

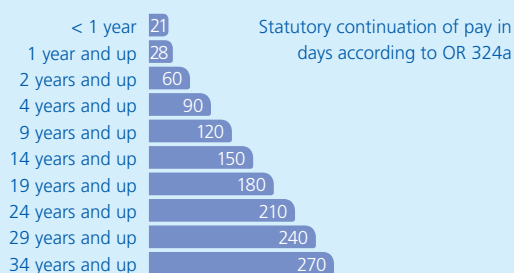
Zurich Business People

Income Replacement Insurance

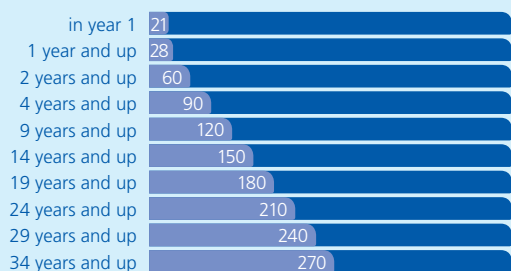
As an employer you are required by law to continue to pay salary/wages for a specific period of time if one of your employees becomes ill. The same holds true during pregnancy. Zurich Income Replacement Insurance is a solution which is interesting both to you and your employees.



Bern Scale



Income Replacement Insurance



Your benefits at a glance

- Release from salary payment obligations
- No coverage gap until IV disability or BVG benefits kick in
- Financial security: Employees benefit from guaranteed and more extended continuation of pay
- Predictable payroll costs
- Profit participation, if agreed
- Sunet claims management system
- Assistance assessing incapacity to work and achieving rapid reintegration

Who profits from the Income Replacement Insurance?

Small and medium-sized enterprises.

Detailed information

The duration of the obligation to continue payment of wages in the event of illness, health problems or pregnancy depends on how long the employment has existed pursuant to the Swiss Code of Obligations, OR 324a. The Bern Scale has become the general standard used. It is possible to be released from the obligation to continue the payment of wages by law by obtaining insurance. You have met your obligations as employer if the insurance solution covers at least 80% of the employee's salary and you pay at least 50% of the premium.

Numerous industries and companies are subject to a collective labor agreement whose regulations extend beyond the statutory obligation to continue the payment of wages. In most cases, Income Replacement Insurance is additionally required.

Zurich Income Replacement Insurance provides a solution that can be tailored to your needs – eliminating coverage gaps. The Sunet claims management tool allows easy processing of illness notifications on the internet, keeping your administrative expense to a minimum.

Free movement of persons CH-EU

For Swiss and EU nationals working in Switzerland and/or an EU state, the mandatory social security requirement is fulfilled if there is insurance coverage in only one state. The «place of work» principle applies. If employed work is performed in several states, then the «place of residence» principle applies (provided the employed work is also performed in the country of residence). Zurich can also offer need-based solutions in this case.

Loss of earnings due to illness

Normally, it takes a year until benefits are paid from state disability insurance and occupational retirement provision. To cover this gap, choose a solution that meets your needs, either geared to benefits per BVG or generally based on your collective labor agreement. The waiting period for occupational retirement pension can be extended to two years upon conclusion of Income Replacement Insurance.

Benefit amount

Between 80% and 100% of AHV pay depending on needs, usually up to a maximum of CHF 300,000 annually per person.

Waiting period

Freely selectable, e.g. 7, 14, 30 or 60 days.

Duration of benefits

BVG model: 730 days less waiting period.

LSI model: 720 of 900 days.

Maternity benefits

With the enactment of the amended Income Replacement Scheme (EOG) on July 1, 2005, all employed mothers are now entitled to 14 weeks' paid maternity leave. The replacement income level is 80% of regular pay, subject to a maximum of CHF 196 per day beginning January 1, 2009 (qualifying maximum annual pay CHF 88,200).

Collective labor agreement rules on the obligation to continue the payment of wages (generally 80% of gross pay for a maximum 112 days) continue to apply.

Supplementary coverage

We offer additional coverage for the obligation to continue the payment of wages (for the portion of pay exceeding CHF 88,200 and/or extending income replacement from 99 to 112 days).

Benefit amount

Between 80% and 100% of AHV pay depending on needs, usually up to a maximum of CHF 300,000 annually per person.

Duration of benefits

98 or 112 days.

Conditions

Partial inability to work

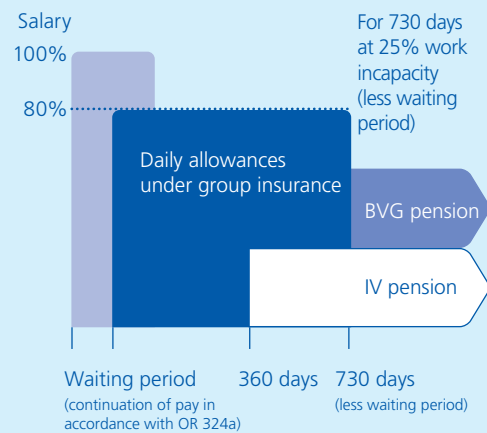
The daily allowance corresponds with a degree of work incapacity:

- BVG model starting at a minimum 25%
- LSI model starting at a minimum 50%

Change of employment, vested benefits and transfers

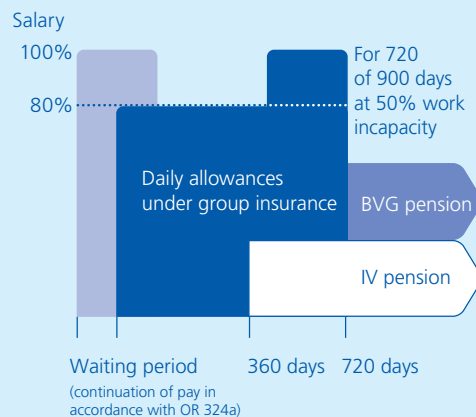
Insurance coverage remains uninterrupted in most cases. If benefits are not vested, the insured may transfer to an individual policy within 90 days.

BVG model



LSI model

(required under most collective labor agreements)



We would be pleased to provide you with personal advice tailored to your individual needs. Simply contact your nearest Zurich agency, call us toll-free at 0800 80 80 80 or get in touch with your broker directly. www.zurich.ch

Zurich Insurance Company Ltd
Thurgauerstrasse 80, 8050 Zurich
Phone 0800 80 80 80, www.zurich.ch

If the details in this factsheet differ from the currently valid Terms and Conditions of Insurance, the latter shall take precedence.