



Employee Benefits Insurance



At Brosnan, we believe that the health & safety and wellness of all our staff are essential. We also understand that serious health and wellness problems can strike any of us at any time; this could be tough financially and emotionally on the person and their family, friends, and work colleagues.

To help our team in these situations, we offer you Life and Terminal Illness Insurance, Trauma cover and Income Protection Insurance.

The premiums for this insurance are paid for by us. This brochure explains more about the package.

We sincerely hope no one in our team ever has to make a claim but should bad fortune strike, this insurance package will hopefully ease the burden.





Brosnan

Frequently Asked Questions

Introduction

Brosnan has developed an Employee Insurance Benefits Programme for staff with their advisors Aon New Zealand. These benefits are valuable. This programme is fully subsidised by Brosnan. This is a summary of the principal elements of the Brosnan Employee Benefits Programme. Where Brosnan is referred to in this document it automatically includes Brosnan Trade Staff. You are encouraged to read it. This document is not a substitute for the Insurance Policy wordings.

Programme Elements

The insured benefits are provided under Group Insurance policies. You will be provided with an updated membership certificate of insurance each year and we suggest that you file this with your other important insurance documents. Our Employee Insurance Benefits Programme consists of the following elements:

- Group Life (incl. Terminal Illness) Insurance
- Group Income Protection Insurance
- Group Trauma Insurance
- Child Trauma Insurance

Claims

Any claims or questions should be directed initially to our Advisors, Aon who will either respond directly to the question or refer to the appropriate Provider to respond direct to you:

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Disclosure Statement

This brochure should not be regarded as advice and no needs analysis has been provided. A Disclosure Statement is available free of charge from Aon.

Life, Health & Benefits – Let's talk about the People

The detail provided in this summary dated July 2020 is for information purposes only and any benefits payable under the Insurance policies would be in accordance with the policy document.

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AON



General Information

Type of Cover

Q1. What is covered?

The following insurances are covered:

- Group Life (including Terminal Illness)
- Group Income Protection
- Group Trauma
- Child Trauma

Premiums

Q2. Who pays the premiums?

The premiums for the Group Life, Income Protection & Trauma insurance and child Trauma cover are paid for in full by Brosnan.

Membership

Q3. How do I join?

If you are a permanent employee working 20 hours or more per week, you will be automatically enrolled from your date of eligibility for membership into the Group Life, Income Protection & Trauma cover insurance plans.

Health Evidence

Q4. Will evidence of health be required?

Health evidence will be requested if:

- you are not at work in your normal job (for reasons other than paid holiday leave) on the first day of employment due to serious injury or illness.
- you are 65 and over at the time of joining Brosnan (Life cover ceases at age 70, Trauma and Income Protection ceases at age 65)
- your cover is in excess of the plan's automatic joining concessions.

These are:

Group Life & Terminal Illness	\$800,000 i.e. health evidence required if base annual salary in excess of \$266,667
Group Trauma	\$10,000 (maximum benefit)
Group Income Protection	\$120,000 benefit per annum i.e. health evidence required if base annual salary over \$160,000

Any member who has one or more calculated cover amounts exceeding the joining concession(s) would have their cover limited to the joining concession(s) until they had completed the insurer's medical underwriting process and been accepted. These members will receive an invitation to be underwritten once a year after the policy renews. If the invitation is not taken up, we will invite the member again the following year. You can however apply any time your salary exceeds the amounts indicated, you do not have to wait for an invitation. Contact Aon on nz.eb.enquiries@aon.com.

Nominate Another

Q5. Can I assign my cover to another person?

No. The policies are through a group plan owned by your Employer and cannot be assigned by individual staff. However you will receive a certificate every year confirming your cover and lending institutions may accept this as proof that you are insured for mortgage or loan purposes.

Continuation of Cover

Q6. What happens to the cover if I leave Brosnan?

- If you leave the employment of Brosnan you may be eligible for a continuation option through a personal policy with Asteron Life; this means that no evidence of health is required.
- No additional evidence of health will be requested if the cover you require under the personal policy does not exceed the level of cover you had under the Employee Insurance Benefits Programme.
- You will only have to advise some basic information to set-up your retail policy including your smoking status, declare any hazardous pursuits and advise your new occupation.
- You must apply within 60 days of leaving your Employer to be eligible for the continuation option.
- To qualify for a continuation option on your Income Protection cover, you will need to be leaving Brosnan for another job, not stopping work. The new job must also carry the same or lesser risk.

If this might apply to you please contact our brokers, Aon New Zealand on nz.eb.enquiries@aon.com and we will arrange for an advisor to contact you.

Insurer

Q7. Who is the Insurer for the Group Insurance policies?

The Insurance is currently underwritten by Asteron Life.

Claims Contact

Q8. Who do I contact about claims, underwriting or general advice?

If you wish to enquire about a Life, Terminal Illness, Income Protection or Trauma claim, you should contact Aon New Zealand in the first instance at nz.eb.enquiries@aon.com.

Group Life Insurance (including Terminal Illness)

Description

Q1. How does this insurance work?

Group Life Insurance provides a lump sum payment if you die, from any cause. If you are diagnosed as terminally ill, (not likely to live longer than 12 months) the death benefit lump sum will be paid out early. If your salary is \$266,667 or less per annum, and you are under the age of 65 you will be automatically covered under this Life Insurance Policy, i.e. no medical evidence is required.

Other key points to note are:

- the cover is 24/7 worldwide.
- you must be in full time permanent employment (working more than 20 hours per week).

Qualification

Q2. How do I qualify for a Terminal Illness benefit and how is this benefit paid?

If your specialist diagnoses you as being terminally ill and likely to die within 12 months, the Insurer has an option to pay an “accelerated death benefit”, i.e. payment in advance of death.

Pre-mature Pay-out

Q3. After receiving an early payment of the death benefit, what if I don't die from the terminal illness within 12 months?

You are not required to pay the money back. However the terminal illness payment is an early payment of the death benefit so when you eventually die no further funds will be paid.

Cover Period

Q4. How long am I covered for?

The Group Life Insurance benefits cover you until you either leave your employer, attain the age of 70 or if you successfully make a claim under this policy.

Cover Value

Q5. How much cover do I qualify for?

The cover is 3 x your annual salary up to age 65 then a fixed lump sum of \$50,000 from age 65 to age 70. You will be covered automatically for your full cover if your salary is \$266,667 or less. Should you earn more than this, you can elect to be underwritten for cover on your salary above this amount any time. You will automatically be invited to apply for the additional cover you qualify for, once annually after the insurance renewal takes place.

How it works

Q1. How does this insurance work?

Income Protection Insurance provides for continued payment of a percentage of your income if you are totally disabled and unable to follow your usual occupation whilst you are in full time employment with Brosnan and Brosnan Trade Staff. If your salary is less than \$160,000 per annum, you will be automatically covered for 75% of your base salary under this policy i.e. no medical evidence is required.

Definitions

Q2. What is “Totally Disabled” i.e. ‘Total Disablement’?

All the following must apply:

- The person’s capacity to perform their usual occupation is reduced to less than 75% of the average hours they worked in their usual occupation before their injury or sickness *and*
- The person’s monthly income has reduced to less than 75% of their pre-disability income; *and*
- The person’s injury or sickness and their inability to work is supported by clinical evidence that the insurer approves; *and*
- The person follows the advice about their sickness or injury from a registered doctor. This means the person must be following advice on an ongoing basis, including recommended courses or treatment and rehabilitation.

Benefit Worth

Q3. How much is my benefit?

75% of your annual base salary (based on a maximum 40 hour work week), defined as “annual base rate of remuneration paid by the Employer to the Life Insured in respect of or by way of salary or wages but excluding fees, commissions, overtime, bonuses and any other payments or allowances”.

Cover Period

Q4. How long am I covered for?

The Income Protection benefit payments will cease:

- once you stop being totally disabled
- when you attain the age of 65 or at the end of the 2 year benefit period (whichever is the sooner).
- you are in jail or otherwise detained as a result of a criminal act
- you make a false, dishonest or fraudulent claim or support any claim with false evidence
- you do not undertake treatment and/or rehabilitation which would allow you to return to work
- you die.

If you leave Brosnan, you may be eligible for a continuation option if you are under the age of 65. You must apply within 60 days of resignation. No additional evidence of health will be requested if the cover you require under the personal policy does not exceed the level of cover you had under the Employee Benefits Programme and you were actively at work performing your full and normal duties on the last day before you ceased work at Brosnan.

Not covered

Q5. What is not covered?

The principal exclusions are:

- Intentional self-inflicted act whether the person is sane or insane
- Pregnancy miscarriage or childbirth, unless a person is disabled for more than 3 months from the later of:
 - i) The date the person's pregnancy finishes
 - ii) The date the person's disablement commences
- Invasion, rebellion or an outbreak of war in which NZ is involved
- The person's participation in criminal activity
- Service in the armed forces of any country or organisation other than the New Zealand Armed Forces Reserve.

Stand-down Period

Q6. Is there a stand down period before a claim can be made?

Yes there is a stand down or waiting period which is 60 days from the commencement of your total disability, before a claim payment can commence.

Partially disabled

Q7. If I am partially disabled can I claim?

Yes – if you are not working to your full capacity, the insurer will calculate your monthly income and other income based on what they consider you would reasonably have expected to earn if you were working to full capacity. They will consider all relevant information in their assessment including:

- The opinion of your registered doctor
- The opinion of medical and rehabilitation specialists
- The results of any functional assessments you have undertaken.

Reoccurrence of condition

Q8. What happens if I have a reoccurrence of a condition previously claimed for?

If you recover from a disability and then have a relapse within 6 months from the same or related causes, the waiting period will not be applied. The claim will be treated as an extension of the earlier claim.

Taxation

Q9. Is this benefit taxable?

Yes – your Income Protection benefit is income and therefore taxable just like your salary, you are responsible for declaring this income to the IRD.

Payment period

Q10. How often are payments made?

Payments are made monthly and in advance.

Other income

Q11. Is my insured benefit offset by other income?

The benefit will be offset by all income paid by reason of:

- Any bodily injury and/or illness disability income benefits arising under any superannuation scheme or any other insurance policy or scheme
- Any compensation by way of workers' compensation, weekly compensation, accident insurance, social security payment or any other state provided benefit
- Salary, wages or other remuneration.

Administration

Q12. Once I am on claim what happens?

Every month you will be sent a form to complete and you will have to arrange for your treating doctor to also complete a form that gives the Insurer an update of your condition to ensure you are still entitled to payments. For those who will be long term claimants Insurer reviews are far less frequent.

Rehabilitation assistance

Q13. If I am disabled and receiving a benefit do I receive any rehabilitation assistance?

Yes – the insurer will support expenses (up to certain maximums) that help you return to a gainful occupation, however this is always at the insurer's discretion.

Group Trauma Insurance

How it works

Q1. How does this insurance work?

If you are diagnosed with any of the Trauma events listed and provided you survive for 14 days (not on life support), a lump sum will be paid to you of \$10,000.

You must be in full time employment, working a minimum of 20 hours per week.

Existing health

Q2. Will evidence of health be required?

Health evidence may be requested if:

- you are not at work in your normal job (for reasons other than paid holiday leave) on the day cover is due to commence
- you have been absent from work due to illness for 10 or more days in 90 days immediately before cover commenced.

Trauma events

Q3. What are the Trauma events?

The member diagnosed by a specialised medical practitioner as having one of the following serious medical conditions (as defined in the Commonly used words section 8.0) while covered for that condition under this policy, and survives at least 14 days from the date of diagnosis:

Blood	Heart & Artery
<ul style="list-style-type: none"> ▪ Aplastic anaemia ▪ Occupationally acquired HIV infection ▪ Medically acquired HIV infection 	<ul style="list-style-type: none"> ▪ Cardiomyopathy ▪ Coronary artery angioplasty – triple vessel* ▪ Coronary artery bypass surgery* ▪ Heart surgery (open)* ▪ Heart attack*
Cancer & Tumours	<ul style="list-style-type: none"> ▪ Out of hospital cardiac arrest ▪ Pulmonary hypertension ▪ Repair or replacement of aorta* ▪ Repair or replacement of valves* ▪ Severe peripheral vascular disease
<ul style="list-style-type: none"> ▪ Benign brain or spinal tumour ▪ Cancer* 	
Connective Tissue	
<ul style="list-style-type: none"> ▪ Systemic sclerosis 	
Endocrine	Kidney & Urogenital
<ul style="list-style-type: none"> ▪ Diabetes (adult insulin-dependant diabetes mellitus) 	<ul style="list-style-type: none"> ▪ Chronic kidney (renal) failure*
Gastrointestinal	Major Organ Transplant
<ul style="list-style-type: none"> ▪ Chronic liver failure 	<ul style="list-style-type: none"> ▪ Major organ transplant*
Respiratory	Musculoskeletal Trauma
<ul style="list-style-type: none"> ▪ Chronic lung failure ▪ Pneumonectomy* ▪ Pulmonary Hypertension 	<ul style="list-style-type: none"> ▪ Loss of limbs
	Ear
	<ul style="list-style-type: none"> ▪ Deafness
Other	
<ul style="list-style-type: none"> ▪ Burns ▪ Intensive care 	<ul style="list-style-type: none"> ▪ Loss of independent existence ▪ Terminal illness

Group Trauma Insurance

Trauma events (cont)

Stroke and Nervous System

- Alzheimer's disease
- Aneurysm
- Coma
- Creutzfeldt-Jakob disease
- Dementia
- Encephalitis
- Loss of speech
- Major head trauma
- Meningitis
- Motor neurone disease
- Multiple sclerosis
- Muscular dystrophy
- Paralysis
- Parkinson's disease
- Peripheral neuropathy
- Significant cognitive impairment
- Stroke*

* See Question 5 stand down period

Cover

Q4. How much cover do I have?

Your Trauma entitlement is \$10,000 and only one claim can be made.

Stand-down period

Q5. Is there a stand down period for any of the benefits or am I covered for all immediately?

There is an initial 3 month "no claim benefit period" applied for some conditions from the date you join Brosnan. The conditions that fall under this no claim benefit period are marked in the list above with an asterisk*.

If an insured suffers from one of the above in the 3 month no claim period, no benefit will be payable in respect of that Trauma.

Additional claim

Q6. If I have a Trauma claim and then have a claim for a different event do I get another benefit?

No – once you have had a trauma claim the insurer's obligation to you under this policy ends.

Period of cover

Q7. How long am I covered for?

The Trauma cover remains in place until you leave Brosnan, attain the age of 65 or successfully make a claim under this policy.

Continuation option

Q8. Is there a continuation option?

This trauma cover may be continued on a retail policy subject to the insurers terms, some of which are:

- being below the age expiry of 65
- service must have been terminated with the employer
- you will have 60 days from leaving Brosnan to apply for a personal policy.

Kids Cover

How it works

Q9. How does this insurance work?

If your child is diagnosed with any of the Trauma events listed and provided they survive for 14 days (not on life support), a lump sum will be paid to you of \$5,000.

Trauma events

Q10. What are the Trauma events?

The child Trauma events are the same as those for an adult, the definitions might differ slightly though. The child must be diagnosed by a specialised medical practitioner as having one of the listed serious medical conditions while covered for that condition under this policy, and must survive at least 14 days from the date of diagnosis or major surgery.

a) Serious medical conditions eligible for Kids Cover

- | | |
|---|---|
| ▪ Alzheimer's disease | ▪ loss of sight (one eye) and limb |
| ▪ aneurysm | ▪ loss of speech |
| ▪ aplastic anaemia | ▪ major head trauma |
| ▪ benign tumour of the brain or spinal cord | ▪ major organ transplant (placement on waiting list)* |
| ▪ blindness | ▪ meningitis |
| ▪ burns | ▪ motor neurone disease |
| ▪ cancer* | ▪ multiple sclerosis |
| ▪ cardiomyopathy | ▪ muscular dystrophy |
| ▪ chronic kidney (renal) failure* | ▪ out of hospital cardiac arrest |
| ▪ chronic liver failure | ▪ paralysis |
| ▪ chronic lung failure | ▪ Parkinson's disease |
| ▪ coma | ▪ peripheral neuropathy |
| ▪ Creutzfeldt-Jakob disease | ▪ pulmonary hypertension |
| ▪ deafness | ▪ serious accidental injury |
| ▪ dementia | ▪ severe peripheral vascular disease |
| ▪ encephalitis | ▪ significant cognitive impairment |
| ▪ heart attack* | ▪ single loss of limb or eye |
| ▪ HIV – medically acquired | ▪ stroke* |
| ▪ HIV – occupationally acquired | ▪ systemic sclerosis |
| ▪ intensive care | ▪ terminal illness |
| ▪ loss of independent existence | |
| ▪ loss of limbs | |

b) Major surgical procedures eligible for Kids Cover

- | | |
|---|--|
| ▪ coronary artery angioplasty – triple vessel* | ▪ pneumonectomy* |
| ▪ coronary artery bypass surgery* | ▪ repair or replacement of aorta* |
| ▪ heart surgery (open)* | ▪ repair or replacement of major valves* |
| ▪ major organ transplant (undergoing the transplant)* | |

* See Question 5 stand down period

Period of cover

Q11. How long is my child covered for?

The Trauma cover remains in place until the member leaves Brosnan, or attains the age of 65, the child attains the age of 21, the child dies or a successful make a claim under this policy.

Exclusions

Q12. When is this benefit not payable?

If the claim is caused by a congenital condition, an intentional act by the member's child's parent or guardian, or an intentional act by someone who lives with or supervises the member's child.

Personal Financial Security Plan

These Insurance benefits you get from Brosnan (free of charge to you) provide you with a really solid foundation on which to build your **personal financial security plan**.

Do you have a **personal financial security plan** and does this include your partner? If your partner became too sick to work, would you be able to cover all the expenses with your income alone (rent or mortgage, utilities, groceries etc.)?

If you or your partner have not yet sat down with an adviser to do a **personal financial security plan**, you can reach out to me. As a value added additional benefit for Brosnan employees and at no cost to you, I can help you plan towards worry-free financial security.

Look forward to hearing from you

Fiona McDonald | Senior Client Adviser
Life Health and Benefits
Aon New Zealand

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Continuation Option

Your Insurance will cease when you leave!



How do I keep my Insurance?

When you leave employment, the Life, Trauma and Income Protection Insurance provided by Brosnan will cease. A Continuation Option is a simple process to transfer Insurance Benefits from an Employer Policy to a Personal Policy. This can be taken care of without needing to complete lengthy applications or provide information about current health status.

Who is eligible?

A Continuation Option is available to members leaving employment before the age of 65, subject to insurer approval.

What will it cost?

Individual Insurance rates that are dependent on your age, gender and smoking status will apply. Please contact Aon for an individual quote and personal advice.

Cover for pre-existing health conditions?

This may be the only opportunity you ever have to purchase Personal Life Insurance without needing to provide evidence of good health. Pre-existing health coverage applies in most cases.

Why is this offer so valuable?

The following serves an “example” of some of the questions that would “usually” be asked of a person applying for Insurance. If you apply to continue this insurance, the following questions will not apply!

- Any history of
 - ✦ *cancer*
 - ✦ *heart disease*
 - ✦ *high blood pressure*
 - ✦ *stress, fatigue or depression*
- Breathing disorders such as Asthma
- Diabetes
- Height/Weight
- High cholesterol
- Family history of any of these conditions mentioned.

How & when do I need to apply?

The Continuation Option Application is a short form application, with no reference to health questions. Aon will provide this form on request. You must apply within 60 days of ceasing employment with Brosnan.

What happens if I miss the 60 day window?

Your cover will cease when you leave the company. Aon must receive your Continuation Option application within 60 days of your final day with the company, to ensure that a policy can be issued. Any policy issued after 60 days will be subject to evidence of good health.

Act Now!

- Cover for existing health conditions applies in most cases
- Short form application
- No health questions.

Please note cover is subject to the continuation option clause under the policy wording of your employer scheme. Recreational pursuits and activities will be taken into consideration when cover is offered as will overseas travel and smoking status.

Please contact Aon as soon as possible to arrange for the transfer of cover:

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