

THE ALLIANZ GROUP TERM LIFE INSURANCE

FACTSHEET

A special employment benefit for an attractive price

GENERAL

- For companies with at least ten employees.
- All employees (participation is obligatory). The employee/major shareholder can be included under the policy.
- The end date of the cover is the first of the month in which the employee retires or the moment at which the employee leaves the company.
- The term of the group agreement is 3 years.
- Collection takes place exclusively in advance per year. The annual premium is determined annually on the basis of the agreed rate, the age of the employees, composition of the workforce and the insured capitals. A pro rata premium is calculated for employees who are employed for part of the year.
- The premium due date is always 1 January of each year. In the event that a group contract starts during the calendar year, Allianz will calculate a pro-rata premium until the following premium due date.

UNDERWRITING

A declaration of validity from the employees is sufficient for the medical underwriting. The employee/major shareholder must fill in a health declaration. The employer declares that all employees submitted are fully able to perform their normal work. Employees who are ill or incapacitated for work must fill in a health declaration. Allianz will then assess whether these employees can be included as participants in the group risk insurance. The Pensions Act (Pensioenwet) is not applicable.

INSURANCE

The Group Term Life Insurance provides a benefit in the event of death amounting to a number of gross annual salaries (a maximum of 3x the gross annual salary up to a maximum of € 450,000) or a fixed amount that is the same for each employee, for example € 100,000 (up to a maximum of € 250,000).

FISCAL PROCESSING

The employer is the policyholder and pays the risk premium and the costs. The risk premium is, in principle, part of the employee's taxable wages. The costs are to be borne by the employer. This does not include the risk premium required for an insured amount amounting to three times the gross monthly wage.

The risk premium for the insured capital that exceeds three times the monthly wage is accommodated under the work-related expenses scheme (werkkostenregeling) and, if possible, divided into a part covered by the margin and a part covered by the final levy. For a correct processing of the payroll tax levy, it is best to consult the accountant or adviser.

In the event of the death of an employee Allianz pays the insured amount out to the employer. The employer then pays out the amount via the payroll administration to the partner, children or heirs. The employer does not have to deduct any payroll tax from the benefit, if the premium has been taxed in the right way. The recipients of the benefit must refer to the amount paid out in their inheritance tax return.

MAINTAINING THE EMPLOYEE FILE

The one-year risk premium is determined each year. Workforce changes will be implemented annually. In the following year the premium on an annualised basis is entered via an invoice. Details of the new workforce are used to set off the pro-rata premiums for employees who joined or left the company in the previous year (settlement premium) and to determine an adjustment premium for the current year. Employees who are no longer employed by the employer are not insured.

FEES

The one-off costs for setting up an agreement amount to € 500. The costs per participant per year vary depending on the number of participants, from € 5 to € 50 per year. Both rates are based on the 2016-2017 price level.

The risk premiums are gender-neutral on the basis of the employer's file. The risk premiums are added to the proposal as an annex.

CUSTOMISATION

Customisation is possible for companies with more than 250 employees. This can be arranged by contacting the account manager.