



# WIA Supplemental Insurances

Financial security in the event of occupational disability

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# Introduction

Imagine, you are unable to work full time following an accident or illness. This automatically affects your income. You might be entitled to receive a social benefit from the government. This is determined in the work and income law (Wet werk en inkomen naar arbeidsvermogen (WIA)). But what if you don't qualify for a (full) WIA benefit? You will most likely lose income.

## **The solution: a WIA supplemental insurance**

Your employer has arranged one or more WIA supplemental insurances for you. This gives you the guarantee of financial security if you become disabled. These insurances make up for your lost income. Together with your employer we have agreed about how much benefit you will receive. Which insurances your employer has chosen for you, depends on your salary and pension. The WIA supplemental insurances your employer can choose from are:

- WIA bodemverzekering
- WIA onderbouwverzekering
- WIA excedentverzekering
- WGA vervolghiaatverzekering
- WGA excedentverzekering
- IVA excedentverzekering

Tip: Do you want to make sure that you can afford to pay your costs of living if you become disabled? Ask your financial advisor for help.

## **The answers to the 5 most important questions and more information about the 6 WIA insurances**

In this brochure, you will first read the answers to the 5 most important questions about WIA insurances. Secondly, you will find more information about the 6 different WIA insurances, covering the most important details. You find the complete terms and conditions in your pension plan.

### **The rules from the Pension Act apply to the WIA supplemental insurances**

Are you incapable of working following an illness or accident? Then you will receive a monthly benefit. We call this 'pension'. The rules from the Pension Act apply to this benefit.

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# 5 important questions about your WIA Supplemental Insurances

## Question 1

### When am I insured?

You are insured as long as you participate in the WIA Supplemental Insurance. Do you no longer participate? For example, because you quit your job? Then you will not receive a benefit if you become incapable of working.

#### **Good to know: if you were already sick before your WIA Supplemental Insurance ends**

Did you have a WIA insurance on the first day of your illness or accident? And did you become incapable of work as a result of this illness or accident? Then you could qualify for a benefit. It does not matter if you are currently insured or not.

## Question 2

### Do I pay for the WIA Supplemental Insurance myself?

Your employer decides whether or not you pay (part of the) premium. This is listed in the terms and conditions of your pension plan. Your employer pays the premiums to us. He is entitled to deduct (part of) the premium from your salary.

#### **Important: in special cases your employer can pay less premium**

Or your employer does not have to pay premium anymore at all. For example, if he has financial difficulties. In that case, we will always let you know.

## Question 3

### What are the insured sums?

You can read the insured sum on your Uniform Pension Statement (UPO). These are gross amounts. You receive a UPO from us every year. Do you no longer participate in the WIA supplemental insurances? Then you won't receive UPOs anymore. In this brochure you can read how we calculate the sum insured for every insurance..

## Question 4

### Do I have to pay taxes and premiums on my benefit?

Yes. We deduct payroll taxes from your benefit. We also deduct premiums for the Healthcare Insurance Act (Zorgverzekeringswet). Similar to how payroll taxes and premiums are deducted from your income by an employer. You receive a net payment of your benefit in your account. Every year, you receive an annual statement with the following amounts:

- your gross WIA supplemental pension
- payroll taxes that we've deducted from your benefit
- premiums for the Healthcare Insurance Act that we've deducted from your benefit

## Question 5

### Will my benefit keep its value?

Will you be able to buy the same things with your benefit if you become incapable to work in the future? That depends whether or not your employer has chosen for indexation. You can find this in your pension plan in layer 1 of Pension 1-2-3.

- No indexation: your benefit stays the same and loses its value. Most likely your benefit will be worth less each year. This means you can buy less for the same amount than the previous year.
- With indexation: your benefit increases each year with a fixed percentage. Most likely your benefit will keep its value. Except when prices increase with a higher percentage than your benefit.

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# More information about the 6 WIA supplemental insurances

## WIA bodemverzekering

Are you incapable of working for 35% or more? Then you will receive a WIA benefit from the government. Are you incapable of working between 15% and 35%? Then you won't receive a WIA benefit from the government. This affects your income, for example because you can only work 4 days a week instead of 5.

### What is insured?

With the WIA bodemverzekering, you are temporarily insured for (part of) your lost income. This insurance enables you to receive benefits if you are unable to work, but not entitled to receive a WIA benefit from the government.

### When do I receive payment from this insurance?

You will receive payment if you are incapable of working between 15% and 35% after being sick for 104 weeks. The UWV (social security benefits administration agency) determines the percentage of your occupational disability. You send us this letter from the UWV. Have we received this letter? Then you will receive your benefit.

### How does elipsLife calculate my benefit?

This is how we calculate your benefit (per year):  $20\% \times \text{your insured pension}$

In general, this is how we calculate your pension salary:  $12 \times \text{your monthly salary} + 1 \times \text{holiday pay}$

You can read in your pension plan whether or not we use the same calculations for your pension. It is also possible that your employer has agreed upon a maximum insured pension salary with us.

### When does my benefit end?

Your benefit is temporary. In your pension plan you find how long your benefit lasts. Payment of disability benefits ends earlier in the following 5 situations:

- On the day you reach the final age as stated in your pension plan.
- When you reach the pension (AOW) age.
- On the day of your death (before the pension age).
- If you become incapable of working for less than 15%.
- If you become incapable of working for 35% or more.

## Examples WIA bodemverzekering

### Example Chris

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured pension salary:	€ 70,000 per year
Insured pension percentage:	20%

Chris becomes incapable of working for 50%. His employer has taken out a WIA bodemverzekering for his employees. The WIA bodemverzekering only pays out if someone is incapable of working for 15% to 35%. Therefore, Chris receives no benefit.

### Example Mary

#### *Situation before incapacity for work*

Pension salary:	€ 40,000 per year
Insured pension salary:	€ 40,000 per year
Insured pension percentage:	20%

Mary becomes incapable of working for 65%. Her employer has taken out a WIA bodemverzekering for his employees. The WIA bodemverzekering only pays out if someone is incapable of working for 15% to 35%. Therefore, Mary receives no ben.

### Example Jake

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured pension salary:	€ 80,000 per year
Insured pension percentage:	20%

Jake becomes incapable of working for 40%. His employer has taken out a WIA bodemverzekering for his employees. The WIA bodemverzekering only pays out if someone is incapable of working for 15% to 35%. Therefore, Jake receives no benefit.

### Example Linda

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured pension salary:	€ 70,000 per year
Insured pension percentage:	20%

Linda becomes incapable of working for 30%. Her employer has taken out a WIA bodemverzekering for his employees with a benefit for 24 months. Therefore, Linda will receive a benefit of € 14,000 per year. This is how we calculate this:  $20\% \times € 70,000$ .

### Example Graham

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured pension salary:	€ 80,000 per year
Insured pension percentage:	20%

Graham becomes incapable of working for 100%. His employer has taken out a WIA bodemverzekering for his employees. The WIA bodemverzekering only pays out if someone is incapable of working for 15% to 35%. Therefore, Graham receives no benefit.

## WIA onderbouwverzekering

Do you become incapable of working for 35% or more? Then you are entitled to receive a WIA benefit from the government. Still, you might lose income.

### What is insured?

With the WIA onderbouwverzekering, you are insured for (part of) your lost income. Your income is insured up to the WIA wage limit. The WIA wage limit is the maximum daily wage calculated into an amount per year. This amount changes every year. For more information, please have a look at [www.uwv.nl](http://www.uwv.nl).

### When do I receive payment from this insurance?

Are you incapable of working for 35% or more after being sick for 104 weeks? You will then receive a WIA benefit from the government. The UWV determines the percentage of your occupational disability. You send us this letter from the UWV. Have we received this letter? Then you will receive your benefit.

### How does elipsLife calculate my benefit?

This depends on the percentage that you are incapable of working:

% of being incapable of working	How to calculate the benefit (per year)
35 - 45%	40% x (pension percentage x pension salary)
45 - 55%	50% x (pension percentage x pension salary)
55 - 65%	60% x (pension percentage x pension salary)
65 - 80%	72.5% x (pension percentage x pension salary)
80 or more	100% x (pension percentage x pension salary)

In general, this is how we calculate your pension salary: 12 x your monthly salary + 1 x holiday pay (but maximum the WIA wage limit!)

You can read in your pension plan whether or not we use the same calculations for your pension salary. You will also find there what pension percentages your employer has insured for you. Most of the time the pension percentage is 10%.

### When does my benefit end?

The benefit ends on the day you reach the pension (AOW) age. In the following 3 situations your benefit will end earlier:

- On the day you reach the final age as stated in your pension plan.
- On the day of your death (before the pension age).
- When the UWV ends the WIA benefit.

## Examples WIA onderbouwverzekering

In these examples we calculate with a WIA wage limit of € 54,000 per year.

### Example Chris

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured pension salary:	€ 54,000 per year (WIA wage limit)
Pension percentage:	10%

Chris becomes incapable of working for 50%. His employer has taken out a WIA onderbouwverzekering for his employees. Therefore, Chris receives an additional benefit of € 2.700 per year. This is how we calculate this:  $50\% \times 10\% \times € 54,000$ .

### Example Mary

#### *Situation before incapacity for work*

Pension salary:	€ 40,000 per year
Insured pension salary:	€ 40,000 per year
Pension percentage:	10%

Mary becomes incapable of working for 65%. Her employer has taken out a WIA onderbouwverzekering for his employees. Therefore, Mary receives an additional benefit of € 2,900 per year. This is how we calculate this:  $72.5\% \times 10\% \times € 40,000$ .

### Example Jake

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured pension salary:	€ 54,000 per year (WIA wage limit)
Pension percentage:	10%

Jake becomes incapable of working for 40%. His employer has taken out a WIA onderbouwverzekering for his employees. Therefore, Jake receives an additional benefit of € 2,160 per year. This is how we calculate this:  $40\% \times 10\% \times € 54,000$ .

### Example Linda

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured pension salary:	€ 54,000 per year (WIA wage limit)
Pension percentage:	10%

Linda becomes incapable of working for 30%. Her employer has taken out a WIA onderbouwverzekering for his employees. De WIA onderbouwverzekering only pays out if someone is incapable of working for 35% or more. Therefore, Linda receives no additional benefit.

### Example Graham

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured pension salary:	€ 54,000 per year (WIA wage limit)
Pension percentage:	10%

Graham becomes incapable of working for 100%. His employer has taken out a WIA onderbouwverzekering for his employees. Therefore, Graham receives an additional benefit of € 5,400 per year. This is how we calculate this:  $100\% \times 10\% \times € 54,000$ .

## WIA exceedentverzekering

Are you incapable of working for 35% or more? You will then receive a WIA benefit from the government. But do you earn more than the WIA wage limit? You will then only receive a benefit on the part of your salary up to the WIA wage limit. You will most likely lose income.

### What is insured?

With the WIA exceedentverzekering you insure the part of your salary above the WIA wage limit. The WIA wage limit is the maximum daily wage converted to an amount per year. This amount changes every year. For more information, please have a look at [www.uwv.nl](http://www.uwv.nl).

### When do I receive payment from this insurance?

Are you incapable of working for 35% or more after being sick for 104 weeks? You will then receive a WIA benefit from the government. The UWV determines the percentage of your occupational disability. You send us this letter from the UWV. Have we received this letter? Then you will receive your benefit.

### How does elipsLife calculate my benefit?

This depends on the percentage of your occupational disability:

% of being incapable of working	How to calculate the benefit (per year)
35 - 45%	40% x (pension percentage x exceedent salary)
45 - 55%	50% x (pension percentage x exceedent salary)
55 - 65%	60% x (pension percentage x exceedent salary)
65 - 80%	72.5% x (pension percentage x exceedent salary)
80 or more	100% x (pension percentage x exceedent salary)

This is how we calculate your exceedent salary:  $\text{pension salary} - \text{WIA wage limit}$

In general, this is how we calculate your pension wages:  $12 \times \text{your monthly salary} + 1 \times \text{holiday pay}$

You can read in your pension plan whether or not we use the same calculations for your pension. You will also find there what pension percentages your employer has insured for you. Most of the time this is 70% or 80%. It is also possible that your employer has agreed upon a maximum salary above the WIA wage limit.

### When does my benefit end?

The benefit ends on the day you reach the pension (AOW) age. In the following 3 situations your benefit will end earlier:

- On the day you reach the final age as stated in your pension plan.
- On the day of your death (before the pension age).
- When the UWV ends the WIA benefit.

## Examples WIA excedentverzekering

In these examples we calculate with a WIA wage limit of € 54,000 per year.

### Example Chris

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured excedent salary:	€ 16,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	70%

Chris becomes incapable of working for 50%. His employer has taken out a WIA excedentverzekering for his employees. Therefore, Chris receives an additional benefit of € 5.600 per year.

This is how we calculate this:  $50\% \times 70\% \times € 16,000$ .

### Example Mary

#### *Situation before incapacity for work*

Pension salary:	€ 40,000 per year
Insured excedent salary:	-
Insured pension percentage:	70%

Mary becomes incapable of working for 65%. Her employer has taken out a WIA excedentverzekering for his employees. But Mary's salary is less than the WIA wage limit of € 54,000. Therefore, Mary receives no additional benefit.

### Example Jake

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured excedent salary:	€ 26,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	80%

Jake becomes incapable of working for 40%. His employer has taken out a WIA excedentverzekering for his employees. Therefore, Jake receives an additional benefit of € 8,320 per year.

This is how we calculate this:  $40\% \times 80\% \times € 26,000$ .

### Example Linda

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured excedent salary:	€ 16,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	80%

Linda becomes incapable of working for 30%. Her employer has taken out a WIA excedentverzekering for his employees. But this insurance only pays out if someone is incapable of working for 35% or more. Therefore, Linda receives no additional benefit.

### Example Graham

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured excedent salary:	€ 26,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	70%

Graham becomes incapable of working for 100%. His employer has taken out a WIA excedentverzekering for his employees. Therefore, Graham receives an additional benefit of € 18,200 per year. This is how we calculate this:  $100\% \times 70\% \times € 26,000$ .

## WGA vervolghiaatverzekering

Are you incapable of working for 35% or more? And is there a chance that you recover enough to work again? You will then receive a WGA benefit from the government after being sick for 104 weeks. This might affect your income, because the government assumes you can still work part time. Are you not able to work part time? Then your income will drop considerably.

### What is insured?

With the WGA vervolghiaatverzekering you are insured for (part of) your lost income if you receive a WGA vervolguitkering. The WGA vervolguitkering is based on minimum wages. Therefore, you insure extra income up to the WIA wage limit. The WIA wage limit is the maximum daily wage calculated into an amount per year. This amount changes every year. For more information, please check [www.uwv.nl](http://www.uwv.nl).

### When do I receive payment from this insurance?

If you receive a WGA vervolguitkering from the government. The UWV determines the percentage of your occupational disability. You send us this letter from the UWV. Have we received this letter? Then you will receive your benefit.

### How does elipsLife calculate my benefit?

This depends on the percentage of your occupational disability:

% of being incapable of working	How to calculate the benefit (per year)
35 - 45%	28% x (pension salary - minimum wages)
45 - 55%	35% x (pension salary - minimum wages)
55 - 65%	42% x (pension salary - minimum wages)
65 - 80%	50.75% x (pension salary - minimum wages)

In general, this is how we calculate your pension wages:  $12 \times$  your monthly salary +  $1 \times$  holiday pay (but maximum the WIA wage limit!)

You can read in your pension plan whether or not we use the same calculations for your pension.

### When does my benefit end?

The benefit ends on the day you reach the pension (AOW) age. In the following 3 situations your benefit will end earlier:

- On the day you turn 67, but you have not reached the pension (AOW) age as yet.
- On the day of your death (before the pension age).
- When the UWV ends the WGA benefit.

## Examples WGA vervolghiaatverzekering

In these examples we calculate with a WIA wage limit of € 54,000 per year and a minimum wage of € 20,000 per year.

### Example Chris

#### *Situation before incapacity for work*

Pension salary: € 70,000 per year  
Insured pension salary: € 34,000 per year (WIA wage limit –/– minimum wages)

Chris becomes incapable of working for 50%. For the remaining 50%, he does not manage to earn a minimum of 50% that he can earn according to the UWV. Therefore, he receives a lower WGA vervolguitkering from the government. His employer has taken out a WGA vervolghiaatverzekering for his employees. This covers part of the decrease in income. This means that Chris receives an extra benefit of € 11.900 per year. This is how we calculate this:  $35\% \times € 34,000$ .

### Example Mary

#### *Situation before incapacity for work*

Pension salary: € 40,000 per year  
Insured pension salary: € 20,000 per year (pension salary – minimum wages)

Mary becomes incapable of working for 65%. For the remaining 35%, she does not manage to earn a minimum of 50% that she can earn according to the UWV. Therefore, she receives a lower WGA vervolguitkering from the government. Her employer has taken out a WGA vervolghiaatverzekering for his employees. This covers part of the decrease in income. This means that Mary receives an extra benefit of € 10,150 per year. This is how we calculate this:  $50.75\% \times 20,000$  (see the percentage on the previous page).

### Example Jake

#### *Situation before incapacity for work*

Pension salary: € 80,000 per year  
Insured pension salary: € 34,000 per year (WIA wage limit –/– minimum wages)

Jake becomes incapable of working for 40%. For the remaining 60%, He manages to earn a minimum of 50% that he can earn according to the UWV. Therefore, his WGA benefit remains roughly the same. His employer has taken out a WGA vervolghiaatverzekering for his employees. But Jake receives no extra benefit, because he does not receive a lower WIA benefit from the government.

### Example Linda

#### *Situation before incapacity for work*

Pension salary: € 70,000 per year  
Insured pension salary: € 34,000 per year (WIA wage limit –/– minimum wages)

Linda becomes incapable of working for 30%. Her employer has taken out a WGA vervolghiaatverzekering for his employees. But this insurance only pays out if someone is incapable of working for 35% or more. Therefore, Linda receives no additional benefit.

### Example Graham

#### *Situation before incapacity for work*

Pension salary: € 80,000 per year  
Insured pension salary: € 34,000 per year (WIA wage limit –/– minimum wages)

Graham becomes incapable of working for 100%. His employer has taken out a WGA vervolgghaatsverzekering for his employees. But this insurance only pays out if someone is incapable of working between 35% and 80%. Therefore, Graham receives no additional benefit.

## WGA exceedentverzekering

Are you incapacitated for work for 35% or more? And is there a chance that you recover enough to work again? You will then receive a WGA benefit from the government after being sick for 104 weeks. But do you earn more than the WIA wage limit? You will then only receive a benefit for the part of your salary up to the WIA wage limit. You will most likely lose income.

### What is insured?

With the WGA exceedentverzekering you are insured for your salary above the WIA wage limit. The WIA wage limit is the maximum daily wage calculated into an amount per year. This amount changes every year. For more information, please have a look at [www.uwv.nl](http://www.uwv.nl).

### When do I receive payment from this insurance?

Are you incapable of working for 35% or more after being sick for 104 weeks? You will then receive a WGA benefit from the government. The UWV determines the percentage of your occupational disability. You send us this letter from the UWV. Have we received this letter? Then you will receive your benefit.

### How does elipsLife calculate my benefit?

This depends on the percentage of your occupational disability:

% of being incapable of working	How to calculate the benefit (per year)
35 - 45%	40% x pension percentage x exceedent salary
45 - 55%	50% x pension percentage x exceedent salary
55 - 65%	60% x pension percentage x exceedent salary
65 - 80%	72.5% x pension percentage x exceedent salary
80% or more	100% x pension percentage x exceedent salary

This is how we calculate your exceedent salary:  $\text{pension salary} - \text{WIA wage limit}$   
 In general, this is how we calculate your pension wages:  $12 \times \text{your monthly salary} + 1 \times \text{holiday pay}$

You can read in your pension plan whether or not we use the same calculations for your pension wages. You will also find there what pension percentages your employer has insured for you. Most of the time this is 70%. It is also possible that your employer has agreed upon a maximum salary above the WIA wage limit.

### When does my benefit end?

The benefit ends on the day you reach the pension (AOW) age. In the following 3 situations your benefit will end earlier:

- On the day you turn 67, but you have not reached the pension (AOW) age as yet.
- On the day of your death (before the pension age).
- When the UWV ends the WGA benefit.

## Examples WGA excedentverzekering

In these examples we calculate with a WIA wage limit of € 54,000 per year.

### Example Chris

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured excedent salary:	€ 16,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	70%

Chris becomes incapable of working for 50%. His employer has taken out a WGA excedentverzekering for his employees. Therefore, Chris receives an additional benefit of € 5,600 per year. This is how we calculate this:  $50\% \times 70\% \times € 16,000$ .

### Example Mary

#### *Situation before incapacity for work*

Pension salary:	€ 40,000 per year
Insured excedent salary:	-
Insured pension percentage:	70%

Mary becomes incapable of working for 65%. Her employer has taken out a WGA excedentverzekering for his employees. But Mary's salary is less than the WIA wage limit of € 54,000. Therefore, Mary receives no additional benefit.

### Example Jake

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured excedent salary:	€ 26,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	80%

Jake becomes incapable of working for 40%. His employer has taken out a WGA excedentverzekering for his employees. Therefore, Jake receives an additional benefit of € 8,320 per year. This is how we calculate this:  $40\% \times 80\% \times € 26,000$ .

### Example Linda

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured excedent salary:	€ 16,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	80%

Linda becomes incapable of working for 30%. Her employer has taken out a WGA excedentverzekering for his employees. But this insurance only pays out if someone is incapable of working for 35% or more. Therefore, Linda receives no additional benefit.

### Example Graham

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured excedent salary:	€ 26,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	70%

Graham becomes incapable of working for 100%. His employer has taken out a WGA excedentverzekering for his employees. This insurance only pays out if the UWV believes that

Graham has a chance to recover in the future. If so, Graham receives an additional benefit of € 18,200 per year. This is how we calculate this:  $100\% \times 70\% \times € 26,000$ .

## **IVA exceedentverzekering**

Are you incapable of working for 80% or more? And is it unlikely that you recover and are able to work again? You will then receive an IVA benefit from the government. But do you earn more than the WIA wage limit? You will then only receive a benefit for the part of your salary up to the WIA wage limit. You will most likely lose income.

### **What is insured?**

With the IVA exceedentverzekering you're insured for your salary above the WIA wage limit. The WIA wage limit is the maximum daily wage calculated into an amount per year. This amount changes every year. For more information, please check [www.uwv.nl](http://www.uwv.nl).

### **When do I receive payment from this insurance?**

Are you incapable of working for 80% or more after being sick for 104 weeks? And do you receive an IVA benefit from the government. The UWV determines the percentage of your occupational disability. You send us this letter from the UWV. Have we received this letter? Then you will receive your benefit.

### **How does elipsLife calculate my benefit?**

This is how we calculate your exceedent salary:  $\text{pension salary} - \text{WIA wage limit}$   
In general, this is how we calculate your pension wages:  $12 \times \text{your monthly salary} + 1 \times \text{holiday pay}$

You can read in your pension plan whether or not we use the same calculations for your pension. You can also read what pension percentages your employer has insured for you. Most of the time this is 75%. It is also possible that your employer has agreed upon a maximum salary above the WIA wage limit.

### **When does my benefit end?**

The benefit ends on the day you reach the pension (AOW) age. In the following 3 situations your benefit will end earlier:

- On the day you turn 67, but you have not reached the pension (AOW) age as yet.
- On the day of your death (before the pension age).
- When the UWV ends the IVA benefit.

## Examples IVA exceedentverzekering

In these examples we calculate with a WIA wage limit of € 54,000 per year.

### Example Chris

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured exceedent salary:	€ 16,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	75%

Chris becomes incapable of working for 50%. His employer has taken out an IVA exceedentverzekering for his employees. This insurance only pays out if someone is incapable of working for 100% and there is only a very small chance of recovery. Therefore, Chris receives no benefit.

### Example Mary

#### *Situation before incapacity for work*

Pension salary:	€ 40,000 per year
Insured exceedent salary:	-
Insured pension percentage:	75%

Mary becomes incapable of working for 65%. Her employer has taken out an IVA exceedentverzekering for his employees. But, Mary earns less than the WIA wage limit of € 54,000 per year. Besides this, this insurance only pays out if Mary is incapable of working for 100% and if she has only a very small chance of recovery. Therefore, Mary receives no benefit.

### Example Jake

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured exceedent salary:	€ 26,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	75%

Jake becomes incapable of working for 40%. His employer has taken out an IVA exceedentverzekering for his employees. This insurance only pays out if someone is incapable of working for 100% and there is only a very small chance of recovery. Therefore, Jake receives no benefit.

### Example Linda

#### *Situation before incapacity for work*

Pension salary:	€ 70,000 per year
Insured exceedent salary:	€ 16,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	75%

Linda becomes incapable of working for 30%. Her employer has taken out an IVA exceedentverzekering for his employees. This insurance only pays out if someone is incapable of working for 100% and there is only a very small chance of recovery. Therefore, Linda receives no benefit.

### Example Graham

#### *Situation before incapacity for work*

Pension salary:	€ 80,000 per year
Insured exceedent salary:	€ 26,000 per year (pension salary –/– WIA wage limit)
Insured pension percentage:	75%

Graham becomes incapable of working for 100%. His employer has taken out an IVA exceedentverzekering for his employees. This insurance only pays out if Graham is incapable of working for 100% and he has only a very small chance of recovery. In that case, he receives a benefit of € 19,500 per year. This is how we calculate this:  $100\% \times 75\% \times € 26,000$ .

#### **Disclaimer**

In this brochure you find the most important information about the WIA supplemental insurances. Do you still have questions after reading this brochure? Please ask your employer or us. Would you like to know more about the WIA supplemental insurances? Please read the pension plan. You can contact your employer or us for a copy. Is the information in the pension plan different than the information in this brochure? Then the information in the pension plan applies first. This brochure only gives information about benefits we pay out. Information about benefits from the government, gives no guarantee whatsoever that you receive these benefits in case of occupational disability. Please note that this brochure is a translation of the Dutch original. In the event of any inconsistency or ambiguities in the meaning of any word or phrase in this translated version, the Dutch version will prevail. You cannot derive rights from the content of this brochure.