



@-VOLULIFE

The new generation
group insurance

AG Employee Benefits

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An employer who defends his company's interests should consider the future of his employees.

The new generation group insurance thanks to an online system

@-volulife is a concept which combines the advantages of a flexible group insurance and a unique communication and service tool: the e-Benefits website. This website enables both you and your employees to check the situation of your group insurance as well as an online management of your insurance plan. Thanks to a high-performance system any exchange of information is treated instantly.

Flexibility

A tailor-made plan for your company

@-volulife is a tailor-made solution for your company:

- you choose yourself among a wide range of formulas the coverages you wish to propose to a well-determined category of your personnel;
- you also determine the evolution of the benefits insured according to your employees' family situations.

A fixed budget

You choose the categories of employees to whom the group insurance will be made available, and you may define the budget you wish to devote thereto. That budget may be expressed as a percentage of the salary or as a lump sum amount. Consequently, you will know the exact cost of your plan in advance.

A complete formula

Savings - Death - Disability - Waiver of premiums

All the guarantees you choose are integrated into a single contract:

- a savings portion for the supplementary pension;
- a lump sum death benefit paid to the beneficiaries in case of death;
- a supplementary lump sum in case of accidental death;
- an annuity in case of disability which provides for a substitute income in case of incapacity to work;
- a waiver of premiums insurance, to maintain the benefits of the pension plan in the event of incapacity to work.

A guaranteed supplementary pension

A guaranteed return

The premiums for the insured risk benefits (death, disability, waiver of premiums) are deducted from the budget defined in advance.

The balance will be invested in a fixed-income fund. In other words, your employees will be certain of getting a supplementary pension.

An additional return

Each year the amounts invested in that fund can generate a profit sharing, which is invested again in the investment fund you selected. Consequently you will be able to gain an additional return. The profit sharing is not guaranteed and can change every year.

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The available guarantees in detail

Savings: setting up of a supplementary pension

The plan provides for the building up of a lump sum payable upon the date of retirement. That lump sum consists of the invested savings premiums (the budget less the premiums used up to fund the risk benefits) and of the allocated profit sharing.

The savings premiums will be invested in the Rainbow White fund, which currently achieves a guaranteed return of 0.75%. The profit sharing can be invested in the Rainbow White fund and so also achieves the guaranteed return of 0.75%, or can be invested in another Rainbow investment fund without guaranteed return.

Coverage in case of death

If the participant dies before the date of retirement, AG Employee Benefits will pay the savings constituted to the beneficiaries. If the savings amount is less than the minimum death benefit chosen, the amount paid will be equal to that minimum lump sum.

Minimum death benefit

The minimum death benefit may be expressed:

- according to the salary [e.g.: 300% S];
- according to the salary, taking into account a statutory ceiling [e.g.: 100% S_1 + 200% S_2]¹;
- according to the salary, taking into account the number of children [e.g.: 300% S + 50% S per child, which means that a participant with 2 children will receive a death benefit amounting to 400% S];
- as a lump sum.

The death benefit and the funding premium are recalculated on a monthly basis, according to the individual data relating to the participant and the savings constituted at the beginning of the month.

Profit sharing

The plan provides for the allocation of a profit sharing on the death benefit guarantee, depending on the financial results of AG Employee Benefits.

This is equivalent to a reduction of your premium.

Additional accidental death coverage

This coverage provides for the payment of an additional lump sum in the event of accidental death.

The additional lump sum in the event of accidental death may be expressed in the same way as the minimum death benefit.

Our guarantees will meet your specific needs. You determine whether and to what extent your employees are provided the available guarantees. Moreover, each cover may be - or may be not - funded by the allocated budget.





Guaranteed disability annuity

The disability coverage provides for the payment of a periodic annuity if the participant suffers an economic disability. You determine in what case this annuity should be paid:

- illness;
- illness or non-occupational accident;
- illness, non-occupational accident or occupational accident.

Moreover, you may express the coverage in case of disability:

- according to the salary, taking into account the statutory ceiling under the sickness and disablement insurance¹, [e.g.: 10%S1 + 70% S2]²;
- so that the sum total of the statutory benefit under the sickness and disablement insurance and of the annuity paid by AG Employee Benefits represents a fixed percentage of the salary;
Thanks to this formula, we can always guarantee you a percentage (70%, 75% or 80%) of the gross salary, even if the statutory benefits decrease as from the 2nd year, e.g.: 80%S - Sickness and Disablement Insurance contribution;
- or a lump sum, e.g.: 25,000 EUR on an annual basis.

Waiting period

You determine yourself the waiting period (30, 60, 90, 180 or 360 days). The waiting period is the period following the beginning of the economic disability and during which no disability annuity has to be paid by AG Employee Benefits.

Waiver of premium benefit

The waiver of premium coverage provides for the waiver of premium payments in the event of the participant's economic disability, according to the degree of the incapacity to work. That means that the participant continues to enjoy the benefits under his plan in case of economic disability. AG Employee Benefits will pay the premiums which you normally would have to pay.

Waiting period

You determine yourself the waiting period, which may not, however, exceed the waiting period required for the annuity in case of disability.

¹ This ceiling amounts to to 43,596.79 euro on 01/01/2018.

² S1 represents the salary up to the ceiling; S2 is the portion of the salary exceeding the ceiling

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Individual choice (‘Exclusive’ option) or not?

According to the choice offered to your employees, we distinguish two formulas:

- the @-volulife plan [without individual choice];
- the @-volulife plan with the Exclusive option [with individual choice].

The @-volulife plan [without individual choice]

In the @-volulife plan you determine the design of the employee benefits plan for any category of personnel and/or family situation. You determine how the savings premiums are invested and to what extent the disability and death risks are covered or not.

Investment of savings premiums

The savings premiums are invested in the Rainbow White fund, which is a fixed income fund. The profit sharing may be invested in the Rainbow White fund or in a Rainbow investment fund without guaranteed return.

Minimum lump sum death benefit

You determine the evolution of the coverage in case of death, for any category of personnel and/or family situation.

Additional accidental death coverage

You determine the additional death benefit in the same way as the the minimum death benefit.

Disability annuity coverage

In the @-volulife, plan you determine the evolution of the disability annuity benefit for any category of personnel and/or family situation.

You determine the amount of the annuity - either on the basis of the salary, or on a lump sum basis - but also the covered risks (illness, non- occupational and occupational accidents).

Waiver of premium benefit

As an employer, you are free to decide to integrate or not the waiver of premium benefit into your plan.

The @-volulife plan with the ‘Exclusive’ option

You choose the categories of personnel to whom you wish to offer the ‘Exclusive’ option. The employees concerned are free to choose the risk coverages and the fund in which the profit sharing will be invested, within the limits fixed by you in advance: you determine the coverages for which you want to offer a certain degree of flexibility and the different options available within these coverages. If your employees do not wish to make individual choices, they will be entitled to the standard benefits provided by AG Employee Benefits.



Investment of the profit sharing

If you offer the flexibility to your employees, they may choose how the profit sharing will be invested.

As an employer, however, it is up to you to determine which funds will be made available to your employees. If the participant does not communicate his choice, the profit sharing will be invested in the fund you will have chosen.

Available funds and their composition:		
Guaranteed income funds	Guaranteed interest rate	
Rainbow White (Class 21)	0.75%	
Funds without guaranteed return	Shares	Bonds
Rainbow Blue	0%	100%
Rainbow Indigo	25%	75%
Rainbow Green	50%	50%
Rainbow Orange	75%	25%
Rainbow Red	100%	0%
Rainbow Violet	money market, short term	

Minimum death benefit

Thanks to the 'Exclusive' option, your employees may choose the death benefit formula which meets their specific needs. If your employees do not make an explicit choice, they will be provided the standard coverage fixed by AG Employee Benefits.

Additional accidental death benefit

The rules to be applied are the same as those defined for the minimum death benefit.

Guaranteed disability annuity

You determine, for each category, the choices made available for the annuity in case of disability and the index rates. This coverage is always funded through the employer's budget.

If your employees do not make an explicit choice, they will be automatically granted the standard coverage as defined by AG Employee Benefits.

Waiver of premium benefit

If you provide for the waiver of premium benefit, it will be automatically granted to all your employees within the insured category.

**For any further information,
do not hesitate to contact us:**

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