



WGA Plus Insurance

A win-win for employers and employees

A disability impacts your life immensely. Emotionally, but financially as well. People do not always realise this. In case of partial disability, for example, the state benefits are not always sufficient to cover a certain standard of living. With WGA Plus Insurance by elipsLife employers protect their employees against the financial consequences of a disability.

WGA Plus Insurance offers employees essential income protection, something they highly value. At the same time, it is an attractive employee benefits scheme that can be

a key element for success in human resources management. A win-win for employees and employers!

When an employee is ill for more than two years ...

Is an employee unable to work (full time) following an accident or illness? Then employers have to ensure the income in the first two years. This is the law. After 104 weeks, they receive a final assessment from social security benefits administration agency UWV. UWV decides whether or not the employee is unable to work and for what percentage.

... employers can protect the income up to 70% or 75%

In most cases, the employee then receives a state benefit. But, this benefit is often not enough to cover the standard of living. With WGA Plus Insurance the employee receives extra income, up to 70% or 75% of the salary before disability. The benefit is limited by the maximum social security income level as published by UWV.

A total solution for your company

elipsLife offers a full range of insurance solutions from a single source. WGA Plus is a tailor-made risk solution for securing income. It is a simple and powerful income protection for your employees. Your advantages are:

- You show your social responsibility by offering income protection for employees.
- You are a more attractive employer.
- You pay competitive, premium rates.

This is how WGA Plus works

UWV determines the percentage of occupational disability

Does the employee become incapable of working between 35% and 80%? Then he or she will receive a monthly benefit from WGA Plus Insurance of elipsLife. UWV determines this percentage of occupational disability.

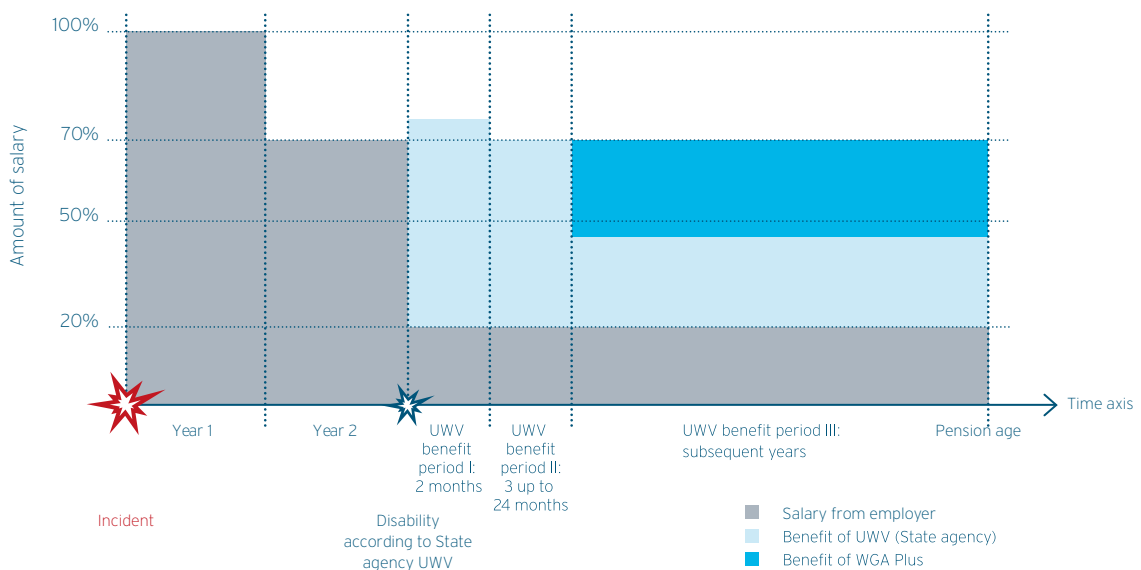
WGA Plus supplements the remaining income of the employee ...

... up to 70%

The remaining income includes the social security benefits from UWV and any salary earned during partial disability. With WGA Plus 70% of the salary before disability is guaranteed.

... or up to 75%

Does the employee work more than half of his remaining capacity to earn income? Then the benefit level of WGA Plus increases up to 75% of the income before disability.



Example of WGA Plus benefit while working during disability

Mrs Taylor has been sick for a while. Unfortunately, it turns out to be more than just a short time illness. In the first two years she still receives her salary. After this standard waiting period of two years, UWV evaluates her level of disability. UWV decides she is incapable of working for 50%. But Mrs Taylor continues to work for only 20%. Her income drops considerably. Fortunately her employer has

WGA Plus Insurance from elipsLife. The benefit of this insurance is supplementary to her remaining salary and the benefit from UWV. She now reaches a total income of 70% of her salary before disability.

WGA Plus Insurance

Employees are covered from the first day of the contract

All employees that qualify for the Dutch Act 'Work and Income According to Labour Capacity' (WIA) are covered. The first day of sickness must always be within the contract dates.

The benefit ends in the following situations:

- The occupational disability percentage drops below 35%.
- The occupational disability percentage increases above 80%.
- UWV ends the WGA benefit.
- The employee reaches the pension age or dies before this.

The insurance cover ends in the following situations:

- The employment contract between the employer and the employee ends and the employee is not disabled.
- The employee reaches the end age of the insurance.
- The insurance contract ends and the employee is not disabled.

Key product features

- **All employees are insured.**
Participation is mandatory.
- **There is a maximum insured amount.**
The insured amount is based on the salary of the employee with a maximum of the social security income level. The government decides this maximum and this is adjusted each year.
- **The benefit can be protected against inflation.**
Employers can increase the cover with an annual indexation of benefit payments by 1, 2 or 3%. With indexation, the benefit increases each year with a fixed percentage. Most likely the benefit will keep its value. Except when prices increase with a higher percentage than the benefit.
- **Benefits are paid out every month.**

Good to know

Date for annual cover changes	1 st January
Due date to provide updated employee information	Before 1 st April
Standard duration of an insurance contract	Three years
Waiting period for the insurance benefit	104 weeks
Possible end ages	<ul style="list-style-type: none">• End age in contract• Retirement age• Age for state pension with a maximum of 68 or 70 years

Disclaimer

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