



# Take care of your people, wherever they are working.

Here at Zurich, we understand the problems employers, like you, face in providing consistent benefits for a globally diverse workforce. Wherever in the world they are working, senior and highly skilled employees expect to enjoy a consistent package of benefits and this plays a key factor in attracting and retaining your high quality workforce. Our International Group Risk Solutions policy gives you one less thing to worry about with packages, specifically tailored to your employee care strategy, providing the support you and your employees need.



# Introduction

You want to take care of your people, wherever they are working.

Multinational organizations like yours face the challenge of providing consistent benefits for a globally diverse workforce. We offer a solution that provides group life and disability cover for internationally mobile employees of large multinational companies with a global footprint, tailored to your employee care strategy.

We take pride in our consistent policy terms and central management, helping to reduce costs and simplify administration when you need it most.

Wherever in the world they are working, senior and highly skilled employees expect to enjoy a consistent package of benefits. High quality employee care offerings attract and retain high quality employees and we know establishing and maintaining coverage is not easy.

We want to provide cover for you so you have one less thing to worry about - you know you can count on us, even though we hope you never have to. We are proud of our high percentage of benefits paid.

97.5% of all claims over the last 3 years (2019 – 2021)



## Helping multinational companies with internationally mobile employees

For any business, one of the keys to attracting and retaining the best people is to provide high quality employee benefits.

Here at Zurich, we can help you do this by providing group life and disability cover that can be tailored to help you provide solutions for your employee benefit liabilities.

We do this through our Zurich International Group Risk Solutions (ZIGRS) policy which provides:

- Continuous cover as employees move from country to country (coverage may be limited to certain countries due to regulatory reasons)
- One set of consistent policy terms
- Benefits can be aligned at a group level
- Cost efficiency
- Reduced administration
- A dedicated Account Manager

# Group Life and Disability Cover

For life cover, we provide a lump sum in the event of the death of one of your employees by any cause or illness (certain exclusions apply). We take pride in our consistent policy terms and central management, helping to reduce costs and simplify administration when you need it most.

Our disability cover provides a lump sum or income (also known as income protection) in the event of not only total disability, but also partial and temporary disability.

## Group Life

Our Group Life insurance enables you as the employer to provide a lump sum benefit in the event of an employee's death. Group Life coverage can be enhanced with a range of accidental death and disability covers, which are taken out in addition to the main group life cover.

## Spouse income and child income

We help you to extend your duty of care and look after not just your employees but also their families. We will provide regular payments to your employee's spouse and/or children, usually payable until the age specified in the policy and up to age 21 for children (or 25 if in full-time education).

## Permanent total disability

This cover provides a lump sum payment if your employee is totally disabled on a permanent basis as a result of an accident or illness.

## Temporary total disability

This cover provides a payment to the employer for up to two years to meet the salary costs of your employee if they become totally disabled due to an accident or illness.

## Accidental dismemberment cover

Often written as a combination with accidental death, this cover provides a lump sum if any of your employees suffer a dismemberment due to an accident.

You, as the employer can decide if you want cover for the entire workforce or for a defined category of employees. We consider Group Life Cover to be an essential employee benefit, showing that you care for the welfare of your workforce whilst providing valuable financial peace of mind in the event of an employee death.

## Accidental death cover

We know that a safe working environment is of primary importance to an employer, however unforeseen events can and do happen, both in and outside of the workplace. This benefit provides an additional lump sum (over the group life cover) if one of your employees dies as a result of an accident.

## Income Protection

As a caring employer, you want to be assured that a serious illness or injury that prevents an employee from working won't leave them struggling financially.

With income protection, you, as the employer, are able to pay employees a percentage of continued income if illness or injury prevents them from working for a prolonged period of time.





# Employer Benefits

## Waiver of premium

In the event of long-term disability with an extended period of work absence, this benefit removes your company's obligation to make further premium payments for that employee.

## Waiver of pension contribution

In the event of long-term disability with an extended period of work absence, this benefit provides a payment to the employer to cover the pension contributions that would ordinarily be made by them to a pension arrangement. The payment of the benefit continues until the employee either returns to work, reaches normal retirement age or in the unfortunate event of death (whichever comes earlier).



## The Zurich International Group Risk Solution

We endeavour to make our policies as simple and flexible as possible so if the worst happens you'll have one less thing to worry about. Our policies are written as annual renewable contracts which can be cancelled at the yearly anniversary point. Premiums can be paid yearly, half-yearly, or quarterly, and in a choice of 14 different currencies.

Policies can be split into separate employee groups to offer flexible grouping of different sets of employees with different benefits, for example:

**Group one:** managers with group life five times salary and income protection 60% of salary.

**Group two:** staff with group life two times salary and income protection 50% of salary.



### Contract certainty

With our team of expert underwriters, dedicated customer service teams and experience across many industries, we can confidently provide policies that offer contract certainty. We pride ourselves on having a solid understanding of customer's needs and the marketplace, both of which we have gained through extensive experience, research and working closely with industry professionals and brokers.



### Rate guarantee

We guarantee the benefit rate for two years as standard and it may be extended to three years.



### Takeover facility

As most organizations already have group protection cover in place, we can offer a facility for 'taking over' existing arrangements from a company's current insurer. Simple takeovers, including medical underwriting decisions, mean that the benefits, sums insured, and eligibility criteria are the same as those covered by the existing insurer, up to USD 5.0 million for lump sum benefits per person and up to USD 300,000 per person for recurring benefits.

Takeovers can be managed in a number of ways and we can tailor the process to however suits you best. We will accept the existing underwriting decisions and medical information for members of the policy (on no worse terms).

*A takeover is only possible subject to our review.*



### Automatic acceptance limit

The automatic acceptance limit (AAL) is the maximum sum that can be insured per employee without requiring medical underwriting. The AAL is tailored for each policy.



### Simplified administration

We offer simplified administration to help your organisation reduce the amount of time that's spent administering your policy. During the year, you won't need to notify us of any changes to the policy membership unless there is a significant change or request for coverage above the AAL. At the end of the year, we receive a new group member census from the organization and an adjustment is calculated based on the assumption that all changes happen at the half year point. The adjustment premium is added to the premium for the next year's coverage. We typically offer simplified administration policies to organizations with over 20 members.

# At Zurich it's simple, we care

At Zurich, we recognize that the claims experience is a moment of truth for our customers. It provides us with the opportunity to deliver on our promise at what is often a difficult time.

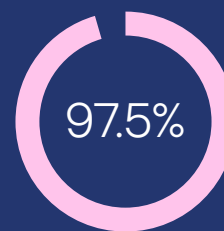
Our claims strategy 'Simply Care' places our customers at the heart of the claims handling process by treating them with empathy and using our knowledge and expertise to deliver our promise in a way that they expect as customers of Zurich. 'Simply Care' focuses on being responsive, proactive and communicating clearly with our customers, in a way that gives them confidence that we are able to meet their needs wherever in the world they may deal with us when delivering on our promise.

Our claims philosophy means we act quickly and do what we can to pay the claim.

### Efficient claims process

We take pride in our efficient and reliable claims process, providing peace of mind and ease when it's needed most.

We have a solid track record of keeping our promises and we will be there for you when the times get tough. Together, we can ensure that you and your employees are in safe hands through the good and the bad.



We agreed to pay **97.5%** of all claims over the last 3 years



# About Zurich

Zurich Integrated Benefits is a registered business name of Zurich Eurolife S.A. Zurich Eurolife is a subsidiary of the Zurich Insurance Group, one of the world's largest insurers with over 140 years of experience.

We help employers to reward, motivate and protect their internationally mobile employees wherever they are in the world, helping them save for the future and protect their families, offering valuable peace of mind.

A recognized market leader with nearly 40 years' experience in the international group risk solutions market, we understand this niche market and have the experience, expertise and proven capability to implement and administer international policies.

We protect the financial security of internationally mobile employees in multinational companies

The strength and stability of Zurich Insurance Group continues to be reflected by an AA/stable financial strength rating from the independent rating agency Standard & Poor's.

Latest ratings can be found at [www.zurich.com](http://www.zurich.com)

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