

Case study 1 – TEAM®

MARKETING SERVICES



Customer background

A modern marketing agency in the area of digital marketing strategy, defining brand positions and developing customer profiles

Facts & Figures

150 employees

Operations in 2 countries

Germany (Head Office) and The Netherlands (Branch Office)

Scenario: I Group

- 150 employees
- 2 countries within EU
- Benefit requirements: Group Life (GL) - 500kEUR, Income protection (IP) - 30% of annual salary, Permanent total disability (PTD) - 4x annual salary

Customer Challenge

- Different nationalities but mainly domestic in Germany (Head Office)
- Different groups/different benefit design under one policy
- Needed to move to employing on local employment contract in their resident country (Netherlands)
- Request for defined contribution
- Simplify the process as much as possible

Our solution

In cooperation with the customer, we defined a program – TEAM Germany Defined Contribution. The purpose of the work is to assist the customer with reviewing the potential risk exposures and controls in order to find unique solutions which is suitable and simplify as much as possible, per clients' request.

- All employees included irrespectively of medical history (no individual medical assessments)
- Guaranteed cover up to the automatic acceptance limits (AAL), independent from pre-existing conditions
- The single TEAM policy is easier to manage with simple set up and administration processes
- One quotation, one policy for all locations
- Simplified administration (when calculating the adjustment premium, employees entering and leaving are considered)
- Salary increase during the year is insured
- One terms and conditions
- Central management
- Flexibility

Case study 2 – TEAM®

BUSINESS CONSULTING SERVICES



Customer background

A consulting firm, providing strategic guidance and implementation capacity for company's organization to successfully navigate through digital transformation.

Facts & Figures

3,000 employees
Operations in Germany Head Office

Scenario: I Group

- 450 employees
- 2 countries within EU
- Benefit requirements: Group Life (GL) – 3x annual salary, Income protection (IP) - 60% of annual salary, Permanent total disability (PTD) - 1x annual salary

Customer Challenge

- Big group of members
- Defined benefit request under one policy
- No control or oversight what was covered (recently moved and opened company)
- More efficiency at providing benefits
- Process optimization

Our solution

In cooperation with the customer, we defined a program – TEAM Germany Defined Benefit. The purpose of the work is to assist the customer with reviewing the potential risk exposures and controls in order to find unique solutions which is suitable and simplify as much as possible, per clients' request.

- All employees included irrespectively of medical history (no individual medical assessments)
- Guaranteed cover up to the automatic acceptance limits (AAL), independent from pre-existing conditions
- The single TEAM policy is easier to manage with simple set up and administration processes
- Simplified administration (when calculating the adjustment premium, only the new employees are considered)
- One terms and conditions
- Central management
- Flexibility
- Significant reduction of operational costs
- Process optimization
- Zurich measures risk on the basis of stable long-term actuarial data; the premium rate has remained unchanged or been lowered with nearly all policy renewals