

Global Life North America, Corporate Life & Pensions Overview

Today, a growing number of employers require cost-effective and comprehensive benefit solutions to satisfy the diverse needs of their workforce at both a domestic and global level. Corporate Life & Pensions (CLP) has the products to meet the needs of the domestic and multinational employer. We offer tailored group employee benefit solutions to U.S.-based corporations that help address the market needs for both domestic and globally mobile employees.

Our growth areas include:

- Absence management
- Group life insurance
- Group disability (STD/ASO, LTD)
- Integrated disability management
- Captives
- Structured benefits funding
- Multinational pooling

Our coverages include:

- Group life and disability programs for both domestic and globally mobile employees, including coverages for U.S. expatriates and third country nationals of U.S.-based policyholders
- Absence management services to reduce employer's administrative burdens related to absences and facilitate the employee leave and return to work process
- Global Employee Benefit Programs, including multinational pooling, captive fronted and reinsured
- Fronting and reinsuring risk to captives of U.S.-based policyholders
- Mortality-Based Funding, including corporate-owned life insurance (COLI), for U.S.-based policyholders

Group life and disability coverages issued in New York are issued by Zurich American Life Insurance Company of New York, a New York domestic life insurance company located at its registered home address of One Liberty Plaza, 165 Broadway, New York, NY 10006. In all states except New York, insurance coverages issued in the United States are issued by Zurich American Life Insurance Company, an Illinois group life and disability insurance company located at its registered home address of 1400 American Lane, Schaumburg, IL 60196.

The information enclosed is intended as a general description of certain types of insurance and services available to qualified customers. Certain products, contract terms and services may not be available in all states or may vary by state.

Captive solutions overview

There is an increasing desire for companies to finance employee benefits through their captive insurance companies. With over 25 years of experience working with captives and the necessary underwriting experience, Zurich is one of the only U.S. carriers who can underwrite employee benefits, liability and property insurance into a single captive, which enables greater financial control for the customer.

Appetite

- Large and medium domestic and U.S.-based multinational companies

Product breadth

Zurich captive programs provide financial advantages through a variety of services such as: underwriting, local policy issuance, premium transfer and claims handling.

Value-added services available to qualified customers

Fronting and reinsuring risk to captives of U.S.-based policyholders

Our value to customers

- Offer enhanced cash flow to the client
- Improve yields by self-management of premium, reserves and excess margins
- Provide captive portfolio diversification
- Offer increased flexibility in plan design
- Enhance underwriting flexibility (guaranteed issue limits, etc.)
- Eliminate insurer's risk charges
- Greater corporate control over plan utilization

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zurichna.com/zna/benefits/Solutions/captivesolutionz.htm

Group life, disability and absence management overview

Employee benefits can be used by companies to attract and retain top talent. But the ever-changing regulatory landscape is making it increasingly difficult to manage and administer them correctly. Zurich is positioned to underwrite group life and disability benefits for employees and to manage the disability and absence process on an employer's behalf while fostering a positive employee experience.

Appetite

Most preferred

- Large domestic and U.S.-based multinational companies

Moderate preference

- Medium-sized domestic and U.S.-based multinational companies

Product breadth

Absence management

- Leave management and administration
- Integrated disability management
- Return-to-work program administration
- Self-administration services

Life

- Basic (employer funded) and supplemental (employee paid) plans
- Amounts to 10x earnings up to \$5M combined
- Guarantee issue to \$2.5M combined
- Dependent spouse and child coverage available

Long term disability

- Basic (employer funded) and buy-up (employee paid) plans available
- Monthly maximums up to \$15,000 with higher amounts available depending on case profile
- Work incentive and residual definitions of disability are standard
- Rehab and social security assistance is standard
- Multiple options for elimination period and benefit of duration

Short term disability

- Available on a fully insured or administrative services only (self-insured) platform
- Insured programs up to 70% to \$3,000 benefit per week
- Multiple waiting periods and benefit durations available
- Own job and residual definitions of disability
- Available to domestic employees and on a limited basis to expatriate employees

Emergency travel services

- Worldwide emergency medical, health, security and travel assistance
- Evacuation and repatriation included
- 24/7 medical call center staffed with physicians, RNs and travel assistance specialists available 365 days a year
- Services available in over 44 languages and across five continents

Value-added services available to qualified customers

- Employee assistance program (EAP) and work-life services

Our value to customers

- Offer group life and disability benefits for both domestic U.S. and globally mobile employees under one group policy
- Manage the disability and absence process to create a positive employee experience and help the company remain in compliance
- Provide global employee benefit programs
- Deliver a core package of employee benefits using a cost effective and efficient approach
- Programs similar in style to domestic U.S. benefits, when appropriate

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Pooling solutions overview

Multinational pooling can help reduce the cost of employee benefits plans by providing an option that allows for grouping multi-country, local benefit insurance contracts into one experience-rated pool. At the local level, benefits are provided and the insurance contracts are unaffected. On the multi-country scale, it works as if the employer has one experience-rated insurance product.

Appetite

Most preferred

- Large companies with employees in U.S. and outside U.S.

Product breadth

The following group insurance benefits can be included in a pooling agreement:

- Life and survivor benefits
- Disability
- Accidental death and dismemberment
- Health
- Combined contracts (risk and retirement savings in the same contract)

Value-added services available to qualified customers

- The Zurich Employee Benefits Network (ZEBN) offers over 30 years of multinational pooling experience and access to a global network of market-leading local insurance companies in around 115 territories and works with a mixture of Zurich owned companies and network partners where Zurich does not have a local presence
- We can offer tailored pooling systems to suit a company's individual requirements including captive solutions, while providing transparent, detailed management information
- Additional value-added services include:
 - Range of stop loss options and levels for the pool or captive
 - Appetite and ability to reinsure up to and including 100% to the captive

Our value to customers

- Cost management – helps keep plan costs under control on a worldwide basis
- Cost savings can help fund other employee benefits
- Positive claims experience results in the payment of an international dividend to the parent company
- Align benefits at a group level
- Flexible underwriting by ZEBN, through its network partners is able to waive underwriting requirements such as medical evidence up to a certain limit
- Centralized reporting capability provides transparent, detailed benefit plan information per country, down to individual contract level
- Worldwide presence via Zurich units and foreign partners can provide coverage in around 115 territories and works with a mixture of Zurich owned companies and network partners where Zurich does not have a local presence

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