

# Life and Disability

International Solutions for  
Global Mobile Employees

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# Life and Disability



Group Life and Disability insurance packages form the cornerstone of employee benefits. They are the essential protection, providing greater employee security and company loyalty.

Protecting families against major life risks is particularly valuable to mobile employees, whose family members are already exposed to the pressure of an unfamiliar environment.

Generali Employee Benefits (GEB) Network offers a wide range of customized life and disability solutions, with dedicated assistance to help employers assess their needs, select solutions and devise plans that best match their objectives and budgets.

# Our Coverage Plans

## Group Life:

Life insurance guarantees a monetary lump sum to family or named beneficiaries left behind in the unfortunate event of death. This payout may be enough to ensure the financial security of the family by, for example, paying off a mortgage on their house, ensuring the children's continued education and maintaining current standards of living. Employees, and in some cases their spouse\* and children, are included in this coverage.

A percentage of the full sum assured is paid out relative to the severity of the dismemberment. For example, 3% of the sum insured in the case of the loss of one finger, and up to 100% for multiple limb loss. Employees, and in some cases their spouse\* and children, are included in this cover.

## Accidental death & dismemberment:

Accidental Death insurance is payable if death occurs as the result of an accident. This benefit is provided in addition to the Group Life benefit (if this cover has also been taken out) which makes provision if death occurs due to any cause. (Effectively, a double payout.)

Accidental Dismemberment provides a monetary lump sum in case of dismemberment resulting from an accident.

## Long term disability (income protection):

Income protection may be the most important insurance one can buy – especially for young people with many years of working life ahead of them. Income Protection makes provision should an employee suffer a long period of incapacity due to illness or injury.

Income Protection provides a steady monthly income to cover an employee's continuing standard of living, outgoings and obligations. Additional cover is available to provide annual adjustments, which allow for increases in the cost of living. Employees, and in some cases their spouse\*, are included in this cover.

\*spouse = married spouse, cohabitant, registered partner, same sex partner.

# Our Coverage Plans

## Dependant pensions:

(Spouse's Pension / Children's Pension / Orphan's Pension):

Dependant Pensions make lifelong provision of monthly payments to an employee's spouse\* in the event of the employee's death. Children up to the age of 18, 21 or 25 are also provided for (depending on chosen cover).

## Total and permanent disability:

Total and Permanent Disability cover provides a lump sum payment for an employee in the event that they are totally, permanently and irreversibly disabled. This benefit could be used to secure their future standard of living, and/or cover essential access and other adaptations to their living space. Employees, and in some cases their spouse\*, are included in this cover.

## Critical illness:

Critical Illness is a very important addition to Life insurance, as it provides a lump sum payment for an employee who is diagnosed with a serious illness or condition. These extra funds provide the financial freedom to cover loss in income, support reduced working hours, or pay for additional care and treatment. Employees, and in some cases their spouse\*, are included in this cover.

## Premium waiver:

Premium Waiver can be incorporated into Long Term Disability coverage, or be purchased separately. This cover relieves the employer's financial liability to pay for Group Life cover, pension contributions and social security contributions for an employee who is unable to work due to disability.

## Supplementary cover:

We are able to offer supplementary, employee-paid "top-up" cover for Life and Disability on a case by case basis.

# Why GEB

- **Flexible and tailored benefits design:** There is no 'one-size-fits-all' for employees today. We work side by side with our clients to identify best solutions based on the needs and expectations of different groups of employees included in the same plan.
  - a single portfolio, facilitating cost savings and better control.
- **Portability:** Thanks to our unique geographic footprint, our international plans maximise coverage portability in case of relocation.
- **Pooling of risk:** All Life and Disability coverage plans may be incorporated in an international pool – or reinsured to a captive with Generali Employee Benefits Network (GEB). GEB is the world leader in providing pooling arrangements for employee benefits. Multinational companies, regardless of their size, can pool risk and administration under one plan and
  - **Competitive terms including:**
    - Higher free cover limits
    - Increased retirement age, reflecting employees' longer working lives
    - Removal of all exclusions (with the exception of nuclear, biological, chemical incidents)
    - Two-year rate guarantee



# Generali Employee Benefits

The Generali Employee Benefits (GEB) Network is a strategic unit of the Generali Group and exclusively focused on providing employee benefits solutions for corporate clients.

Established in 1966, GEB is recognized as a leading employee benefits provider. It operates the world's largest network by bringing together the capabilities of over 100 countries to serve more than 1,500 multinational companies.

With 50 years' experience in supporting the success of its global clients, GEB is well placed to understand the strategic importance of

employee benefits programs used by companies to attract and retain the best talent. Generali's teams of globally minded professionals provide access to cost effective solutions with attractive underwriting terms and financial conditions.

As a network that develops long term client relationships, GEB is committed to investing in technology and its people so that it may continue providing innovative solutions to corporations and their employees.

For more information, contact us at: [marketing@geb.com](mailto:marketing@geb.com)





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