



Intelligent
insurance for life

Life insurance for your employees

A guide on how to structure your employees' benefits. Discovery Life provides comprehensive cover for a range of life-changing events that can be tailored to suit your company's needs.



Ensuring a healthy, financially secure future for your employees and their families

Discovery Life Group Risk

As a company, human capital is your biggest investment and resource, determining your performance and success.

It's important that you look after your employees' personal interests, helping them protect their financial future and the future of those who are financially dependent on them. Employee benefits present a highly effective way of developing a strong relationship with your employees, allowing you to manage the risks involved in employee death, disability or severe illness.

Discovery Life understands the risks and costs associated with offering a comprehensive employee benefits package and that as a company you have to:

- Attract, recruit and retain the best employees
- Demonstrate a duty of care to your employees and their families
- Encourage your employees to become healthier and enhance their productivity
- Provide financial support in the event of death, disability or severe illness
- Comply with relevant labour legislation.

We offer a structured employee benefits solution designed to protect your company against any uncertainties as a result of an employee's death, disability or severe illness. We will provide you with a sustainable solution that grants your employees complete peace of mind.

Discovery Life offers you and your employees flexible personal financial protection, at a cost-effective premium, to suit your company's needs:

- A lump-sum payment to provide for the future needs of employees' dependants, plus education payments to ensure that their children continue their education
 - Financial assistance to lessen the impact of death, disability or severe illness
 - Rehabilitation and support to get your employees back to work as soon as possible.
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Discovery Life

Founded in 1992, Discovery is a leading multi-national financial services institution with the core purpose of making people healthier and enhancing and protecting their lives.

With the head office in South Africa, Discovery has a network of operations in the United Kingdom, China and the United States of America.

Our approach to financial products is highly differentiated and forward-focused and our entire product offering is integrated with our wellness programme, Vitality. It is through this Integration that Discovery can provide unique and innovative products with superior benefits – all the while delivering remarkable, award-winning service.

Discovery Life

Discovery provides employee benefits and risk management services through Discovery Life.

Launched in 2000, Discovery Life has significant knowledge in financial services and risk management. This allows us to offer our corporate clients world-class products with unique features and benefits that go beyond traditional employee benefits.

Discovery Life was the first South African insurer to separate risk from investment and pioneer products that address individual lifestyle needs. We have since set a revolutionary market precedent that has saved South African consumers billions –making us the fastest growing risk insurer.

Committed to transformation

Discovery is committed to transformation in our business and in South Africa. An important part of our success is our role in the South African economy and what we do to stimulate and sustain growth.

We have seen a consistent improvement in our BEE transformation process over the last few years. Discovery is a level three contributor according to the Department of Trade and Industry Codes of Good Practice.

Why Discovery Life is the ideal partner for you

Our innovative approach, coupled with our customer-orientated strategy, assures you superior performance. We know that flexibility and competitive pricing are important when it comes to employee benefits and we have carefully tailored our products to address these needs.

What we offer your company

Flexibility

Customised for your convenience

As an employer, you can decide who should be covered, the basis of the benefit and which extras you want to include.

Comprehensive value

We offer real value for money

We offer relevant and competitive pricing for comprehensive benefits that add value to your company.

Customisation

We can accommodate any scheme, no matter the size

We tailor our products to your company's needs. This ensures that you get value for money. Each company is unique and we offer comprehensive quotations so you can compare the cost and suitability of all the different options.

Service

We provide fast, efficient and seamless service

We set tight deadlines for turning around quotations, new scheme documentation, monthly billing and general correspondence. We have a high success rate in achieving these deadlines.

Expertise

We have a wealth of experience and knowledge

Our business model allows us to make the most of our innovation, employee capacity and company capabilities, while providing you with accessible teams with significant experience and combined knowledge.

What we offer your employees

Innovation

Innovation is at the heart of our business

We continuously develop new ideas that evolve from our experiences with clients and the challenges employees face in the workplace.

Brand

Discovery is one of the best known brands in the industry

Your employees will definitely be familiar with Discovery. Although we are best known for being South Africa's leading provider of medical insurance, we are also leaders in writing life assurance.

Claims and support

We pay claims quickly and fairly

Our aim is to save your employees from unnecessary delays by providing a streamlined claims experience that proactively identifies possible claims, uses the latest technology in assessing these claims and ensures that claims are settled quickly and fairly. Employees also have access to counselling and rehabilitation, accelerating their recovery and enabling them to return to work where possible.

Communication

We place a strong emphasis on communication

Discovery Life Group Risk continuously and consistently aims to educate and empower your employees on their employee benefits. We do this through various communication channels and platforms.

Vitality

We encourage employees to improve their health

Discovery's market-leading wellness programme, Vitality, encourages employees to improve or maintain their health, while enjoying enhanced cover. The healthier they become, the more Vitality will reward them and the more productive they will be in the workplace.

Structuring the Life Plan

The Discovery Life Plan

The Group Risk Life Plan offers the most relevant, flexible and personal level of protection and benefits. It will provide your company with cover for the entire spectrum of health and financial risks. The Group Risk Life Plan will protect your employees and their families by providing a lump-sum payment for life-changing events. This includes death, disability and severe illness.

The Group Risk Life Plan includes various combinations of core and secondary benefits, as selected by you, the employer. This allows you to give your employees benefits that meet their risk needs, which are funded by you as a company. Additional protection is available through the optional Plus and Flex cover options and selected benefits are underpinned by Vitality. Discovery Life has established maximum benefit levels for Core, Plus and Flex benefits.

The Life Fund

The Life Fund is the financial foundation of the Group Risk Life Plan. This is used to fund benefit payments for the benefits your company offers employees.

Protect your employees' financial security

The Minimum Protected Fund option allows your company to specify a minimum level for the Life Fund. If you choose this option, the balance of your employees' Life Fund will never drop below the specified minimum protected balance, regardless of how many benefit payments have been made or the monetary value of these payments. The Minimum Protected Fund is expressed as a percentage of the Life Fund.

The Life Fund keeps growing after benefit payments

The Life Fund is reduced by the amount of the benefit payment. However, the Life Fund continues to grow after a benefit payment by the annual salary increase percentage of the employee.

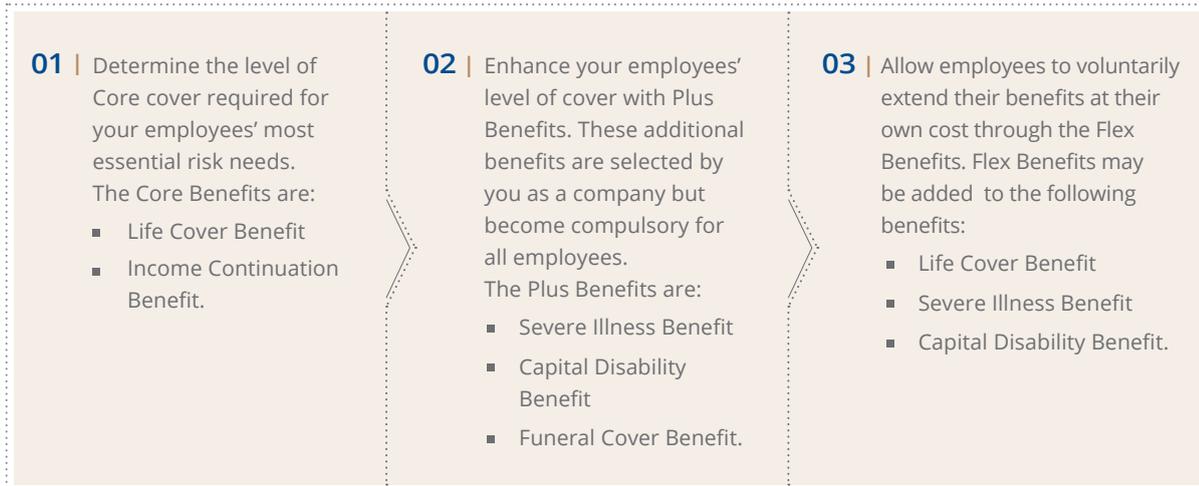
Getting the right amount of cover

Together with your financial adviser, you must decide how much life cover you will need for each level of employee (multiple of the employee's annual salary).

This amount will become their Life Fund, the financial foundation of their Life Plan.

How to create a Life Plan

To create a Group Risk Life Plan that meets your needs, follow this three-step process in discussion with your company's financial adviser.

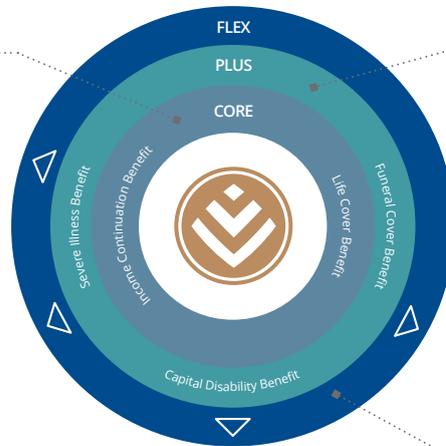


Core Benefits

Core Benefits allow the employer to cover the most essential employee risk needs. Employers select the Life Cover Benefit, the Income Continuation Benefit, or both for employees.

Employees can purchase any of the following benefits:

- Life Cover Benefit
- Global Education Protector
- Income Continuation Benefit.



Plus Benefits

Plus Benefits allow an employer to offer additional benefits to their employees.

Employers can purchase any of the following benefits to cover additional employee risk needs

- Severe Illness Benefit
- Capital Disability Benefit
- Funeral Cover Benefit.

Flex Benefits

Through Flex Benefits, employees can extend their risk protection and add more cover at their own cost.

Employees can purchase any of the following benefits:

- Life Cover Benefit
- Severe Illness Benefit
- Capital Disability Benefit.

Vitality

The Group Risk Life Plan is underpinned by Vitality. Vitality is designed to encourage employees to manage and improve their health.

- Participation in Vitality reduces an employee's health claims by up to 18%
- Employees on Vitality take 15% fewer sick days a year
- Healthy employees are up to 6.5% more productive.

Life Cover Benefit

The Life Cover Benefit pays a lump sum in the event of an employee's death, giving their family the financial support they need. On the death of the employee, the value of the Life Fund at the date of death is paid.

The Life Cover Benefit is available to all employees under the Core and Flex benefit plans, and this benefit can be extended to provide cover for an employee's spouse as well.

What the Life Cover Benefit consists of

- **The Global Education Protector** benefit is automatically included if the Core Life Cover Benefit is equal to a multiple of at least twice the employee's annual salary. This benefit is payable on the death of the employee in addition to the Core Life Cover Benefit.
 - **The Mortgage Protector** is available to those employees who have the Life Cover Benefit, the Income Continuation Benefit and are on Vitality.
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When the cover will expire

The Life Cover Benefit ends at retirement age, age 65 or when the employee is no longer an eligible employee. This means that benefit payments to employees are made while they are still in service (before 65 years of age). Premiums are not charged for the Life Cover Benefit after the employee reaches the termination age.



The Global Education Protector

Education is a major priority for all parents. They all want to see their children complete their education, knowing that they have given them the tools to progress further in life. Unfortunately, not all parents will witness the day their child graduates from a tertiary institution. The early death of a parent can deprive a child of the opportunity to fulfil their educational ambitions.

With the unique Global Education Protector, your employees can be assured that their children's educational costs will be covered in the unfortunate event of their early death.

Cover for their children's education

Our Global Education Protector benefit ensures that if an employee dies, their children's education will not be affected. The necessary financial assistance for their children's education will be provided for through annual benefit payments made directly to the relevant educational institution.

Why your company needs the Global Education Protector Benefit

The Global Education Protector recognises the importance of arranging adequate education cover for children if their parents die.

The Global Education Protector helps your employees to adequately meet the actual costs of their children's education. We will ensure that payments your employees would have been making towards their children's education before their death, are continued.

These benefit payments are made directly to the education facility where the child is being educated, to cover their annual tuition fees. At tertiary level, payments include tuition, residence and study material costs across all South African universities and universities of technology (technikons).

The cover extends internationally, with the opportunity to study at top international institutions within Discovery's global network.

The value your employees get from the global education protector

Not only does the Global Education Protector cover the costs of all local institutions from pre-school to secondary school, as well as upgrades to private school, it will also pay for tertiary studies, both locally and globally.

What the Global Education Protector offers

The benefit payment covers the actual education fees (all levels) as well as an allowance of 30% of the actual educational fees for tertiary residence fees and 10% of the actual education fees for the cost of the required books at the tertiary institutions. All natural or legally adopted children of the employees are covered and children born after the policy starts can be added to the policy.

All South African universities are included in this benefit, as well as universities of technology (technikons) and recognised institutions providing trade-based certification. Discovery Life Group Risk also provides cover within Discovery's global network of distinguished international institutions.

Private School Upgrade Benefit

The Private School Upgrade Benefit allows a child currently in a public school to upgrade to a private school. To qualify for this benefit, the employee must be a Vitality member with at least Bronze status at the time of death.

What will be covered?

The Global Education Protector benefit payments* cover the following years of study:

 Pre-school	 Primary school	 High school	 Tertiary education
Grade 0/R Maximum one year	Grade 1-7 Maximum seven years	Grade 8 -12 Maximum five years	A three-year undergraduate degree or recognised trade diploma or certificate or a five-year BDS degree or a six-year MBSc, MBChB degree

*Benefit payments are subject to Discovery Life's maximums.

When will the benefit expire?

The education costs are covered until the earlier of the beginning of the education year in which the child turns 25 or completion of a three-year undergraduate qualification, a five-year BDS degree or a six-year MBSc, MBChB degree, whichever occurs first.

Income Continuation Benefit

The Income Continuation Benefit provides an income for employees who are unable to work due to a disability. This benefit is particularly important to employees who would be unable to cover their monthly expenses while not working due to disability, especially if they have others who depend on them for financial support.

Protect your employees' income

The Income Continuation Benefit pays a regular income if an employee experiences a loss of income as a result of a disability or severe illness making them incapable of performing their job. Disability refers to injury, illness or disease that results in a reduction in an employee's functionality.

Why your company needs the Income Continuation Benefit

By choosing the Income Continuation Benefit, you ensure your employees' income is protected in the event of a disability or severe illness.

With this benefit, Discovery Life pays up to 100% of the affected employee's salary when an illness or injury impairs their job performance and they are no longer able to work. This allows your company to financially replace the resources, temporarily or permanently, depending on the degree of disability or severe illness.

This benefit will be paid until the employee has recovered and returned to work, or they have recovered sufficiently from a temporary disability, or until they reach a company-selected benefit expiry age of up to age 65.

The value your employees get from the Income Continuation Benefit

This benefit protects your employees from having a shortfall in cash flow. The benefit starts after the employee has been continuously disabled due to injury or illness, for a certain period of time, after consulting a registered medical practitioner. The benefit is paid monthly and is not taxable under current legislation.

Why the Income Continuation Benefit is unique

There are two benefit options that determine the benefit features applicable to the Income Continuation Benefit selected:

- Core option
- Comprehensive option

The benefit features applicable to each option are:

Features	Core option	Comprehensive option
Upgrade on permanent disability	⊗	⊙
LifeTime Capital Disability Lump-sum Benefit	⊙ (Up to 18 times an employee's basic monthly insured amount- if selected)	⊙ (Up to 36 times an employee's basic monthly insured amount)
Performance Bonus Protector	⊙ (Up to 50% of an employee's annual risk salary)	⊙ (Up to 75% of an employee's annual risk salary)
Family Protector	⊗	⊙
Contribution Protector	⊙ (Up to 12 months)	⊙ (Up to 24 months)
HealthyLiving Protector	⊗	⊙
Transport Protector	⊗	⊙
Mortgage Protector	⊙	⊙
SmartClaims	⊙	⊙

Immediate upgrade to 100% of income on permanent disability (Comprehensive option only)

If an employee becomes permanently disabled, Discovery Life will provide an additional payment of 33.3% of the employee's monthly basic Income Continuation Benefit insured amount (if they suffer a Category A disability). An employee's payment is limited to 100% of their net after-tax income. Discovery Life pays up to 100% of their income, unlike traditional insurers that only pay between 66% and 75% of their income on permanent disability. In a case of permanent disability, Discovery Life also waives the waiting period.

The LifeTime Capital Disability Lump-sum Benefit

On a Category A disability, employees are eligible to receive a lump-sum payment of up to 36 times their monthly basic Income Continuation Benefit insured amount, based on how the disability will impact them over their lifetime.

The Family Protector

This benefit will pay 50% of an employee's monthly basic Income Continuation Benefit insured amount for up to three months, if their spouse or children suffer a severe illness (Severity A or B).

The Contribution Protector

While an employee receives a disability income, they will get an additional payout on temporary disability, equal to their Discovery Life, Discovery Health, Discovery Retirement Optimiser, Discovery Retirement annuities, Vitality and Discovery Insure contributions, for up to 24 months.

Contributions to other medical schemes will also be paid (up to maximums set by Discovery Life), ensuring that employees have access to medical care during disability.

The HealthyLiving Protector

Eases the financial burden if an employee becomes permanently disabled (Category A), by allowing them to double their average HealthyFood, HealthyGear and HealthyCare cash backs, together with the saving they receive from Vitality.

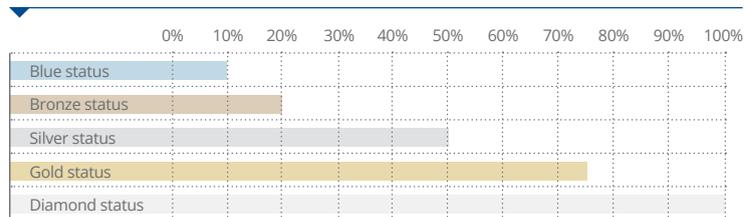
The Transport Protector

Gives employees access to Uber services, up to a maximum of R5 000 per claim (for a maximum of R10 000 for two non-related disability claims per year), if an employee is booked off work for a period exceeding the chosen waiting period.

The Performance Bonus Protector

This benefit pays up to 100% of an employee's past bonuses (calculated as an average over three years and up to a maximum of 75% of their annual risk salary) if they become permanently disabled. If the employee meets Discovery's Life Category A criteria for disability, a proportion of an employee's past bonuses will be added to the monthly disability income.

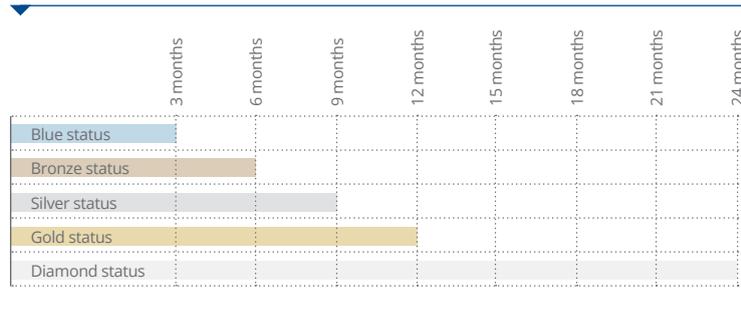
This proportion is based on the employee's Vitality status at the time of the claim, as follows:



This amount is added to the employee's monthly income and will increase annually at the selected escalation rate. The benefit will be paid for a maximum of two years.

The Mortgage Protector

This benefit will pay an employee's bond repayments for up to 24 months if the employee dies or becomes disabled. The number of instalments paid will depend on the employee's Vitality status at the date of the claim:



This benefit applies to all home loans issued by registered South African providers. The monthly home loan instalment will be equal to the average of the employee's last 12 home loan repayments, limited to 30% of the employee's salary.

Making sure the payout your employees receive is sufficient

Claims Escalation Benefit

Choosing the Claims Escalation Benefit provides protection against the impact of inflation, while an employee is in claim.

The monthly income benefit paid out can either remain level or increase annually, by the core consumer price index, limited to a percentage maximum chosen by the policyholder. The options available for the maximum are 0%, 3%, 5%, 7%, 7.5% or 10%.

Enjoy fast, fair claims

If employees are members of Discovery Health Medical Scheme, through HealthID and our Claims Concierge service, your employees will experience a seamless and tailored claims experience, allowing doctors to submit sick notes to Discovery Life electronically on their behalf.

Increase cover without underwriting

Your employees can increase their cover as their salaries increase. This is valuable if their income is expected to grow by more than inflation.





Capital Disability Benefit

The shock and trauma of your employees becoming disabled can be eased by the sense that their financial needs will be taken care of during this difficult time. With proper financial protection, the financial risk of a disability can be managed with a lump sum payout from the Capital Disability Benefit.

Cover for disability

Disability is defined as injury, illness or disease that reduces a person's functionality. The Capital Disability Benefit pays a lump sum in the event of an employee being medically impaired to a degree that they are unlikely to be able to earn an income. This medical impairment must be of a permanent nature.

Why your company needs the Capital Disability Benefit

Discovery Life will pay a lump-sum amount to an employee if they become disabled due to injury, illness or disease, to a degree that they are unable to earn an income. This will help them cover immediate costs associated with a disability while they adjust to their new living conditions. This benefit eases the financial burden, giving them the time they need to recover and adapt to their new circumstances.

The value your employees get from the Capital Disability Benefit

Employees could face extreme medical costs as a result of a disability. The Capital Disability Benefit offers a market-leading product with a number of unique features. Whole-body coverage provides cover for all disabilities that could threaten an employee's ability to earn an income. Our assessment model facility allows us to assess a claim by looking at objective medical criteria, Activities of Daily Living, loss of income and the ability to perform their occupation.

Why the Capital Disability Benefit is unique

Lump-sum payout

The Capital Disability Benefit offers a lump-sum payout, determined by the severity of the disability. Employees can use this benefit payout to cover the immediate costs associated with disability or they can choose to invest the funds to provide for or supplement their monthly income.

Ensuring that your employees have enough cover

One of the most attractive elements of the Capital Disability Benefit is that employees have 100% cover until they turn 65 or retire, whichever comes first. This is important because other products may reduce disability cover as employees approach retirement age.

No waiting period for permanent disability

We do not apply explicit waiting periods – we pay an employee's claim as soon as it meets the qualifying criteria (except when the product is combined without our Limited-term Income Continuation Benefit, in which case a waiting period equal to the term of the Limited-term Income Continuation Benefit applies).

Multiple claims

Discovery Life allows successive disability claims on the same benefit as long as there are enough funds in the employee's Life Fund.

Objective medical criteria

Discovery Life has developed an evaluation system that is objective and fair. We focus on the effect of the medical impairment on an employee's lifestyle and the employee's ability to generate and maintain an income, rather than on whether or not the impairment affects a specific occupation.

What medical impairments qualify for a benefit payment

The Capital Disability Benefit provides cover for any of the following:

- Musculoskeletal system
- Cancer
- Endocrine system
- Renal system
- Cardiovascular system
- Respiratory system
- Mental and behavioural disorders
- Nervous system
- Digestive system

How benefit payments are assessed

Benefit payments are assessed according to two categories, depending on the degree of medical impairment:

100%

A 100% benefit payout is made where the disability is severe enough to meet an objective Category A definition.

50%

A 50% benefit payout is made where the disability is severe enough to meet an objective Category B definition.

Activities of Daily Living

Activities of Daily Living is an internationally used scoring system that looks at the functional ability of a person. It considers the physical, social and interactive abilities of a person. If an employee's disability does not meet the objective criteria for the category of disability, we will assess the disability in terms of the Activities of Daily Living scale.

Severe Illness Benefit

A severe illness not only impacts the health of your employees, but also their financial wellbeing.

Most employees who experience a severe illness find themselves financially unprepared for the adjustments associated with the illness. These costs can be managed with the Severe Illness Benefit.

Cover for severe illness

A severe illness is an illness that affects a person's lifestyle in such a way that their ability to function normally is altered.

Why your company needs the Severe Illness Benefit

Discovery Life Group Risk provides insurance to cover your employees against the impact of a severe illness.

The Severe Illness Benefit pays a lump sum if an employee is diagnosed with a covered physiological or anatomical severe illness. The claim payment is proportional to the severity of the illness, with severity levels that have been set to reflect the financial impact the illness will have on their lifestyle.

The lump-sum benefit provides financial assistance to ensure your employees can maintain their lifestyle after a life-changing event. This could mean having their homes modified to accommodate their injury or illness, or reinvesting the money to replace the monthly income they can no longer earn.

The value your employees get from the Severe Illness Benefit

Employees could face countless medical costs when diagnosed with a severe illness. Their financial security is threatened as they may be absent from work during recovery, need additional funds for home care or experience lifestyle changes. It could even lead to early retirement if they are no longer healthy enough to work.

This benefit also offers access to international medical practitioners and treatment with the Global Treatment Benefit. It also provides cover for the employees' children.

Why the Severe Illness Benefit is unique

It covers a wide range of medical conditions

The Severe Illness Benefit covers a wide range of medical conditions – from life-changing events to terminal illness. The benefit provides cover for all the major body systems. This means that if an employee is diagnosed with a severe illness that affects any of the major body systems, they would be entitled to this benefit.

Child Severe Illness Benefit

This benefit extends cover to your employees' children who are younger than 18. The cover is for the same illnesses for which the employee is covered as well as specific illnesses affecting children.

The automatic cover for each child in the family is at no additional cost to the employee and with no impact on the employee's Life Fund. This additional feature has no additional premium and is free of underwriting.

Get access to the best medical practitioners and facilities in the world

The Global Health Protector can help your employees get the best possible treatment at our network of international healthcare facilities in the United States of America.

This benefit is automatically included in the Severe Illness Benefit, which means your employees can choose to receive an additional claim payout if they choose an overseas treatment facility, at no additional cost to them. The illness must be categorised between Severity level A to D in order to qualify. The employee must be a member of a registered medical scheme.

Medical impairments that qualify for a benefit payment

The Severe Illness Benefit covers a wide range of medical conditions, from life-changing events to terminal illness. The Severe Illness Benefit provides cover for all of the following:

- Heart and artery system
- Gastrointestinal system
- Eye diseases
- Cancer
- Urogenital tract and kidney diseases
- Ear, nose and throat system
- Nervous system
- Connective tissue diseases
- Endocrine and metabolic diseases
- Respiratory system
- Advanced AIDS/Accidental HIV
- Musculoskeletal system

How the severity levels affect benefit payments

The Severe Illness Benefit has been designed so that benefit payments are proportional to the severity of the illness. There are seven severity levels used to determine benefit payments and these are based on objective medical definitions.

These levels ensure that benefit payments provide adequate cover for the impact that the severe illness is expected to have on the employee's lifestyle.

Additional benefit payments are made as the severity increases above the initial severity level at the point of diagnosis. Cover may be selected for Severity levels A to D (Comprehensive) or Severity levels A to G (Comprehensive Plus). The severity levels are as follows:

Severity level	Payment from benefit cover	Comprehensive Plan	Comprehensive Plus Plan
Severity level A	Pays 100% of the benefit cover	✓	✓
Severity level B	Pays 75% of the benefit cover	✓	✓
Severity level C	Pays 50% of the benefit cover	✓	✓
Severity level D	Pays 25% of the benefit cover	✓	✓
Severity level E	Pays 15% of the benefit cover	✗	✓
Severity level F	Pays 10% of the benefit cover	✗	✓
Severity level G	Pays 5% of the benefit cover	✗	✓

Cover does not fall away after the first claim

The Severe Illness Benefit does not fall away after the first benefit payment. On covered conditions, employees may qualify for multiple claims, whether the illnesses are the same, related or unrelated. It also does not matter if the severity of subsequent illnesses is the same or lower (except for progressive illnesses like cancer) – all illnesses are treated independently. Employees are covered as long as there are enough funds available in their Life or Impairment Fund to cover the cost of additional benefit payments.



Funeral Cover Benefit

When it comes to losing a family member there is little that can soothe the sense of loss and grief. But, for many South Africans, a death in the family can also bring with it a financial burden. It should come as a relief to your employees that your company has secured a Funeral Cover Benefit on their behalf.

Cover for the costs of a funeral

Discovery Life provides funeral cover to assist employees and their families in the event of a death in the family. The benefit makes a lump-sum payment to cover the costs of a funeral for your employees, their spouses and children.

Why your company needs the Funeral Cover Benefit

Providing your employees with the Funeral Cover Benefit from Discovery Life Group Risk assists with funeral costs, paying a lump-sum payment to cover the cost of a funeral in as little as 48 hours.

You can be assured that your employees will be covered with no waiting period or medical information needed. In the event of a claim, the selected lump-sum payment will be made.

What benefit options are available

Two benefit options are available:

- Employee-only cover
- Employee and family cover (the cover provides the necessary financial assistance for up to three spouses and five children).

Premium rate structures are determined by the risk profile of the group, ensuring the most cost-efficient solution available on the market (employee, spouse and children).

When will the benefit expire?

The Funeral Cover Benefit will end when an employee or their dependants reach the maximum age or pass away, whichever occurs first. There is no continuation option for the Funeral Cover Benefit.

Tailored solution to meet your company's needs

With Discovery Life's customisable range of benefits, the Group Risk Life Plan can be tailored to suit employees' needs. A number of additional benefits, unique to Discovery Life, can be added to provide increased lifestyle cover for employees over and above the traditional cover employees receive.

The Severe Illness Benefit

The Severe Illness Benefit can be implemented as either a complementary benefit to the Group Risk Life Plan or as a standalone product. At inception of the policy, you may choose whether a claim on the Severe Illness Benefit will reduce the Life Fund or not.

Cover may be selected according to the severity impact of the illness at the time of the event:

- Comprehensive option: Level A to D
- Comprehensive Plus option: Level A to G.

The Capital Disability Benefit

The Capital Disability Benefit is linked to the life policy and is not sold as a standalone product. At the start of the policy, you may choose whether a claim on the Capital Disability Benefit reduces the Life Fund or not.

The Income Continuation Benefit

On the Income Continuation Benefit you can select a waiting period that will suit your company's unique needs. A waiting period refers to the period of time, from the policy inception date, in which an employee may not claim. You may choose one of the following waiting periods:

- One month
- Three months
- Six months
- 12 months.

In addition, you can choose between our Core and Comprehensive options.

Vitality

Vitality

Get healthy. Get rewarded. Vitality helps your employees get healthy and get rewarded by sharing knowledge, providing them with tools and personalised wellness programmes and motivation to improve their health.

A market-leading wellness programme

Vitality is a wellness programme that facilitates, encourages and rewards your employees for getting healthier. Not only is a healthy lifestyle more enjoyable, it's been clinically proven that Vitality members live longer and have lower healthcare costs. Improving their health ultimately increases their productivity in the workplace.

Why your company needs Vitality

The Group Risk Life Plan compensates employees and their families for events that influence their quality of life, and also rewards them for responsibly managing and improving their health while they are able-bodied.

This is achieved through Vitality, which is designed to encourage members to look after their health and improve their lifestyle. By improving their health, they also reduce their long-term healthcare costs.

Reasons why Vitality is unique and can make your employees' lives more rewarding

Employees can:

- Get up to 25% cash back with the HealthyLiving benefit. This includes HealthyFood products at Pick n Pay or Woolworths, HealthyCare items at Clicks and Dis-Chem, and HealthyGear items at Sportsmans Warehouse or Totalsports stores.
- Save up to 80% on their monthly gym fees at Virgin Active or Planet Fitness.
- Join Team Vitality and get up to 50% off selected running and cycling events in the Team Vitality race calendar. Employees will also get vouchers for kits and devices, worth over R1 000.
- Get up to 35% off local and international flights from British Airways, Emirates, kulula.com and Qantas and up to 35% off holiday accommodation.
- Watch movies at Ster-Kinekor at discounted prices and children watch movies for free before 19:00 if their parents have completed a Kids Vitality Health Review.
- Join Vitality Baby as an expecting parent and get expert advice, information and a Vitality Baby gift pack filled with useful information, gifts and vouchers.
- As a Vitality member with a Discovery Card, employees can get up to 20% cash back in the Discovery Card store network. If employees pay with their Discovery Card at the HealthyLiving partner stores and activate the Discovery Awards benefit for a yearly linkage fee, they can get their Discovery Miles multiplied up to 10 times, based on their Vitality status.

As your employees engage in Vitality to improve their health they will earn Vitality points. The more points they earn, the higher their Vitality status will be, as they move from Blue Vitality status to Bronze, Silver, Gold and finally the highest, Diamond Vitality status and the more they will be rewarded!

How your company can access the Vitality programme

Vitality can only be accessed by members on a health plan administered by Discover Health or Discovery Life Group Risk policyholders where at least 50% of employees on a Group Risk Life Plan are on Discovery Health Medical Scheme. If the employee benefit scheme has 50% or more of their principal members on Discovery Health Medical Scheme, all the other members can also join Vitality through the Group Risk Life Plan.

There are two types of Vitality options available to your company to choose from:

- The Vitality employer-billed option
- The Vitality employee-billed option.

Your company can choose to have both options on the scheme – this allows your employees the option to choose how they would like to pay their contributions on a monthly basis.

The Discovery Wellness Experience

This state-of-the-art, technology-driven journey builds a comprehensive health and wellness profile of each employee, and identifies areas of potential risk to address.

Your company qualifies for a Wellness Day once in a calendar year, if you have 110 or more employees onsite.

You also qualify for a Discovery Wellness Experience if 50% or more of your employees are members of schemes administered by Discover Health and the company has Discovery Life Group Risk Income Continuation and Life Cover benefits.

In this case, your employees (including up to 250 employees who are not members of schemes administered by Discover Health) can also attend the Discovery Wellness Experience.

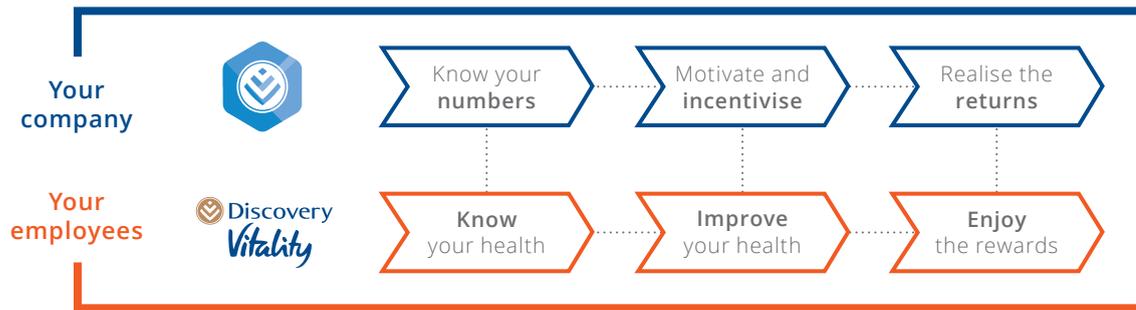
Hosting a Wellness Day at the employer's premises makes it convenient, quick and fun for employees to participate.

Employees that attend the Discovery Wellness Experience will undergo 15 health tests in 12 minutes through the Discovery 360 degrees Body Analysis stations.

The results from this experience will provide each employee with a detailed understanding of their health status, and are used to make appropriate, personalised recommendations in consultation with the attending wellness specialist.

Discovery Healthy Company

Discovery Healthy Company combines Discovery's health and wellness expertise, data and analysis capabilities, risk management experience and comprehensive range of health products into an inclusive health and wellness strategy for employers. The strategy provides an intuitive wellness journey for employer and employee.



01 | Know your numbers

Establish a quantified view of the health of the employer's workforce appropriate wellness interventions, and achievable targets against which to measure success.

02 | Motivate and incentivise

Discovery has developed a platform that allows employers to customise incentives for employees to engage with specific wellness interventions.

03 | Realise the returns

Employers access a comprehensive analytics platform with their health and wellness information and insights.



The Discovery Corporate Integrator

The Corporate Integrator from Discovery is unique in the employee benefits industry. By integrating the benefits offered by Discovery Life with that offered by Discovery Health and Vitality, employees can enjoy significant rewards for healthy behaviour. This benefit unlocks unique value for small and medium enterprise employers with a Discovery Life Group Risk policy, and rewards their healthy employees with cash back on their Group Risk premiums.

Activating the Discovery Corporate Integrator

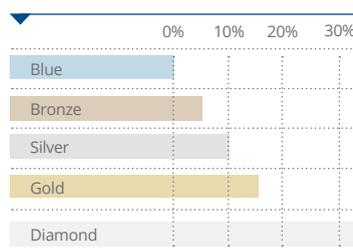
The Discovery Corporate Integrator is available to employers who:

- Have 20 to 500 employees
- Are members of the Group Risk Life Plan, with a Life Cover Benefit of at least twice their annual risk salary and an Income Continuation Benefit based on the recommended scale structure.
- Are members of Discovery Health Medical Scheme and Vitality.

The Discovery Corporate Integrator rewards a healthy lifestyle through the PayBack benefit, and healthy outcomes through the PayBack Booster.

The Corporate Integrator PayBack

Qualifying employees can receive up to 30% of their Discovery Life Group Risk premiums back at the end of each year, based on their Vitality status and provided they attend a Discovery Wellness Experience or Vitality Health Check.



The Corporate Integrator PayBack Booster

Eligible employees get an additional 10% of their Discovery Life Group Risk premium back after three years, if their measurements for cholesterol, blood pressure, glucose and BMI (or waist circumference) obtained through the Discovery Wellness Experience or Vitality Health Check are in range and they sign a non-smoker declaration.

Employees can benefit from discounted Vitality contributions

Vitality will discount the regular premium for Vitality by up to 25% if all employees are required to join Vitality.

Number of employees	Vitality discount for eligible employers
20 – 200	15%
201 – 500	20%
501+	25%

New and existing clients who wish to make this discount available to their employees must apply to Vitality.

- The discount is available on the Vitality + KeyFIT combination
- New business commission is calculated on the discounted Vitality premium.

How to secure cover from Discovery Life for your employees

Discovery Life makes designing and implementing an employee benefits plan simple and trouble-free. You can be assured that we will support your company from the employee benefits needs analysis stage to the planning, implementation and administration of the scheme.

01 | Company needs analysis

We understand that companies face a myriad of challenges. We will meet with your company's financial adviser to determine your employee needs and tailor a package that best meets those needs.

02 | Propose solutions

We consider your risk profile and the associated costs, and will deliver a product that suits your requirements and offers real value.

03 | Company submission

After receiving the required documentation with the scheme and intermediary details, employee details and benefit structure, our Discovery Service Consultants will generate a quote based on the information provided.

04 | Quote

Your company's financial adviser will receive a quote with the proposed costs.

05 | Application form

Once you accept the quote, your company must complete and submit the application form with the required documents.

06 | Installation pack

You will then receive a new business pack that details your administrative requirements (monthly billing, premium payment requirements, etc).

07 | Support and communication

We assist your company to promote the benefits to your employees through specific and targeted channels, from brochures to online and audio visual elements.

We continuously communicate with employees to educate, empower and familiarise them with the measures your company has taken to protect them, their families and their assets.

08 | The Group Risk employer and member zones

Discovery Life Group Risk offers a fully integrated, secure and seamless servicing platform that allows employers and employees access to real-time information on our website.

The employer zone provides employers with a consolidated view of employee and scheme transactions regarding their Discovery Life Group Risk benefits.

On the employer zone, employers can:

- Access detailed reports
- Download benefit schedules
- Review risk benefits.

The member zone provides employees with access to their Discovery Life Group Risk information at any given time, allowing them to interact with Discovery Life at their convenience.

On the member zone, employees can:

- View their benefits and cover
- Update or change beneficiary details
- Explore the claims process
- Access claim forms when necessary.

To ensure that employers are able to navigate the employer and member zones, personalised training will be provided by a team of skilled servicing consultants.





This brochure is a summary of the benefits offered by Discovery Life Group Risk.

Speak to your financial adviser about the full range of Discovery Life products.

For more information, visit www.discovery.co.za

