

METLIFE GROUP LIFE COVER

EMPLOYEE BENEFITS FOR A MORE
CERTAIN WORKPLACE



ENTER A MORE CERTAIN WORLD

MetLife[®]

1 Introduction

The death of an employee is something every employer fears. It's a rare yet worrying possibility.

But with Group Life Cover from MetLife, your clients can feel assured that if the worst does happen, they will be able to be there, providing for their employee's partner or family in their time of need.

As a global name, MetLife is used to providing certainty to investors, employees and employers. So you can be sure that employees are in the safest hands possible. Our history, reach and commitment to eliminating uncertainty, as well as our award-winning service, help deliver the financial protection employers and employees need and deserve – whatever size the organisation.

We are proud to be able to deliver excellent personal service, helping to offer certainty to your clients and their employees.

② Why Group Life?

Employees are the most valuable asset an organisation has. So to remain competitive in uncertain times, looking after employees and ensuring the smooth running of their business is essential.

With our Group Life Cover, employers can show how much they value their staff. It provides peace-of-mind to their employees and their families that if something should happen, they will be taken care of through a tax-free lump sum.

Key benefits for your clients

Employers can show they value their employees

Group Life Cover can be one of the most fundamental ways in which employers demonstrate they recognise their duty of care to their employees.

Employees feel valued and secure

By offering Group Life Cover, employers can promote a good relationship between the organisation and its staff, showing employees that their work and their families are valued.

Attract good quality staff

Group Life Cover is a highly valued employee benefit and a useful recruitment and retention tool. It forms a key part of any remuneration scheme, as employees know that if they were to seek the same coverage through an individual policy, they would most likely have to pay much more. This can help employers be competitive in recruiting and hiring the best qualified individuals.

Raise employee retention

Employers in the UK place the highest priority on employee retention*. Offering employee benefits can help drive employee satisfaction.

Tax-efficiency

For a Registered Group Life scheme, employers can claim tax relief against the cost of providing this benefit as a business expense. Premiums are also not normally taxed as a benefit in kind for employees.

Tax-free payments to beneficiaries

Lump-sum benefits paid to the Trustees do not normally form part of the deceased member's estate. This means they are free of inheritance tax and instead of having to wait for probate to be granted, the benefits can be paid immediately.

*Source: 9th Annual Employee Benefits Trends Study, MetLife, 2011

3 What we offer

MetLife's Group Life Cover is designed to ensure employers can give invaluable financial support and certainty to the loved ones of their employees, should they die in service. By working with us, your clients can benefit from:

Low cost cover

We offer a cost-effective approach to obtaining Life protection for employees, compared with an individual policy.

A comprehensive offering

We offer a complete life cover proposition, whereby all causes of death are usually covered*.

Flexibility

With our flexible offering, you can work with your clients to choose varying levels of cover for different categories of partner or employee - either a multiple of salary, a defined lump sum payment or an optional dependant's pension benefit.

Cover for any client, from small to medium businesses (SMEs), as well as large corporates

No matter the size, shape or industry they operate within, we can work with you to provide Group Life cover for your client. In fact, our cover is available for clients from as few as three employees to as many as is required.

One Step underwriting

With MetLife any future increases to your client's benefits won't be required to undergo further underwriting.

A simplified administration approach

We don't require an end of year adjustment, so clients with expanding schemes can potentially save money**.

Efficient payments system

At a difficult time, speed can mean everything. With MetLife, trustees will receive speedy payment, often this is much quicker than our promised five day turnaround - thus helping reduce any financial hardship that loved ones may experience following death.

Bereavement counselling and Probate service

All of MetLife's Group Life policies provide access to a dedicated Bereavement and Probate Service. The Bereavement counselling service can help families come to terms with a loss and the probate service can help with any administration which may result.

Master Trust

The MetLife Master Trust is a registered standalone group life scheme, and when insuring benefits with a MetLife Registered Group Life policy, provides an easier, more affordable and accessible way for employers to offer tax-free lump sum death benefits to their employees.

A global name with strong backing

MetLife Group Life Cover is offered by MetLife Europe d.a.c., which is an affiliate of MetLife Inc. With a market value of \$39.75 billion*** MetLife, Inc. is a force to be reckoned with. So you can rely on our financial strength and global stability. MetLife Europe d.a.c. is an affiliate of MetLife, Inc.

MetLife, Inc. at a glance

- Operating in over 46 countries
- Number 1 life insurer in the US
- Leading market positions in Japan, Latin America, Asia Pacific, Europe and the Middle East
- 66,300 employees worldwide
- 90 million customers
- Ranked 55th in the 2012 Forbes Global 2000#
- Provide financial products and services to over 90 of the top 100 Fortune 500® companies and over 70% of all Fortune 500® companies
- Recently chosen as one of Morgan Stanley's Top 25 Leading Global Growth Picks (one of only five financial companies in the top 25).

MetLife Europe d.a.c. at a glance

- Retirement, savings and protection businesses across the UK as well as businesses in Dublin
- A+ rating for MetLife Europe d.a.c. by Standard and Poor's
- B+ rating for MetLife Europe d.a.c. by AKG Actuaries and Consultants Ltd

4 Committed to service excellence

We want to make working with us as easy as possible. So as well as providing you with a very competitive range of products, we strive to ensure that you receive the best possible service at all times.

“Excellent support from Account Manager and customer service team.”

“Extremely helpful and efficient, I like dealing with the same person and have done so for several years.”

With our team of Regional Sales Managers and UK Operations Hub, we're able to offer a more personal service, ensuring your business receives the support you want, and your clients get the cover they need.

Expert and highly committed, our teams are able to:

- Work closely with you
- Get to know and understand your business and its needs, whatever its size
- Continually assess and evaluate the service we provide
- Have a clear understanding of your local market realities
- Work with any of your clients, from SMEs to large corporates.

The team are available to answer any questions, provide quotes and find the right solution when you need it.

In fact advisers hold our service in such high regard that we received the prestigious 'Company of the Year' title in the Financial Adviser Service Awards.

- 90% of all our clients renew with us year after year
- 7.3 year average scheme length, renewing every 2 years
- Twice winner of Financial Adviser Company of the Year in 2010 and 2012

To find out more

Book an appointment with your representative:

 **0800 917 2111**

 **www.metlife.co.uk/atwork**

Want to find out more?

Talk to your IFA or EBC or call us on **0800 917 2111**.

You can also visit us at www.metlife.co.uk/atwork for more information.

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