



XPECT SOLUTIONS

EXPERTISE | VALUE | UNDERSTANDING

www.xpectsolutions.co.za

XPECT SOLUTIONS



XPECT Solutions is a highly experienced employee insured benefits provider that goes above and beyond the status quo. Our comprehensive life, disability, and illness cover, together with our extraordinary additional benefits and hands-on support, provides brokers and companies across Southern Africa with a refuge for their employee insurance needs.

XPECT DISTINCTION

Our competitive product selection operates closer to brokers and organisations by including brokers in our business model, and through enhanced business processes that better assess how employee benefits are underwritten.

Where competitors' rates are often based purely on mortality tables statistics, we incorporate more detailed information sources into the rating assessment. This ensures that you always get the most accurate and cost-effective solution for an organisation's needs.

XPECT TOP SERVICE

We don't just provide exceptional products – we do it with pride and passion too. Join us and you'll be pleasantly surprised by our:



Can-do attitude



Customer service



Innovation & flexibility

XPECT CORE BENEFITS

Group Life

Total and Permanent Disability

Critical Illness

Income Disability

Funeral

Spouse's Cover

XPECT KEY ADDITIONAL BENEFITS

We've compiled a selection of insurance packages to help with this. Here's an overview:

	Advanced Payment	Acts of crime	Motor Vehicle accident
GROUP LIFE EMPLOYEE & SPOUSE COVER (as elected by client)	In the unfortunate event that an employee or their spouse passes away, XPECT will give their beneficiaries an advance payment of up to R20 000 within 2 days of the claim being submitted.	If the worst happens and an employee or their spouse is killed during an act of crime, their beneficiaries will receive up to 10% more on their claim, capped at R50 000.	Should an employee or their spouse pass away in a Motor Vehicle accident while wearing a seat belt, their beneficiaries will receive up to 10% more on their claim, capped at R50 000.
TOTAL & PERMANENT DISABILITY COVER (as elected by client)		In the event that an act of crime leads to an employee becoming permanently disabled, they'll receive up to 10% more on their claim, capped at R50 000.	If an employee is permanently disabled as a result of a Motor Vehicle accident while wearing a seat belt, they'll receive up to 10% more on their claim, capped at R50 000.
INCOME DISABILITY COVER (as elected by client)			If an employee who is disabled in a Motor Vehicle accident while wearing a seatbelt has a successful disability claim, they'll receive 15% more on their claim (capped at 100% of their income) for up to six months from the date of the accident.

XPECT ADDITIONAL BENEFITS

We don't believe in the norm – for us, it's about exceeding expectations every step of the way. For this reason, we provide an array of additional benefits, including:



XPECT's Education Benefit

Group Life cover is critical when it comes to protecting an employee's loved ones in the unfortunate event that they pass away. But, while life insurance claims pay out reliably for general expenses, they don't always safeguard education for an employee's children.

XPECT has created a benefit that does.

SUMMARY

With XPECT's Education Benefit (a rider benefit that can be added to our XPECT Group Life Cover), employees are assured that even in the event of their passing, their children's education will always be a top priority. This is because we cover:

- The costs of education from preschool to undergraduate level, even if they are home-schooled or go to an overseas university
- A textbook allowance
- Tertiary residence fees

This is also an easy claim to process – all the child's guardian needs to do is submit a claim at the beginning of every year of the child's education, and we'll pay the educational institution directly. It's as simple as that.

LIMITATIONS

An overall maximum benefit is applied for every child and stated in the employer's schedule.

These are the maximums:

BENEFIT MAXIMUMS FOR EDUCATION FEES (book and residence allowances included only for Tertiary)		
Education Institution	Maximum Amount	Maximum Period
Pre-school	R47 000 per year	1 year
Primary school	R87 000 per year	7 years
High school	R98 000 per year	5 years
Tertiary education	Local: R61 000 per year	Duration of an undergraduate degree or recognised trade diploma or certificate
	International: \$45 000 per year	

RESTRICTIONS

If educational costs are partially or fully subsidised for any reason, we'll only pay the difference between this subsidy and the actual educational expense. Please be aware that our Education Benefit also doesn't cover costs for:

- Registration fees
- Residence fees at non-tertiary educational institutions
- Utensils, stationery, or equipment needed for studies
- Extra-mural equipment
- Excursions
- Aftercare or au pair services



Medical Aid Premium Waiver

Disability can be a financial strain, especially if an employee faces added medical costs as a result. This is also why employees can't afford to default on their medical aid payments if a disability makes them unable to work...but, in difficult financial situations, they often do.

XPECT's Medical Aid Premium Waiver Benefit (a rider benefit to our Income Disability cover) helps to support employees and their families in cases like these.

After the employee has claimed for income disability cover, we'll pay their medical aid fees for up to a year or two after the claim event and relevant waiting periods - depending on the selected specifics and applicable maximums.

LIMITATIONS

In the regrettable event that an employee becomes disabled, our Medical Aid Premium Waiver Benefit will pay the monthly medical aid premiums of the employee and his or her spouse and children (if they're dependents on the employee's medical aid).

The following monthly limits are capped at an overall maximum of R 9600 per month:

Benefit Table		
Medical Aid Status	Maximum Amount	Maximum Period
Principal member	R3 000 per month	The employee can choose between 12 and 24 months, including the waiting period.
Spouse	R2 600 per month	
Child	R1 350 per month	

There are other important limits, including:

- If the employee chooses to upgrade their medical aid once we're already paying them out for this benefit, our monthly payouts won't increase with the upgrade.
- We'll only pay the medical aid contributions once the employee's selected waiting period ends and we've paid out the relevant Income Disability claim.
- If the employee's claim results in only a partial disability payout, the Medical Aid Premium Waiver Benefit will be reduced accordingly.
- This benefit doesn't cover the medical aid premiums of adult dependents.

BENEFIT CLAIMS

Please be aware that, to process a claim on this benefit, we must be notified within 6 months after the relevant waiting period has ended.

XPECT PARTNERSHIP

XPECT products are underwritten by GUARDRISK, a wholly owned subsidiary of MMI Holdings, ranked as the largest provider of cell captive insurance in SA. Additionally, all our reinsurance is provided by Hannover Re, the world's third largest reinsurer.



Hannover Re

WHAT TO XPECT NEXT

Please drop us an email or a phone call if you'd like to request an indicative quote. The XPECT team is standing by to offer you our unique Expertise, Value & Understanding.

Insured by Guardrisk Life Limited | Administered by Health & Accident Underwriting Managers (Pty) Ltd 1994/002308/07, an Authorised Financial Services Provider; FSP 376

Phone 011 234 7333
Address: 22 Stiglingh Road, Rivonia, Johannesburg, 2191
PO Box 324, Rivonia, 2128



XPECT XTEND



Life is full of surprises. Some good, some bad. At XPECT, we believe that you can never be too prepared for the unfortunate ones. This is why we've compiled a Group Personal Accident (GPA) extension policy through GENRIC Insurance Ltd, to offer employees additional cover for the unforeseen death, disability, or income-related costs that could surface after an accident.

The Xtend benefits that are automatically included extend to assistance services like:

- Accidental HIV-exposure support: Covers the expenses relating to accidental exposure to HIV from needles, rape, assault, or Motor Vehicle accidents

DISABILITY

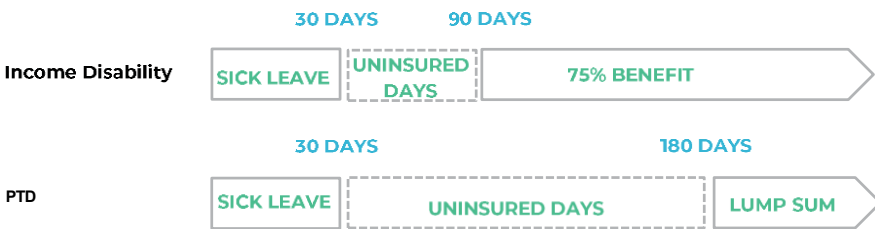
The Xtend policy also covers employees for the 'uninsured' waiting period between the time their sick leave runs out and the time their claims start paying out.

For example: An employer will generally purchase a Permanent Total Disability Benefit (which normally carries a 6-month waiting period) or an Income Disability Benefit (which normally carries a 90-day waiting period). With employees only entitled to 30 days of sick leave every three years, the wait can be financially devastating.

SCENARIO



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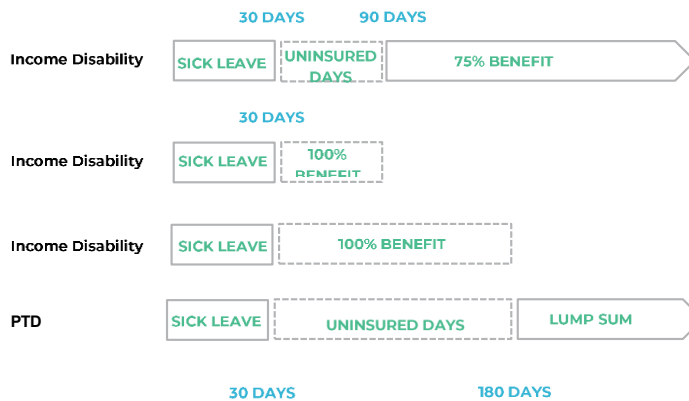


XPECT Xtend supports employers and employees during this time, with supportive solutions that look more like this:

SCENARIO



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This assures both employees and employers that there won't be debilitating financial strain while they're waiting for claims to be processed.



EXTENSIONS

XPECT Xtend extension benefits automatically included in all policies:

- Claims preparation costs
- Seat belt /Crime extension
- Emergency transport and rescue
- Final expenses
- Hospital Cash
- Life support equipment
- Mobility / wheelchair
- Non-scheduled flight
- Permanent disfigurement
- Recruitment expense and/or relocation costs
- Repatriation / body transport
- Driver extension
- Trauma counselling extension

PREMIUMS

Employers and employees can access XPECT's Xtend GPA cover as a fixed cost or as a customised percentage of employee salaries. Xpect's rates are calculated according to occupation and number of employees (not age), and a 20% broker commission is included. This is what you can expect to pay per employee:

Due to an accident	Quote 1	Quote 2	Quote 3
Insured persons	Professionals whose jobs consist of 80% administrative and 20% manual work		
Death	R100 000	R100 000	R100 000
PTD	R100 000	R100 000	R100 000
Income Disability (7 day wait)	Not included	R1000 per week up to 104 weeks excluding the first 7 consecutive days excess	R1000 per week up to 104 weeks excluding the first 7 consecutive days excess
Medical expenses	Not included	Not included	100% of actual costs, up to R20 000 (excluding the first R300 of every claim)
Monthly premium	R5.81 per person per month	R6.91 per person per month	R7.93 per person per month

The core benefit of this Policy is Accidental Death and Accidental Permanent Total Disability cover. To qualify for the XPECT Xtend Policy, an organisation must insure a group of at least five employees at an annual premium of at least R7 475 (incl. VAT).

LIMITATIONS

- Employees who are 79 years old or older are not covered by our Xtend policy.
- Any one known claim event accumulation limit - R50 million.
- Any one life claim event accumulation limit - R10 million.

THE POLICYHOLDER

All Xtend policies are written in the name of the employer, company, or legal body that the employees or members belong to. As the policyholder, this organisation is responsible for paying the premiums and, consequently, all claims will be paid directly to the organisation, not to the employees or members. It is therefore the employer's responsibility to ensure that the employees receive these benefits in the event of a claim.

WHO'S COVERED

The cover provided by the Xtend policy is compulsory for all employees in any group category declared to be insured by the employer, so it isn't necessary to name every individual who needs to be insured.

As our premiums are calculated annually, the number of employees covered will be assessed every year on renewal.

If these figures vary during the year and an employer ends up paying too much or too little, a credit or additional payment will be added to the following year's premiums.