



## Employee Benefits: Portfolio Diversification Opportunities



Enhance productivity  
and lower overall cost.

## A SEAMLESS ORGANIZATION IN A WORLD WITHOUT BOUNDARIES

“HR Directors now need to think global. The free flow of key resources - people - across national boundaries requires HR managers to create a seamless organization across international frontiers.

E-commerce is further increasing the flow of goods and services and, most importantly, it is also increasing the speed at which knowledge - and therefore competitive advantage - can be transferred across the globe.

In a world of increasing volatility, Direct Health is where the world comes to manage risk across all major insurance classes. We provide you with the tools you need to meet your business objectives and achieve your financial goals”

Jon Del Mar Ph.D., General Manager

# CONTENTS

---

1. Employee Benefits Protection
2. Global Resources
3. Corporate Risk Covers
4. Group Health
5. Group Life
6. Group Disability
7. Group Travel
8. Group Savings
9. Solutions Through Support
10. International Programmes
11. What Next

# EMPLOYEE BENEFITS PROTECTION

---

Employees are usually the most critical wealth-generating assets of a company. Protecting employees against risks has long been recognized as essential business practice. With more companies employing internationally mobile employees there is an ever-increasing need to achieve cost-effective protection, on a worldwide basis, against a range of different risks.

Direct Health, through the provision of corporate risk covers, provides companies with a range of valuable products for their employees, centrally focused on Group Health Insurance. Group Life and Disability, along with more specialized covers such as Critical Illness and Accidental Death, can then be added, if required.

Due to the flexibility that we offer, employers can select the most appropriate benefits, from the range of covers available, for an employee's personal circumstances. So, whether employees are close to home or far away, we can provide the opportunity for their employers to ensure that both they and their dependants will be looked after.

In this document you will find an overview of the range of covers available from us, the services that support them and the different ways in which they can be structured.

# GLOBAL RESOURCES

---

Direct Health specializes in providing insurance-based services to companies operating across international borders and their internationally mobile employees. We work with the world's largest offshore providers in the market, we can provide effective and efficient solutions to employers to help them to gain advantage in a competitive and increasingly global employment market.

Our strength and expertise are evident in both our product range and our services. Our products reflect the international nature of the individuals and companies we serve whilst our services are delivered by experienced executives and professional staff from a wide range of disciplines, supported by modern and efficient administration systems.

Direct Health is a wholly owned subsidiary of the Tenbridge Group, which has an international presence across Asia and licensed & regulated to provide offshore financial services.

We provide a broad range of client focused solutions including health, life and pension benefits for employees of SME's and multinational corporations. We also offer 'multinational pooling' and 'reinsurance to a captive company'. By providing employee benefits on a worldwide basis, and combining risk experience, we can often generate significant savings.

# CORPORATE RISK COVERS

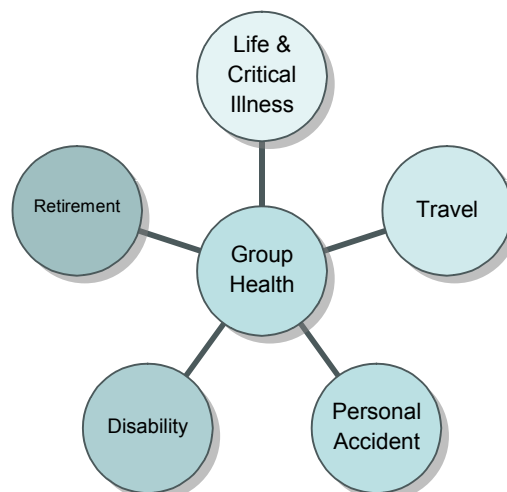
---

Direct Health provides Group Health as a core offering, which can be tailored to an employee's specific requirements. Employers, who understand the importance of providing security for employees and their dependants, recognize this cover as a gateway to a comprehensive range of additional benefits.

By taking an employee's working circumstances into account, including what they do and where they are based, as employer can tailor a plan to suit their needs. With Group Health in place, an employer can then choose to add additional covers to ensure that their employees are covered for different eventualities that may occur.

For companies with an international perspective and a need to enjoy a reliable, efficient and flexible service, the benefits are both compelling and cost-effective.

The diagram below gives a summary of those covers that are available as additions to Group Health and the types of covers that can be offered separately ('stand alone').



# GROUP HEALTH

---

Group Health is a cost-effective way of providing immediate financial protection in the event of the accident, injury or sickness in service of an employee.

A Group Health plan provides the essential protection that a company may require as the cornerstone of a valuable corporate risk plan. By providing employees with peace of mind as part of their remuneration package, employers, in turn, also promote greater loyalty to the company.

## Higher returns for your company

The wide range of benefits are offered by insurance providers means that you can be confident that your employees are armed with an array of valuable health care benefits and complete protection against the high cost of medical treatment world-wide.

### Our Health plans can offer:

- ✓ Generous medical benefits including routine maternity and dental
- ✓ 24/7 emergency medical assistance
- ✓ Highly competitive premiums
- ✓ Pre-Existing Conditions Covered
- ✓ \$Nil Deductible & No Co-Payments
- ✓ USA Cover
- ✓ No Application forms
- ✓ No Waiting periods
- ✓ Wellness check
- ✓ Outstanding service.

# GROUP LIFE

---

Group Life is a cost-effective way of providing immediate financial protection in the event of the death in service of an employee.

A Group Life plan provides the essential protection that a company may require as the pillar of a valuable corporate risk plan.

It provides payment of benefits to designated beneficiaries in the event of an employee's death during services. The benefits can be based on a multiple of salary or a fixed amount, paid in the form of a lump sum.

When joining the plan, employees are not required to undergo a medical if their benefits are under a certain value.

Our Group Life plans can be tailored to satisfy the specific needs of the employer and their employees, by offering group benefits on a voluntary basis. These can include benefits such as Supplementary Life, Spouse's and Orphan's Pensions and Critical Illness.

## **Critical Illness**

With the escalating costs of both healthcare and high cost treatments, dealing with a serious illness can be financially draining. Critical illness cover is the most effective protection against these costs as it provides a lump sum to employees on diagnosis of specific illnesses or other prescribed conditions.

# GROUP DISABILITY

---

## Take your plan to a higher level

Long Term Disability (also known as Income Protection Insurance)\* is a real benefit for employees, providing peace of mind that comes with being financially supported if suffering a long term disability.

Long Term Disability is designed to provide employees with an income where they are absent from work for a long period of time due to illness or accident and / or may never be able to return to work.

This benefit provides a regular income, expressed as a proportion of salary, during the period to recovery, retirement or death – whichever occurs first. Benefit commences after a deferred period of 3 or 6 months of disability, as determined by the employer, and is usually consistent with the company's standard sick pay arrangements. Income is paid as a fixed sum or can be arranged with an escalation rate to provide some protection against future inflation.

## Personal Accident\*

Personal Accident cover is an alternative to Long Term Disability, where the benefit is paid as a lump sum in the event that the employee is totally, permanently and irreversibly disabled.

*\* Both of the above mentioned risk covers can be purchased as part of a Group plan or as 'stand alone'.*

# GROUP TRAVEL

---

Group Travel cover covers its members from unforeseen medical treatment and circumstances that may force the cancellation of your travel plans or interrupt your trip. They can also provide a complete assistance package of international benefits and 24 availability.

If your group travel throughout the year, they have plenty of responsibilities. They don't need to be worried about their medical coverage abroad. But what would happen if they became ill or injured during a trip? How would they deal with the language or currency barriers? Who would they call at 3am on a weekend from a foreign country during a medical emergency?

What if you were hosting a group from another country? Would those group members be covered while in your country? Would your organization be responsible for their medical costs?

Direct Health is an experienced plan administrator, providing excellent group travel medical policies, available 24-7-365 for medical emergencies, evacuations and pre-certifications.

Contact us for more information.

# GROUP SAVINGS

---

## Helping you recruit and retain high-quality employees

In today's competitive employment market, the provision of a group savings plan reflects an employer's appreciation of the need to provide extra benefits, to aid the successful recruitment and retention of high quality employees.

A group savings plan therefore represents a key component of an employee's overall remuneration package. As an employer, you compete to attract the very highest caliber of employee, to ensure that your company continues to grow. Retaining the requisite talent can however prove more of a challenge than the initial recruitment process.

The best way to attract the talented people you need is to offer them additional benefits as part of their overall remuneration package. This can also help you retain the key personnel, critical to the continued development of your business.

## How it works

Your Account Executive will work closely with you to develop the most appropriate solution for your company and employees.

Amongst other things, this will involve helping you to decide on a suitable level of regular contribution for your group's members – usually a percentage of salary or a fixed regular contribution – and tailoring the range of funds available to ensure that your group's savings requirements are fulfilled.

You will then be provided with the resources you need to promote the benefits of the group savings plan to your employees, and secure online access for you to manage the group.

# GROUP SAVINGS

---

## **Additional voluntary contributions**

Members have the facility to supplement any contributions you provide for them, by making voluntary contributions to their account within the group.

Whilst the investment funds available will be determined at group level, an additional voluntary contribution account will give your group members access to these specialist investments, at terms not normally available to individual investors.

## **Investment choice**

Our providers have been building close relationships with some of the world's most successful and highly respected fund managers for nearly 40 years. The fund range comprises more than 240 top-class funds, in a number of currencies, designed to satisfy as broad a range of investment philosophies as possible.

## **Protection and Trust Arrangement**

We work with the largest financial institutions in the world, based in the Isle of Man (a location with an enviable reputation for political and economic stability), which has Sovereign Credit Ratings of 'AAA' from Standard and Poor's\* and 'Aaa' from Moody's.

In order to provide an additional level of protection for you, the savings group is set up under a trust arrangement in Hong Kong as an authorized Occupational Retirement Scheme (ORSO). This means that if your company were to cease trading, the benefits built up in the members' accounts would be protected.

\*Standard and Poor's and Moody's are independent ratings agencies, who assess the strength of financial centers

# GROUP SAVINGS

---

## Key features

- Enhance employee remuneration package
- Improve employee retention
- Safeguard company assets
- Strategic “vesting” periods for different employees
- Discretion over who can participate
- Control over each investment policy
- Can be gratuity scaled
- Tax deductibility (Pension services)
- Ideal for USA Nationals
- Reversion of capital if required
- Isle of Man investor protection
- Excellent fund choice
- Tax free growth
- Authorized Occupational Retirement Scheme (ORSO)
- Low minimum contribution levels
- Enhanced retirement planning

# SOLUTIONS THROUGH SUPPORT

---

Employers need to know that their corporate risk plan will be efficiently managed without distracting from their day to day jobs. That is why we, at Direct Health, provide a dedicated Account Executive for every employer, who is responsible for the smooth running of the plan. Their responsibilities include liaising with the employer on a regular basis and arranging prompt payment of benefits in the event of a claim.

Standard plans follow accepted procedures, which are set out in the policy agreement, while for more complex tailored plans, a 'Service Level Agreement' between the insurer and the employer is put in place, which documents the responsibilities of both parties under the agreement.

With regard to underwriting, we offer a range of terms such as Moratorium, Continuing Terms or Medical History Disregarded. During the policy selection process we discuss the underwriting terms to select the best solution for your needs.

We also assist with claims and that they are dealt with efficiently to ensure that the benefits are paid on time. Long Term Disability can involve an extensive period of absence, affecting both the employee and employer. We are aware of that, when disabled an employee's main income is that which they receive through their claim, so we ensure that, as soon as a claim is recognized as valid, payments to the employee will be correct and prompt.

# INTERNATIONAL PROGRAMS

---

Aside from a standard policy with an insurance company, we provide different structures for risk plans.

## **Multinational pooling**

Risk plans can benefit from 'multinational pooling'. This is an effective way for companies to enjoy potential financial savings while managing employee benefits risks worldwide.

'Multinational pooling' allows multinational companies to benefit from the combined purchasing of risk benefits internationally. Where overall experience is favorable, a multinational dividend may be paid to the company, reducing the costs of insuring employee risk benefits.

Whilst the term 'multinational pooling' may suggest that it is only suitable for global or major international companies, companies with insured benefits in as few as two countries can participate in 'multinational pooling'.

## **Reinsurance to a captive company**

Risk plans on offer are also eligible for 'reinsurance to a captive company'. We can offer a full range of 'reinsurance to a captive company' arrangements, using these to help maximize financial advantages and to manage employee benefits risks worldwide.

'Reinsurance to a captive company' is designed to meet the needs of large multinational companies where plans are insured with local providers and then partially or fully reinsured to the 'captive company'. The 'captive insurance company' is an insurance company set up and owned by the employer's parent company to finance and insure the company's own risks.

# WHAT NEXT

---

## Obtaining a quotation

To provide a quotation, we will need the following employer / employee information in Excel format.

1. Name of company
2. Name or identification number of individuals.
3. Nationalities of lives to be assured.
4. Locations of lives to be assured (Town and Country).
5. Dates of birth or ages.
6. Gender.
7. Occupation.
8. Salary (if salary related benefit).
9. Currency of Quote (USD, Euro or GBP)
10. Amount of cover required (where appropriate).

## Additional information requirements

Once a quotation is accepted, the employer will need to supply use with:

1. A completed and signed proposal form.
2. Confirmation of payment of the appropriate premium within 30 days of commencement date.
3. Underwriting forms (as required).

This brochure is designed to provide an introduction to our corporate risk covers. To understand the breadth of benefits that we offer, contact should be made with Hans Benn, General Manager.

## Contact Us:

**Hans Benn, M.Sc.**  
General Manager

Direct Health  
19A, LGF-1  
UOA Centre  
19 Jalan Pinang  
Kuala Lumpur 50450  
Malaysia

Tel: +60-1724-07548  
Fax: +60-3-2162-4076  
Email: [hans@direct-health.biz](mailto:hans@direct-health.biz)  
Skype: hans.benn

[www.insuranceabroad.biz](http://www.insuranceabroad.biz)



*Risk Transfer without Frontiers*

#### Direct Health Headquarters

---

19A-LGF-1, UOA Centre	<a href="mailto:hans@direct-health.biz">hans@direct-health.biz</a>
19 Jalan Pinang	+60-1724-07548
Kuala Lumpur 50450	+60-3-2162-4076
Malaysia	