

**GROUP TERM LIFE INSURANCE
VMWARE PHILIPPINES, INC.**

Covering Period: December 01, 2020 to November 30, 2021

While a member of a Group is insured under the Plan, he gets the solid insurance that in the event of his death from whatever cause, Generali will pay his designated beneficiary/ies the amount of his group life insurance.

WHO ARE COVERED

All regular, probationary and contractual employees at least 18 not over 65 years old.

AMOUNT OF INSURANCE

Class Description	Limit
All eligible employees	3 x Annual Salary (Annual Salary plus Incentive/Commission) Maximum of 35M

NO EVIDENCE LIMIT 13,500,000 up to age 65 years old

ACCIDENTAL DEATH & DISABILITY RIDER

For loss of life, limbs or sight cause solely by accident and occurring within 180 days after the accident, Generali will pay the AD&D benefit.

Schedule of Indemnities	
Loss	Indemnity
Life	100%
Total and Permanent Loss of sight in both eyes	100%
Total and Permanent Loss of speech and hearing in both ears	100%
Total or Total and Permanent loss of use of both hands or both feet at or above the wrist or ankle	100%
Total Paralysis of all limbs	100%
Loss of one limb at or above wrist or ankle and the total and permanent loss of sight in one eye	100%
Total and irrevocable loss of hearing in both ears	75%
Total and irrevocable loss of hearing in one ear	15%
Total and irrevocable loss of sight in one eye	50%
Total and Permanent loss of use of one limb at above the wrist or ankle	50%

	Right	Left
Loss of or total and permanent loss of use of:		
Four fingers and thumb of one hand	70%	50%
Four fingers	40%	30%
One thumb		
Both phalanges	30%	30%
One phalanx	15%	15%
Index finger		
Three phalanges	10%	7.5%
Two phalanges	8%	
One phalanx	5%	3.75%
Middle finger		
Three phalanges	8%	6%
Two phalanges	6%	4.5%
One phalanx	4%	3%

Note: For left handed life insured, the percentage related to the right hand shall apply to the left.

Standard Exclusions to AD&D Rider:

- Self-inflicted injuries whether sane or insane
- Bodily or mental infirmities
- Poisoning or infection, other than those sustained in an accident
- Injury suffered while:
 - on police duty in any military, naval or police organization
 - in any riot, civil commotion
 - traveling as passenger in any form of air or marine transportation except while traveling as fare-paying passenger on a schedule passenger trip
 - in any violation of the law or provoked assault by insured
- Atomic fission or radioactive gas

TOTAL AND PERMANENT DISABILITY RIDER

Disability caused by bodily injury due to accident or disease which prevents the insured individual from engaging in any business or occupation for profit or gain for the rest of his life. TPD is payable provided:

- The insured individual is totally and permanently disabled before reaching his/her 65th birthday;
- Disability has continued uninterruptedly for six (6) months;
- Insured individual has been terminated from employment because of his total & permanent disability (not a resignation).
- Proof of disability of the insured individual is received and approved by the Company

TERMINAL ILLNESS BENEFIT RIDER

This benefit will advance **50% of the sum assured, but not to exceed Php2,000,000** to the insured if he/she will be diagnosed to be terminally ill. In case of death, the remaining insurance proceeds will then be made payable to the designated beneficiaries. Terminal Illness is an illness that is expected to result to the insured's death within 12 months from the date of the diagnosis of such illness.

BURIAL ASSISTANCE BENEFIT

The amount of Burial Assistance Benefit shall be payable upon receipt and approval of due proof that the Insured Individual died prior to the date his life insurance terminates. The Burial Assistance Benefit shall be in addition to the life insurance benefit of the Insured Individual.

Amount of Burial Benefit: Php 15,000

BENEFICIARY DESIGNATION

Any person who has an insurable interest on the life of the insured can be declared or designated as his beneficiary, unless, a legal issue arises at the time of claim.

Declaration of Minor (below 18 y/o) as a beneficiary:

As stated in the Policy, should a beneficiary be a minor and irrevocable designated, a judicial guardian for such minor need not to be appointed if the amount of insurance does not exceed FIVE HUNDRED THOUSAND PESOS (P500,000.00). For over P500,000.00 it would not be given until the beneficiary reaches the age of 18 years old or unless a Guardian is declared, hence there should be a Guardianship Bond.

If there be no beneficiary designated by the insured or there be no surviving beneficiary at the time of death. The following classes, in this order of preference shall be deemed as his contingent beneficiary:

1. Widow or widower;
2. Surviving legitimate, legitimated. Legally adopted and recognized natural children;
3. Surviving illegitimate children without distinction;
4. Surviving parents;
5. Surviving brothers and sisters of the full blood;
6. Surviving brothers and sisters of the half-blood; or
7. Executors, administrators or assigns.

If there be two or more beneficiaries declared or assigned, insurance proceeds shall then be shared equally, unless share of each is specified.

CLAIMS REQUIREMENTS

Death Claim

1. Birth Certificate/s
2. Fully Accomplished Generali Claim Form
3. Official Death Certificate
4. Attending Physician's Statement
5. Notarized Claimant's Statement

Disability Claim

1. Insured's Statement of Disability Claim
2. Generali Claim Form (Accomplished)
3. Physician's Statement
4. Employer's Certification (dismissal)
5. Birth Certificate

CLAIMS TURN AROUND TIME:

14 working days with complete documents

Frequently Asked Questions (FAQs):

Q: Who is eligible for life insurance?

A: All regular, probationary and contractual employees at least 18 not over 65 years old.

Q: When can I enroll?

A: Enrollment is through your HR within 30 days from date of eligibility.

Q: Can I get coverage for my dependents?

A: Life coverage is for employees only.

Q: Is suicide covered?

A: Suicide is covered after 1 year of continuous coverage. If an Employee dies by suicide, Generali will pay his designated beneficiaries the equivalent of his life insurance benefit.

Q: Can I increase the amount of coverage I currently have?

A: No, the amount of cover is based on the amount as determined by the company.

Q: Does the policy build cash value?

A: This is term life insurance with no cash or loan value.

Q: What if I take a leave of absence without pay?

A: You remain covered if you are not yet terminated and not on long-term leave due to sickness.

Q: What if I become disabled?

A: If the employee becomes disabled and satisfies the TPD benefit conditions and requirements has been submitted and approved, GP will pay the amount in lieu of the life insurance benefit.

Q: Can I keep my coverage even when I am already resigned?

A: No, the coverage is co-terminus with your employment.

Q: When will the policy pay benefits?

A: As soon as the HR is aware of an employee death, they should notify Generali and submit to us the claim requirements.



GROUP LIFE INSURANCE BENEFIT

VMWARE PHILIPPINES, INC.

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