Employee Insurance Details 2014-15

All Benefits of last year will continue this year as well with few enhanced coverage’s as highlighted below.

**SALIENT FEATURES:**

**A. GROUP MEDICLAIM INSURANCE POLICY FOR LOCAL EMPLOYEES & DEPENDENTS:**

- Family Floater Cover for self, spouse, children.
- Provision to enhance sum insured to a higher slab post addition in the family due to marriage or child birth – must be intimated to HR Direct within 30 days of the event.
- Rates for Top-up options to enhance your family floater- top-up, as last year, will be on voluntary basis and premium for top-up payable by employee.
- **Insurer:** National Insurance Company Limited.
- **TPA:** E-Meditek for the Group Mediclaim Insurance policy.
- **10% co-payment** on each and every claim.
- Pre (at the time of conceiving) and post natal (15 days post-delivery) expenses within the maternity limit covered on IPD basis only.
- Oral chemotherapy taken under day care or at home covered in the policy.
- Maternity limit of INR 50000 for normal and INR 75000 for C-Section – instances of maternity would be counted. Eg : If there is a twin born during the first maternity, the employee would be eligible for the second instance as well which was not earlier in the policy. Though the policy did not have a limit in the coverage of dependent children however there was a limit to the maternity claim upto 2 children, hence we added this clause.
- Coverage against Obesity bariatric surgery (weight loss through surgeries eg. Adjustable Gastric band, Sleeve Gastrectomy, Gastric Bypass, Biliopancreatic Diversion with Duodenal Switch (BPD/DS) for employee in case of life threatening event.
  **NOTE**- bariatric surgery does not include liposuction as latter is a purely cosmetic surgery done to change body shape.
- Reparation of remain in case of death due to illness only of INR 10000 within full sum insured.

Applicable Rates for Voluntary Top-up Sum Insured over and above Base Family Floater (inclusive of taxes)

<table>
<thead>
<tr>
<th>With Tax Rates 2014-15 (INR)</th>
<th>Quantum of Top-Up Sum Insured - Over and Above Base Sum Insured</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Provided Sum Insured</td>
<td>100,000</td>
</tr>
<tr>
<td>200,000</td>
<td>947</td>
</tr>
<tr>
<td>300,000</td>
<td>1,321</td>
</tr>
<tr>
<td>400,000</td>
<td>1,458</td>
</tr>
<tr>
<td>500,000</td>
<td>1,765</td>
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</tbody>
</table>
B. **GROUP MEDICLAIM INSURANCE POLICY FOR PARENTS (OPTIONAL & VOLUNTARY):**

- **Payment of parental insurance premia in instalments:** You can cover your parent(s) and/or Parent(s)-in-law by paying the premium in **3 monthly instalments** – 40% of the applicable parental insurance premium in the first month (November 2014 Payroll), 30% in second month (December 2014 Payroll) and 30% in the third month (January 2015 Payroll)

- **10% co-payment** on each and every claim.

- Option to cover both parents and parents-in-law; however combination not allowed except in cases of natural deletion (where the parent or parent-in-law is not alive).

  **Example:** The policy allows father, mother, father-in-law and mother-in-law to be covered under the parental insurance policy, however, cases such as father + father-in-law + mother-in-law OR mother + father-in-law + mother-in-law OR father + mother + father-in-law OR father + mother + mother-in-law not permissible unless the father or mother or father-in-law or mother-in-law, as the case may be respectively, is not alive. **(the employee will have to tick on the declaration box on the E-Meditek portal to acknowledge natural deletion (death) for proceeding further).**

Any employee who would have deleted his parents and/or Parents-in-law due to natural deletion last year would not be able to add their parents and/or parents-in-law in the policy again this year.

- Employee cannot deselect the earlier set of parent/ parents-in-law this year while adding another set of parents-in-law/parents except in cases of natural deletion (death).

  **Example:** Father and mother are currently included in the parental insurance policy for 2013-14 and the employee wants to remove either or both parents and instead include father-in-law and mother-in-law. This is not permissible unless it’s a case of natural deletion w.r.t. either or both parents. Similarly, if parents-in-law were included in the current parental insurance policy (2013-14), removing either or both parents-in-law to include parent(s) is not permissible unless it’s a case of natural deletion for either or both parents-in-law. Also, the set included (parents or parents-in-law) must be whole i.e. father + mother or father-in-law + mother-in-law unless one of the parent or parents-in-law is no longer alive. **Sum Insured should be identical** for parents and/or parent-in-laws.

  Also, Change in the Sum Insured during the renewal is allowed only up to 1 slab-up or 1 slab-down.

  **Example:** Father, Mother, Father-in-law and Mother-in-law, in any of the possible combinations (owing to possibility of natural deletions) should each have the same sum insured.

  Example: If parents were covered last year for INR 3Lacs then for 14-15 you can only opt INR 2Lacs or INR 4Lacs but you will not be able to choose to INR 5Lacs

- **Opting out of the Parental Insurance Coverage:** If an employee chooses to completely move out of the parental policy i.e. taking out the parent(s) / parent(s)-in-law covered in the 2013-14 policy, he can do so during the renewal window for 2014-15. However, the employee would not be allowed to add any parent(s)/parent(s)-in-law under the parental insurance policy during term of the 2014-15 policy period and can include them only when the policy gets renewed for 2015-16 next November. Any such subsequent inclusion will be subject to a first 60 days waiting
period i.e. claims incurred during the first 60 days of the policy will not be covered. Also, the continuity benefit on pre-existing diseases coverage upon the employee deciding to port the policy at a later date, will be considered from the subsequent enrolment date instead from date of first enrollment e.g November 2010 (same clause applicable as last year)

**Example:** The parents were enrolled continuously under parental insurance policy from November 2010 and the employee opts out of the parental insurance coverage in November 2014 but includes the parents again in November 2015. In case the employee decides to port the parental insurance policy effective 9th May 2016, had the parents not been taken off from the parental insurance coverage in November 2014, the pre-existing diseases coverage waiting period on porting would have been reduced by 4 years (2010-2011, 2011-2012,2012-2013 and 2013-14). However, in a scenario where the employee took the parents off from the parental insurance coverage in November 2014, the pre-existing disease coverage waiting period upon porting will get reduced by only 6 months in the above example (9th November 2015 to 8th May 2016). So, claims arising out of pre-existing diseases would not have been covered in the former scenario till 8th May 2016 whereas such claims in the latter scenario will not be covered till 8th November 2019.

- **No Mid-term deletion(s)** except those arising on account of natural deletion (death) or due to employee leaving the organization.
- Addition of a parent, deselected last year by the employee is not permissible this year as the same was considered during last year’s renewal to have arisen out of natural deletion (death).
- **Insurer:** National Insurance Company Limited
- **TPA** - E-Meditek for the Group Mediclaim Insurance policy for Parents/Parents-in-law.

**Revised Premia** per parent/parent-in-law is as follows (Inclusive of taxes):

| Parents Policy Rates- Per Parent including service tax |
|------------------------------------------|---------|---------|---------|
| Sum Insured | Rate | Sum Insured | Rate |
| 200,000 | INR 12,900 | 400,000 | INR 17,931 |
| 300,000 | INR 15,523 | 500,000 | INR 19,855 |

**C. GROUP PERSONAL ACCIDENTAL POLICY (GPAI):**

- Sum Insured: 36 Times of monthly salary (Basic + HRA+100% of CA) subject to a minimum of INR 1000K and NO capping on upper limit.
- **Permanent total disability cover** at 100% of Sum Insured.
- **Temporary total disability cover** at 1% of Sum Insured subject to a maximum of INR 10,000 per week upto a maximum of 104 weeks.
- **Accidental Death Benefit** at 100% of Sum Insured.
- **Insurer:** National Insurance Company Limited.

**D. GROUP TERM LIFE COVER (GTL):**

- Sum Insured: Basis market benchmarking, enhanced to **24 times** of monthly salary (Basic + HRA + 100% of CA) subject to a minimum of INR 1000K and **NO** capping on upper limit
- Death due to any cause is covered.
- **Voluntary top-up provision**: The employee has the option to enhance the term life sum insured upto a maximum of 60 times of the monthly salary (Basic + HRA + 100% of the CA) on self-paid basis. The premium rate for voluntary top-up of sum insured is **INR 63 per lakh top-up in the sum insured**.

- **Insurer**: Bajaj Allianz Life Insurance Company Limited

  Please note that if the total sum insured opted for (base plus top up) is more than 2.5 Cr. you will be liable for a medical check-up. Marsh or Bajaj Allianz will contact you by November 15th 2014 for a medical underwriting. Till such time the medical underwriting is not completed by you, your coverage will be restricted to 2.5cr. Post the medical underwriting and the decision from the insurer your opted sum insured will be granted

**PORTABILITY:**

**Group Mediclaim Insurance Policies** (for Local Employees & Dependents / Parental) and **Group Term Life Policy** are **portable in nature**.

This implies that the employee can choose to continue with the policy with the existing insurer on premium rates and terms & conditions applicable to the retail insurance market on exit from Ericsson. The employee receives continuity benefits such as waiver off pre-existing diseases period to the extent of the employee's tenure with Ericsson (applicable to Group Mediclaim policy for Employee & dependents & Group Term Life policy) and to the extent of the period of continuous enrolment since 9th November 2010 for parental insurance policy. Further details may be referred to from the local instructions on the intranet.

**COVERAGE FOR LTA OUT & L2L OUT**: The above employee insurance policies will continue to remain applicable whilst employees are on LTA and L2L assignments. Claims under Group Mediclaim Insurance Policy for Self + Dependents and Group Mediclaim Parental Insurance Policy will only be applicable for a minimum of 24 hours of hospitalization within India. However, claims arising under Group Personal Accidental and Group Term Life policies have a world-wide coverage.

**DECLARATION OF NOMINEES**: As last year, the employee will need to declare upto two nominees on the E-Meditek portal for facilitating disbursement of proceeds from Group Personal Accident (or) Group Term Life insurance policy to the declared nominees in the unfortunate event of the Group Personal Accident (or) Group Term Life insurance policies being triggered.

**PROCESS FOR ENROLMENT OF DEPENDENTS & PARENTS AS WELL AS VOLUNTARY TOP-UP (GMC-LOCAL EMPLOYEES & DEPENDENTS AND GROUP TERM LIFE COVER)**

**ESSENTIAL GUIDELINES:**

- Kindly ensure you login to the TPA Portal (refer to the login link below if your Date of Joining is before 21st September, 2014) and review / update your dependents and personal details latest by 8th November, 2014.

- If you have joined after 20th September 2014 login to this TPA portal.
If you do not log-in and change/update anything during the window period, it would be considered as no coverage against the medical top up, term life top up and parental coverage being applicable for the current enrolment in respect of the 2014-15 period and only last year enrolment details of employee policy (dependents)) i.e. for the period 2013-14 will continue for the new Mediclaim policy for 2014-15. You would not be able to make any further changes for the existing dependents during the policy period except for cases of natural deletion or for additions in dependents data (spouse / kids).

Mid-term additions of New dependents i.e. addition of spouse (in case of marriage) or children (newborns) needs to be informed to Satendra Singh S (satendra.s.singh@ericsson.com) within 30 days of the event, post which, addition will not be permissible till the renewal window opens up for the 2015-16 period in November next year.

Please ensure to declare all your dependents’ details correctly for documentation purposes and seamless claim processing.

TPA PORTAL: There are a total of 4 Enrolment sections which employees have to complete / confirm. These sections pertain to:

A. Self + dependents declaration under Group Mediclaim Insurance Policy (Employee + Spouse + Children)

B. Voluntary top-up to cover available under Group Mediclaim Insurance Policy (Employees + Spouse + Children): In case you would like to enhance the sum Insured by paying additional premium (This is Optional and would be eligible for Income Tax Exemption u/s 80D)

C. Voluntary cover under Group Mediclaim Insurance Policy for Parents and/or Parent-in-Laws (This is Optional and would be eligible for Income Tax Exemption u/s 80D)

D. Voluntary top-up under Group Term Life Cover: In case you may like to enhance the sum Insured by paying additional premium (This is Optional and would be eligible for Income Tax Exemption u/s 80C)

NOTE: Please ensure that you specify the top-up and parental cover within the window period; else, top-up and parental cover will not until permissible until next year’s (2015-16) enrolment window.
Login Link (To TPA - E-Meditek Site) & Process:

Log-in Link:
ENROLMENT LINK ON THE TPA SITE for employees who have joined till 21st September, 2014

ENROLMENT LINK ON TPA SITE – NEW JOINEES for employees who have joined after 21st September, 2014

Log-in Process: Please Follow the process flow as per the Process PPT (refer to the link below):

TPA ENROLMENT PROCESS - for employees who have joined till 21st September, 2014

TPA ENROLMENT PROCESS - NEW JOINEES - for employees who have joined after 21st September, 2014