

OFFSHORE

GEB Network Partner: Utmost Worldwide

DISABILITY BENEFITS

ABOUT Utmost Worldwide

Utmost Worldwide, a Fitch rated 'A' company, is based in Guernsey, Channel Islands, and provides group employee benefits including Life, Disability and Critical Illness coverage, and Retirement and Savings solutions.

Utmost specialises in the provision of benefits to multinational corporations with employees in multiple jurisdictions. Utmost can tailor benefits to address the needs of employees wherever they are located throughout the world.

Utmost has recently launched a new product for multinational organisations - the [Global Risk Solution](#). This enables companies to cover local, expatriate, and international mobile employees across multiple jurisdictions in a single global benefit scheme on a Pan-European and international basis.

DISABILITY PLAN DESIGN

Utmost offers Long Term Disability (LTD) for multinational groups. Following is a description of standard product features:

Long Term Disability

Definition of Long Term Disability: Plans can be customised to suit a company's needs. Definitions of Disability may be based on Own Occupation, Own Occupation up to 24 months, Suited Occupation or Any Occupation. The final definition is determined in the policy design process.

Benefits structure: LTD benefits are typically calculated as 50% to 80% of annual salary depending on the preference of the company and is documented in the policy schedule.

Deferred Period, Duration of cover: a Deferred Period must be satisfied before benefits can begin. The policyholder can choose from a 13, 26 or 52 week Deferred Period. There is no standard limit on the Duration of LTD. Ongoing eligibility is determined on a case by case basis.

Claims process, notice period: Notification of a claim/potential claim must occur when: (1) An eligible employee has been continuously absent from work or working on a reduced capacity due to an incapacity for four weeks; (2) An eligible spouse has been continuously suffering from an incapacity for four weeks. Submission of the claim forms must occur no later than four weeks before the end of the Deferred Period.

DISABILITY SUPPORT

Dedicated support for claimants

Utmost offers dedicated support for claimants through in-house specialists or through specialty service provider MorganAsh¹, depending on the client's preference. This type of early intervention can potentially help minimise the risk of long term absence. Cases are managed by qualified, experienced specialists or nurses who help to identify the root cause of the absence, develop a return to work strategy, and reduce overall stress and anxiety for claimants. The early intervention initiatives from MorganAsh have demonstrated significant results:

- 85% of cases return to work
- 70% of cases return to work faster
- 95% of cases report reduced stress and anxiety, a major factor in recovery.

Rehabilitation and Return-to-work support

Nurse case managers work collaboratively with the employee and treating physicians to develop a meaningful and achievable rehabilitation plan. Case managers provide recommendations on a return-to-work programme as well, and remain in regular contact with employees and employers throughout the transition back to work.

Leveraging technology

Utmost has invested in technology to develop a secure online platform for document sharing, claims submission/monitoring, and case management. This online system allows employers to stay fully up to date on member claims, absences and return-to-work plans in a secure online environment. Utmost also provides electronic reimbursement of claims to streamline the payment process.²

1-Morgan Ash, <https://morganash.com/perch/resources/downloads/morganash-absence-intervention.pdf>, "Statistics drawn from managing cases of over 400 employees across multiple companies, during 2019-2020. Actual results will differ from company to company."; 2-<https://utmostinternational.com/corporate-solutions/claims/>

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GEBDIS/Offshore_00.07.21

Note: When moving contracts, past liabilities and associated reserves remain with the prior insurer.

Please contact your GEB representative for more information on Disability plans available through Utmost Worldwide.

