

**GEB Solutions**

# **Global Underwriting**

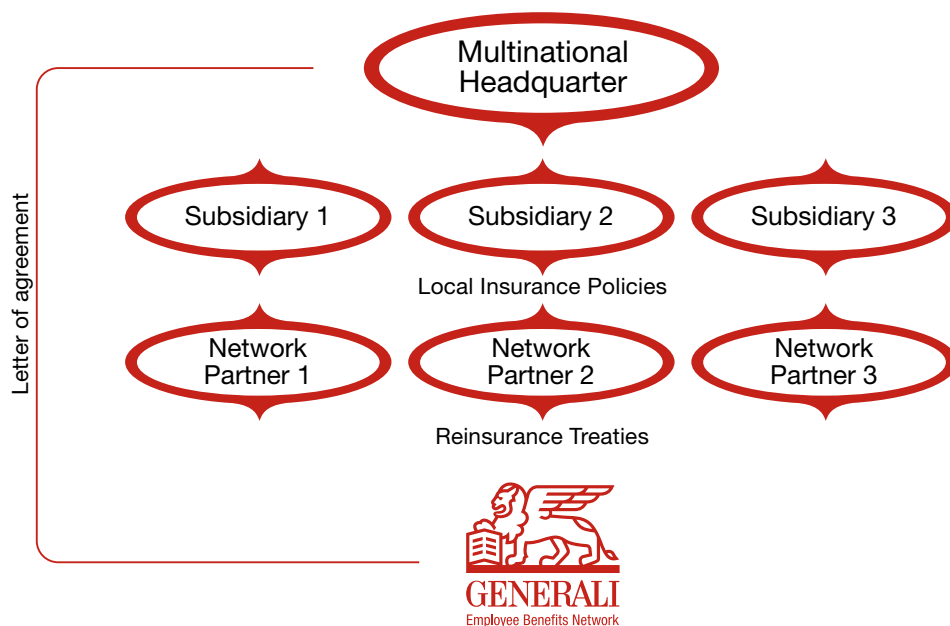
**Boosting your governance, together**

**Gaining enhanced employee benefits transparency and control**





Through Assicurazioni Generali S.p.A. - Luxembourg Branch (Generali Employee Benefits - GEB) present in over 120 countries, international companies can choose GEB Global Underwriting solution for their Employee Benefits plans.



## Global Underwriting: summarised

Marked by its passion for innovative solutions, GEB is the first Network to develop a brand-new funding method for international employee benefits plans. GEB Global Underwriting solution is designed for large multinational companies who are looking for a long-term partnership at global level when insuring their employee benefits.

- ✓ Enhanced data transparency and reporting
- ✓ Improved communication flow
- ✓ Retrospective pricing approach
- ✓ Extended local rate guarantee
- ✓ Introduction to an eco-system of preferred digital health partnerships
- ✓ Access to annual medical claims reporting

The beauty of the Global Underwriting Solution is that it provides access to essential data through a consolidated Profit and Loss account, information on local performance experience, and healthcare trends. This gives our clients the opportunity to manage their claims experience with flexibility, identifying hot spots and putting in place local interventions to actively steer their global programme.

## Solution Implementation

### Eligibility

The Group Life, Accident, Disability and Medical contracts insured with GEB Network Partners and reinsured to Generali are eligible for this solution.

### Retrospective pricing approach

Premium optimisations are applied upfront depending on past portfolio experience of the contracts per line of risk and country, measured by combined ratios analysis. Medical schemes can also be subject to optimisation. In this case, the combined ratio assessment takes into account a yearly medical trend rate adjustment. The optimisation applies on only employer-sponsored schemes. It is not granted in tariff countries, neither when local regulations prohibit it. The Life, Accident and Disability covers already insured by the GEB Network Partners are eligible for optimisation at renewal.

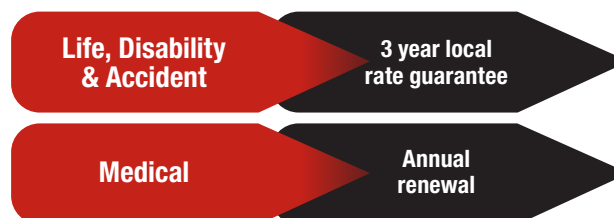
### Solution duration

GEB Global Underwriting solution is set up for 3 years with the optimisation taking place at implementation and recurring at each Global Underwriting agreement renewal stage.

#### Implementation & Renewal



#### Policy duration



Life, Disability and Accident covers renew at the end of the 3-year Global Underwriting Solution contract, while Medical cover is subject to annual renewal.

As the Global Underwriting solution approaches the end of the 3-year cycle, GEB will analyse the experience over the relevant period. This exercise should start in the 3rd year of the Global Underwriting cycle after the end of the 2nd quarter and will ascertain if the programme results are in line with expectations.

Following this analysis, GEB will submit a renewal proposal for the next Global Underwriting cycle for consideration and a good cycle performance may trigger further optimisations when sustainable.

The stakeholders involved will then meet to discuss the renewal proposal and define the next steps.





## The entry requirements

The minimum requirements to implement the GEB Global Underwriting solution are:

- ✓ a minimum of EUR 3 million annual premiums and
- ✓ at least 5 countries to cover

The Global Underwriting solution is available in the EUR, USD, CHF and GBP currencies. Implementation costs do not apply.

## The protections

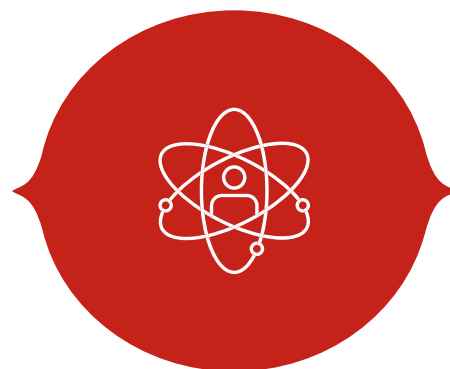
GEB is the ultimate bearer of the risk for the contracts participating in the Global Underwriting Solution, as a result of the reinsurance business model underlying the programme.

GEB Global Underwriting solution is designed to ensure the coverage of the risk and the Network expenses. Protections such as Stop Loss and pooling point are not applicable. Losses, if any, are absorbed by GEB. As with all GEB global solutions, its foundation rests in GEB Network Partners, which aims to ensure full compliance with laws and regulation, plus local best practice, as well as affording access to the products, services and knowledge of local insurance.

When implementing this solution, GEB is acting in its own name and behalf. Therefore, in the countries of the GEB Network Partners, certain characteristics of this solution (not detailed in the above summary) may not be applicable, and the local policies may deviate from the rates and conditions agreed in the Global Underwriting solution.



## The key benefits for clients



### GOVERNANCE AND GLOBAL SERVICES

- ✓ Access to the GEB Network comprising over 120 countries
- ✓ Enhanced governance both locally and centrally
- ✓ Health & Wellbeing services and prevention content to enhance the HR & Risk strategy



### DATA TRANSPARENCY AND REPORTING

- ✓ Medical claims reporting tools support the qualified medical renewal
- ✓ Detailed reporting as part of coordinated financial information
- ✓ Access 24/7/365 to reports and documents via the GEB Client Data Centre
- ✓ Access to GEB Country Insights, powered by AXCO



### FINANCIAL BENEFITS

- ✓ Multi-year local rate guarantees to reduce time spent negotiating renewals
- ✓ Capability to facilitate no worse terms locally
- ✓ Premium optimisation through technically sustainable underwriting

## Our ecosystem of Partnerships

GEB's **Digital Health Services** can be purchased on a separate, stand-alone basis to provide global wellbeing solutions, or to address gaps in cover in specific regions. Preferred pricing is available, for more information please contact [partnerships@geb.com](mailto:partnerships@geb.com) or find out more at [geb.com](http://geb.com).

### Support your employees' health & wellbeing and strengthen your global solution

#### Prevention & Assistance

✓ **EMPLOYEE ASSISTANCE PROGRAMME** *powered by LifeWorks*

Supporting all facets of wellbeing including mental, social, physical and financial through educational resources, direct access to professional counsellors and digital health tools with a holistic approach.

✓ **SYMPTOM CHECKER** *powered by Sensely*

Medical triage and direction to care via a character-based, voice-enabled virtual assistance platform that quickly assesses symptoms to provide your employees with instant advice on what care they need and how to access it.

✓ **HEALTH ENGAGEMENT PLATFORM (CIAO)** *powered by TicTrac*

A customizable wellness platform that uses behavioral science to help your employees adopt healthy behaviors, individually and within teams.



#### Consulting & Care

✓ **MENTAL HEALTH RISK MANAGEMENT** *powered by FlourishDX*

Implement best practice in workplace mental health, incorporating an employee mental wellbeing app with software and tools to help employers identify and mitigate mental health risks in the workforce, including line manager training.

✓ **TELEMEDICINE** *powered by Europe Assistance*

24/7 access to doctors and specialists via phone, video or chat with prescriptions and medication delivery subject to local regulations. Available in more than 27 countries.

✓ **SECOND MEDICAL OPINION** *powered by Europe Assistance*

Providing expert medical advice from world leading specialists to advise patients on complex diagnoses and treatment options for critical and non-critical care, chronic disease and case interventions for invasive elective procedures.







## **We help you take care of the risk**

By partnering with GEB you get the right guidance thanks to centralised expertise and insights.

### **Local insights and global presence**

We are one of the largest global employee benefits networks, thanks to strong relationships we have built over the years with local insurers in more than 120 countries. The partnership with the Network Partners is built on reinsurance treaties.

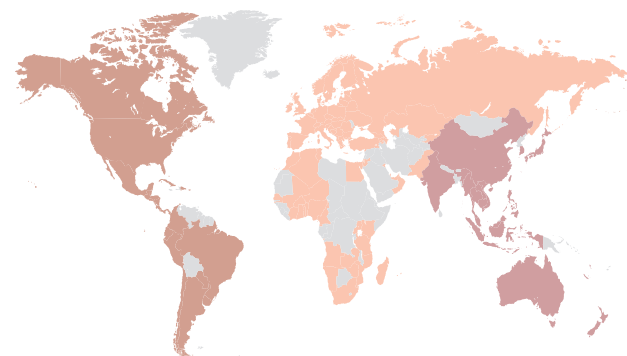
### **Experienced professionals and knowledge**

With more than 50 years of experience, we are recognised for our outstanding service. It is part of our corporate culture to protect and enhance people's lives and we will do what it takes to find a solution that suits your needs.

## **Enhanced data and information flow**

Our reports provide detailed data and information concerning trends and the experience of your benefit contracts. You can count on comprehensive support upon renewal of each local contract and throughout the duration of the programme.

In addition, through our medical reports you can get specific insights on medical trends, utilisation patterns and the most significant diagnostic categories: enabling you to more effectively implement initiatives to mitigate targeted cost drivers.



**For more information please contact your GEB Service Team or visit [geb.com](http://geb.com)**

## OUR OFFICES

Atlanta,  
Frankfurt,  
**Hong Kong,**  
London,  
**Luxembourg,**  
Milan,  
Mumbai,  
Paris,  
**Parsippany,**  
Prague,  
San Francisco,  
Sao Paulo.

## EXPLORE MORE

[COUNTRY HEALTH PROFILES >](#)

[COUNTRY DISABILITY PROFILES >](#)

[MULTILINGUAL HEALTH KITS >](#)

[GROUP PERSONAL ACCIDENT & LOCAL CAPABILITIES >](#)

[MOBILITY SOLUTIONS >](#)

[OUR NETWORK PARTNERS >](#)



**CONTACT US>**

The information contained in this document is provided by Assicurazioni Generali S.p.A— Luxembourg Branch (the 'Branch') for general information purposes only. While the Branch endeavours to keep the information up to date and correct, it makes no representations or warranties of any kind, express or implied, about the completeness, accuracy, reliability, sustainability or availability with respect to the document or the information, products, services or related graphics contained in this document for any purpose. Any reliance placed on such information is therefore at the user's risk.



GEB.COM | Join us #WeSpeakYourLanguage