorists, will not be covered if the claim is as a result of their active participation.

Innocent or passive bystanders will, however, be covered, e.g. civilians killed by a bomb, bullet or other hostile activities. Therefore, claims as a result of a terrorist bomb in a restaurant will be paid on the lives of innocent bystanders, as long as the bomb is not a nuclear, biological or chemical weapon.

- ⊙ All claims in a war or terrorism situation (active or passive) as a result of nuclear, biological or chemical weapons/warfare agents or radioactive contamination are excluded.

Medical Proof Free Limit

When a member's cover exceeds the medical proof free limit of the scheme, the member must first provide satisfactory medical evidence of good health before he/she can enjoy the full cover exceeding the medical proof free limit.

A member is however not obliged to go for the medicals. If he/she chooses not to do so, the member's cover will be limited to the medical proof free limit of the scheme.

Forward underwriting is granted to those members who have provided medical proof and whose cover have been accepted on standard terms, or in certain cases, accepted with a medical loading (and the severity of the medical condition was considered to be acceptable by Sanlam).

A member, to whom forward underwriting was granted, can enjoy increases in cover in line with salary increases without providing further medicals, up to the earlier of an additional 100% of accepted cover (e.g. cover doubles) or 5 years, subject to the following conditions:

- ⊙ For Group Life benefits, the additional forward cover amount is subject to a maximum of R12m;
- ⊙ For Disability Income benefits, the additional forward cover amount is subject to a maximum of R130 000 per month;
- ⊙ The 5 year period is extended up to age 40, if the member is younger than age 35.

The principle of forward underwriting will not apply to increases in members' cover due to benefit structure changes or increases in the flex cover multiple (if applicable).

Waiving of Medical Proof Free Limit requirements in the first 3 months

The medical proof free limit is waived for the first 3 (three) months to allow members more time to provide satisfactory proof of insurability, subject to certain conditions which includes the following:

When a member dies or become disabled during this period, he/she may enjoy full cover limited to:

- ⊙ R 50 million for accident claims; and
- ⊙ R 16 million for natural claims

However, should the death or disablement be directly or indirectly caused by, or be traceable to, suicide or attempted suicide, the member's cover will be limited to the medical proof free limit.

Nurses on Wheels

Nurses on Wheels is a service provided by pathologists where qualified nurses visit high profile clients at their work place to gather selected medical information.



Group Risk Services

Our specialist risk assessment team consists of a panel of full-time medical doctors (with additional training in the USA at the American Academy of Disability Evaluating Physicians – AADEP and the American Board of Independent Medical Examiners – ABIME), occupational therapists and claim assessors assisted by legal consultants. They are responsible for the assessment of disability claims and rehabilitation potential, managing admitted claims and monitoring rehabilitation for our clients.

Multinational risk pooling

We offer multinational companies the opportunity to belong to an international risk pool through our business partnerships with Insurope, ING Global Network and All Net. The benefits include international experience rating over all participating subsidiaries and the generation of a multinational dividend.

Burial repatriation

We recognise the importance of assisting family members during a time of loss. The Burial Repatriation benefit is **free** service to our group life insurance and group funeral schemes that allows for the transport of the deceased member's body (repatriation of mortal remains) back home to the final funeral home closest to their place of burial in South Africa, if the death occurred far from his/her home.

We have taken into account that the surviving family may have special cultural preferences regarding the transportation of the deceased and we will ensure that special care is taken to meet these preferences.