

Exclusively for the Metals and Electrical Engineering Sector Customised WIA insurances

Premiums and Conditions 2018



Exclusively for the Metals and Electrical Engineering (“Metalektro”) Sector

Healthy employees are the core of your organisation. But what happens if one of your employees becomes occupationally disabled? To provide for that eventuality, employers’ and employees’ organisations, united in the “ROM” (the Consultation Board for the Metalektro Sector [Stichting Raad van Overleg in de Metalektro]), requested Achmea Schadeverzekeringen to develop attractive insurances for the Metalektro sector. You are only permitted to purchase these insurances if your organisation is part of the Metalektro sector.

Three WIA insurances. Offering broad coverage at very low premiums.

- WIA Minimum Level Insurance (WIA-Bodemverzekering)
- Standard WGA Shortfall Insurance (WGA-Hiaatverzekering Standaard)
- Supplemental WGA Shortfall Insurance (WGA-Hiaatverzekering Aanvullend)

A brief summary of the benefits

Achmea has developed three WIA insurances especially for your employees; these policies offer broad coverage in cases of occupational disability. They comply with the cao agreements within the sector. You and your employees can profit from these insurances as follows:

- 100 % “cao proof”: you will comply with all of your cao obligations;
- the insurances are available at very low premiums;
- your employee retains his (or her) benefit even if he (or she) begins working outside the sector;
- your employee receives a benefit that is protected as much as possible against loss of purchasing power;
- your employee receives a tax benefit;
- Enddate AOW retirement age, until maximum of 67 years and 3 months.

This brochure provides you more information about the insurances as of 1 January 2018.

What is WIA?

“WIA” stands for the Dutch Work and Income (Fitness for Work) Act [*Wet werk en inkomen naar arbeidsvermogen*]. This law is the successor to the Dutch Occupational Disability (Benefits) Act [WAO]. When can your employees receive a WIA benefit? If they are only able to earn 65% or less of their salary due to illness or accident. You can read more about the WIA here.

Once your employee has been on sick leave for two years, you and your employee will have to deal with the WIA. There will be four possibilities in that event.

1. Your employee is less than 35% occupationally disabled.

He can continue to do most of his work. He has no right to a WIA benefit and preferably continues working for you. Together, you and he decide whether he will need a different job or a modified work place.

2. Your employee is partially occupationally disabled (35%-80%).

He can continue to do part of his work and is subject to the “WGA” referred to above. This is the Dutch Resumption of Work (Partially Fit Persons) Regulation [*regeling Werkhervatting Gedeeltelijk Arbeidsgeschikten*], pursuant to which your employee will receive a limited statutory benefit.

First phase

For the first months (for at least 3 but no more than 24 months), your employee will receive a limited statutory benefit, provided that he worked long enough prior to his first sick day. For the first two months, that benefit equals 75%, and then 70% after those two months, of his maximised former salary¹ less 70% of his new salary.

Second phase

After the first phase, he receives a lower benefit, depending on how much he earns in comparison to what the occupational disability expert at the UWV determines he is still able to earn (i.e., in comparison to his remaining earning capacity).

If he earns 50% or more of his remaining earning capacity, he will receive a WGA supplemental benefit. This benefit is 70% of the difference between his insured salary and the theoretical salary the UWV determines he is still able to earn. If he earns less than 50% of his remaining earning capacity, he will receive a much lower benefit: the WGA follow-up benefit. This is the benefit percentage that

corresponds to his occupational disability percentage, multiplied by the minimum wage².

The WGA supplemental benefit and the WGA follow-up benefit are only paid until your employee reaches AOW retirement age. Over the course of time, is your employee doing so well that he is earning 65% or more of the salary he was making before his illness? If so, he will stop receiving his benefit.

3. Your employee is fully (80% or more) but not permanently occupationally disabled.

He is temporarily unable to work at all, but he is expected to recover. He is subject to the WGA regulation as described in situation 2.

4. Your employee is fully (80% or more) and permanently occupationally disabled.

He cannot work anymore at all. He is then subject to the Dutch Income Support Provision (Totally Disabled Persons) Regulation [*regeling Inkomensvoorziening voor Volledig en Duurzaam Arbeidsgeschikten*] (“IVA”) and receives a benefit of 75% of his former (maximised) salary.

Supplement up to the minimum guaranteed income

Depending on your employee’s family situation, as well as on the joint income situation of your employee and his partner, the UWV may supplement the WGA benefit up to 70%, 90% or 100% of the minimum guaranteed income. If your employee and his partner – together and including the WGA follow-up benefit – are already receiving 100% of the minimum wage, then the UWV will not supplement the WGA follow-up benefit.

In practice, it is unusual for employees to be entitled to such a supplement.

1. The salary that is used as a basis for the statutory WIA benefit and the insurances that are part of this offer may not exceed the “SV income limit”, which is the income limit for social security contributions EUR 54,614.00 gross per year (1 January 2018).

2. The minimum wage is EUR 20,451.00 gross per year (1 January 2018).

Comprehensive offer

At the ROM's request, the insurer is offering your employees three insurances for various degrees of occupational disability:

- **WIA-Bodemverzekering**, which pays a benefit to insured persons who become between 15% and 35% occupationally disabled;
- **WGA-Hiaat Standaardverzekering**, which pays a benefit to insured persons who become between 35% and 80%, and between 80% and 100% non-permanently occupationally disabled;
- **WGA-Hiaatverzekering Aanvullend**, which pays an additional benefit to insured persons who have obtained WGA-Hiaat Standaardverzekering and who become between 35% and 80% occupationally disabled. Employees who earn 50% or more of their remaining earning capacity are also eligible for this benefit. Unlike the WIA-Bodemverzekering, your employee will not stop receiving his WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend benefits if he becomes unemployed. The three insurances complement one another perfectly, so that your employees are never overinsured.

Who is not eligible for insurance?

Some of your employees will be unable to purchase WIA insurance, including:

- those who are not in salaried employment;
- those who are not covered by the Metalektro cao, such as members of the company's board and company officers who are directly involved in determining company policy;
- employees who are already on sick leave cannot be insured as long as they are on leave.

As soon as they have resumed working for a period of four consecutive weeks, they can register for the insurance. An employee who is on sick leave may only obtain insurance if:

1. His first sick day falls between the start date of his em-

ployment and two months after you or WIA Metalektro offered him the insurance(s).

2. His first sick day falls between the day on which you became bound to perform the obligations contained in Article 6.5 and/or 6.6 of the Metalektro cao and two months after you or WIA Metalektro offered him the insurance(s).

In both cases, your employee must have registered within one month of receiving the offer for the WIA Metalektro insurance(s).

- employees receiving a benefit under the Invalidity Insurance Act [WAO];
- employees who are receiving a WIA benefit cannot insure themselves for the portion of occupational disability for which they are receiving that benefit.

Who does not need this insurance?

Some employees, such as those in the following examples, do not need this insurance:

- for WIA-Bodemverzekering: employees need not insure themselves once they are 24 months from AOW retirement age.
- for WGA-Hiaatverzekering(-en): employees need not insure themselves once they are 48 months from AOW retirement age.

Their employment history determines the length of their WGA salary-linked benefit period and whether they are still eligible to obtain a WGA-Hiaatverzekering benefit.

Would you like to know whether it would be advisable for your employee to obtain this insurance? If so, please contact us by telephone on +31 (0)70-316-0866.

Insured salary

A person's insured salary is the SV income limit from which the premium(s) for the WIA Metalektro insurances have not been deducted. A detailed explanation of insured salary can be found on our website at www.wiametalektro.nl.

The WIA-Bodemverzekering in brief

Your employees should obtain WIA-Bodemverzekering in case they become between 15% and 35% occupationally disabled:

- 100% “cao proof”: your employees receive the benefit agreed in the Metalektro cao; benefit period:
- maximum of 7.5 years, up to the AOW retirement age that applies to your employee, up to age 67 and 3 months.;
- benefit: even if your employees find a job outside the Metalektro sector;
- no benefit is paid during periods of full unemployment;
- start date: after the statutory waiting period (two years after the first day of occupational disability);
- benefit amount: occupational disability percentage multiplied by the insured salary on the first day of sick leave;
- premium: you pay 50% of the premium and your employee pays the other 50%;
- premium waiver: you need not pay a premium if your employee becomes at least 15% occupationally disabled.

Example of premium for 2018: how much will you and your employee pay for an insured salary of EUR 30,000?

The premium for the WIA-Bodemverzekering is 0.11% of the insured salary. You and your employee each pay half of the premium. You would pay EUR 1.38 gross per month for your employee's insured salary of EUR 30,000. Your employee would also pay EUR 1.38 gross per month, or EUR 0.82 per month out of his net salary.

The example assumes a tax rate of 40.85%.



What does WIA- Bodemverzekering mean for your employees?

Gerard, age 50

- insured salary of EUR 2,300 gross per month
- 30.4% occupationally disabled
- remaining earning capacity of EUR 1,600 gross
- earns 100% of his remaining earning capacity
- new salary of EUR 1,600 gross

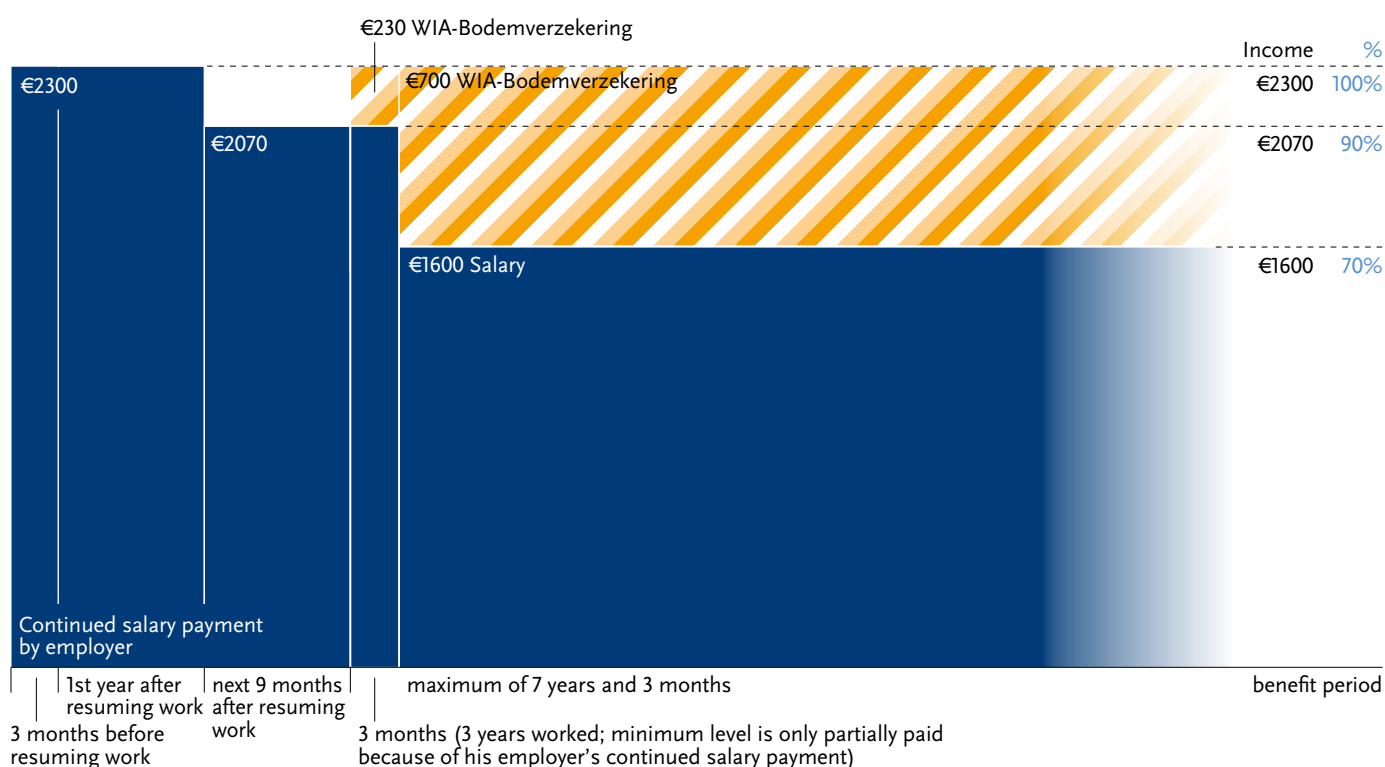
Prior to his accident, Gerard's insured salary was EUR 2,300 per month. Because Gerard resumes working for your company, you pay him 100% of his salary (EUR 2,300) for the first year after he returns to work and 90% of his salary (EUR 2,070) for the year thereafter.

He then receives a WIA-Bodemverzekering benefit because the UWV determines him to be between 15% and 35% occupationally disabled. His benefit equals 30.4% of

EUR 2,300 (his occupational disability percentage multiplied by his insured salary)=EUR 700 gross.

His total gross income is:
 EUR 1,600 in salary
 EUR 700 in WIA-Bodemverzekering benefit
 total EUR 2,300

Taking into account the continued salary payment pursuant to the cao, he receives his WIA benefit under the WIA-Bodemverzekering for the next 7 years and 3 months if his situation remains unchanged. Because you, as his employer, continue to pay his salary for a longer period of time, his benefit period is not the maximum of 7 years and 6 months.





Simon, age 25

- insured salary of EUR 2,000 gross per month
- 15% occupationally disabled
- remaining earning capacity of EUR 1,700 gross
- new salary of EUR 1,500 gross

Prior to his first sick day, Simon's insured salary was EUR 2,000 per month. In the first two years after he resumes working, you supplement his income up to:

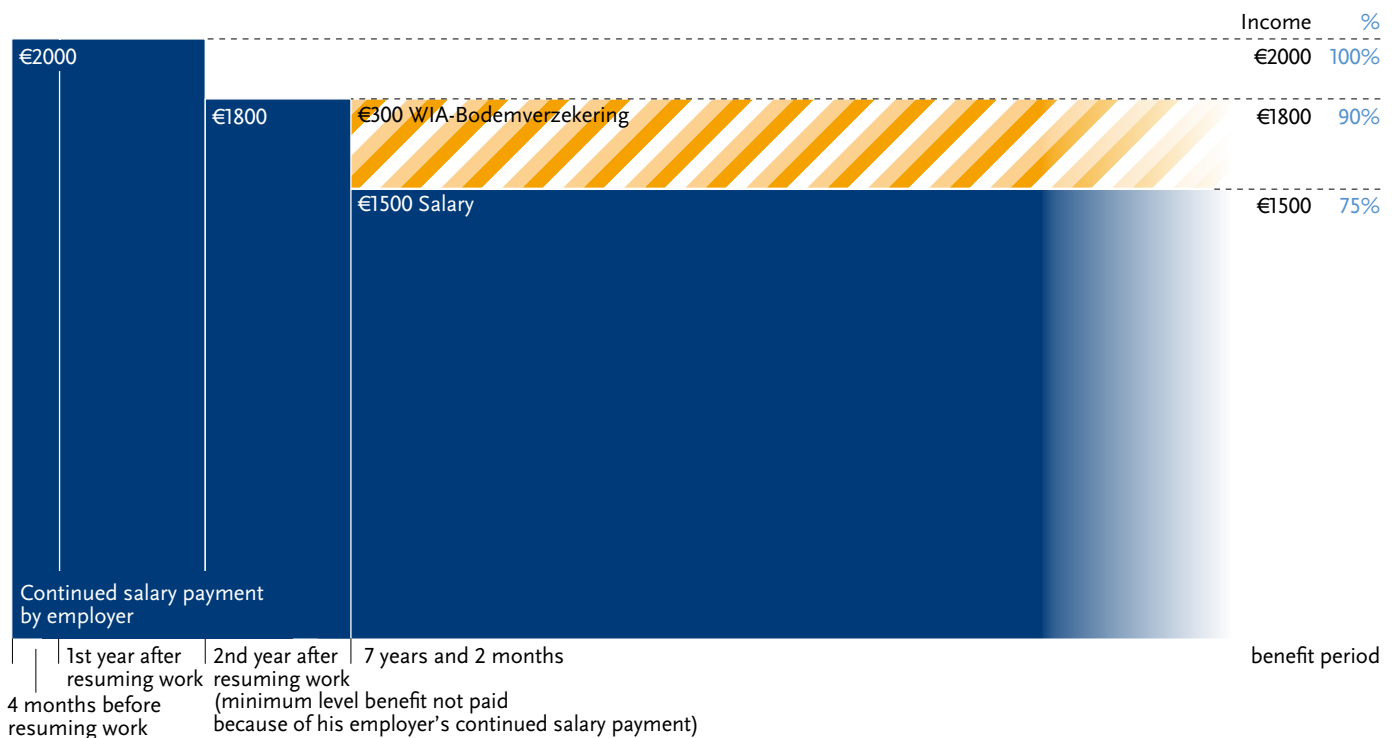
100% (EUR 2,000) for the first year.
90% (EUR 1,800) for the second year.

After that period, you pay him EUR 1,500 for the work he is currently doing. Because Simon is determined to be 15% occupationally disabled, he is entitled to a WIA-Bodemverzekering benefit of 15% of EUR 2,000 = EUR 300 gross.

His total gross income is:

EUR 1,500 in salary
EUR 300 in WIA-Bodemverzekering benefit
total EUR 1,800

Because Simon is not earning his full remaining earning capacity of EUR 1,700 – as determined by the UWV – but is only earning EUR 1,500 gross, his new income is lower than his income was on his first sick day. Taking into account the continued salary payment pursuant to the cao, Simon receives his WIA benefit under the WIA-Bodemverzekering for the next 7 years and 2 months if his situation remains unchanged.



The WGA-Hiaat Standaardverzekering in brief

Your employees should obtain the WGA-Hiaat Standaardverzekering in case they become 35% or more occupationally disabled. The benefit is a limited supplement to the statutory WGA benefit [WGA-uitkering].

Highlights of the WGA-Hiaat Standaardverzekering:

- your employees receive the benefit amount agreed in the Metalektro cao;
- leaving the sector: the benefit continues if your employees find jobs outside the Metalektro sector or become unemployed;
- premium: you pay 50% of the premium and your employee pays the other 50%;
- no premium has to be paid for insured persons who become 35% or more occupationally disabled.

Between 35% and 80% occupationally disabled:

- start date: from the date your employee receives a WGA follow-up benefit. After the WGA salary-linked benefit period, or later if your employee no longer meets the conditions for receiving the WGA supplemental benefit;
- benefit amount: 70% of the last-earned insured salary multiplied by the occupational disability percentage, less the WGA follow-up benefit;
- benefit period: up to the AOW retirement age that applies to your employee, up to age 67 and 3 months.

Extra benefit for insured persons who are fully (80%-100%) but not permanently occupationally disabled

Extra coverage applies to employees whose first sick day was on or after 1 January 2012. Their income will be supplemented to at least 75% of their last-earned insured salary:

- condition: your employee receives a WGA salary-linked benefit or a WGA supplemental benefit and is between 80% and 100% occupationally disabled;
- benefit amount: 75% of the difference between the last-earned insured salary and the new salary, less the statutory WGA benefit;
- start date: the start date of the WGA salary-linked benefit period

Example of premium for 2018: how much will you and your employee pay for an insured salary of EUR 30,000?

The premium for the WGA-Hiaat Standaardverzekering is 0.18% of the insured salary. You and your employee each pay half of the premium. You would pay EUR 2.25 gross per month for your employee's insured salary of EUR 30,000. Your employee would also pay EUR 1.33 gross per month.

This example assumes a tax rate of 40.85%.



What does WGA-Hiaat Standaardverzekering mean for your employees?

Hans, age 47

- insured salary of EUR 2,300 gross per month
- 50% occupationally disabled
- remaining earning capacity of EUR 1,150 gross
- a new salary of EUR 0 initially, and EUR 500 later on

With WGA-Hiaat Standaardverzekering coverage

Hans is 47 years old. His insured salary was EUR 2,300. The UWV determined that he is 50% occupationally disabled. According to the UWV's calculation, he is still able to earn EUR 1,150, which amount is referred to as his remaining earning capacity. At first, he is unable to find a new job. That means he is not earning anything. He receives a WGA follow-up benefit of EUR 596. He also receives a WGA-Hiaat Standaardverzekering benefit of EUR 209 (70% x his occupational disability percentage x his insured salary, less his WGA follow-up benefit).

His total gross income is:

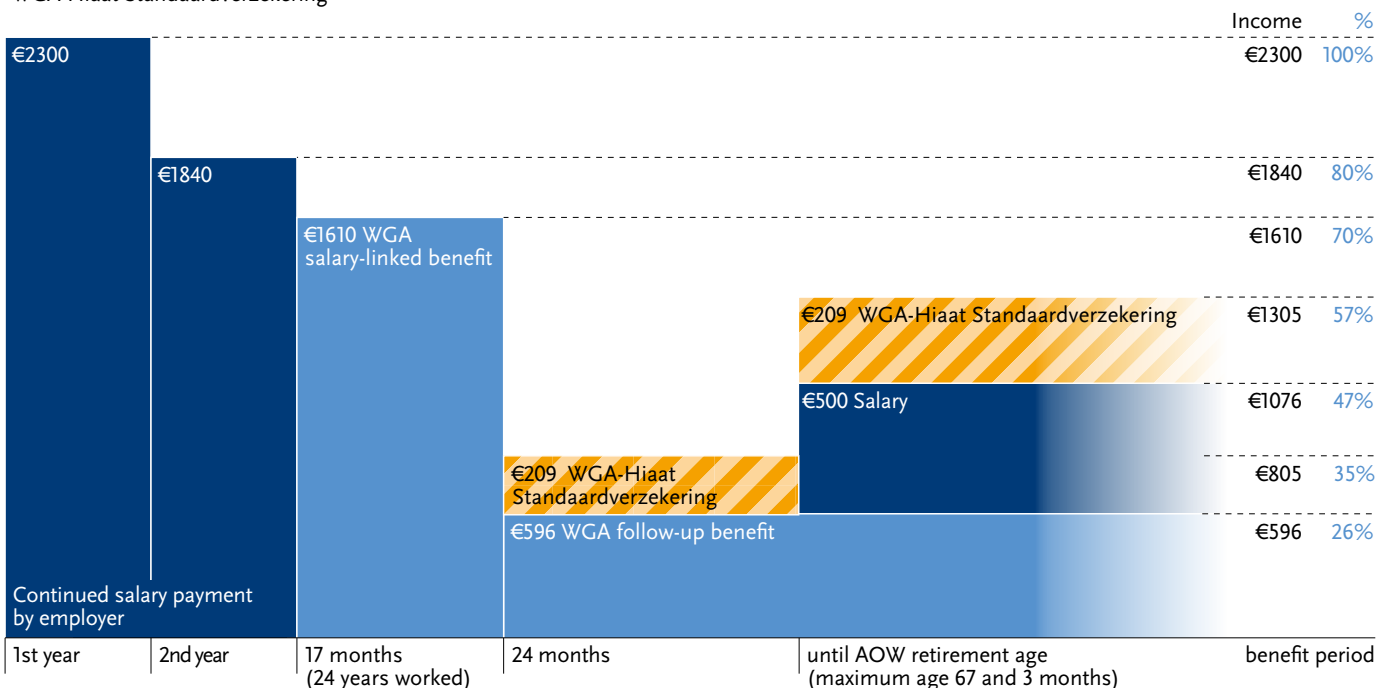
EUR 596 in WGA follow-up benefit
 EUR 209 in WGA-Hiaat Standaardverzekering
 total EUR 805

Two years after the WGA salary-linked benefit period (17 months), Hans succeeds in finding a new job. He earns EUR 500 gross per month. This is less than half of what he is able to earn. He still receives the same WGA follow-up benefit and is still entitled to the WGA-Hiaat Standaardverzekering benefit.

His total gross income is:

EUR 596 in WGA follow-up benefit
 EUR 500 in salary
 EUR 209 in WGA-Hiaat Standaardverzekering benefit
 total EUR 1,305

WGA-Hiaat Standaardverzekering



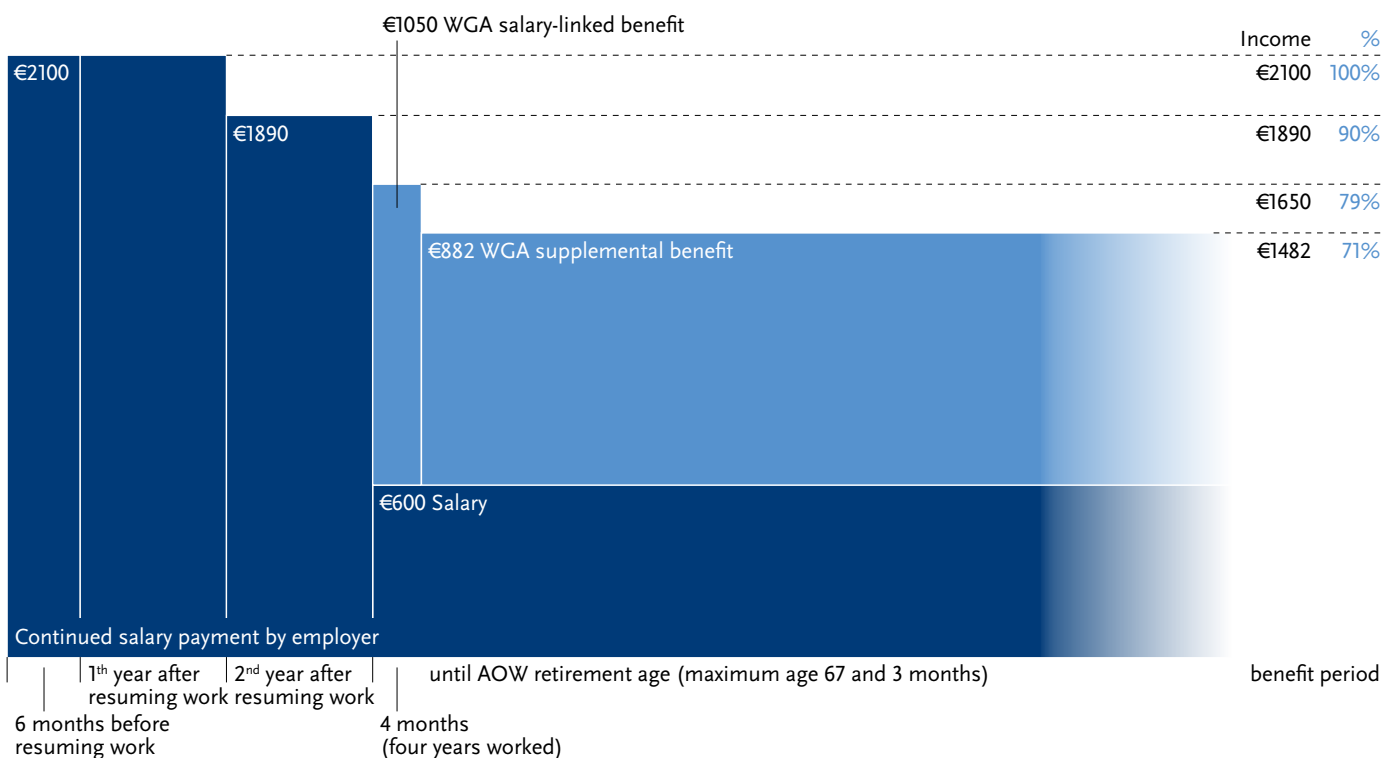


Femke, age 30

- insured salary of EUR 2,100 gross per month
- 60% occupationally disabled
- remaining earning capacity of EUR 840 gross
- new salary of EUR 600 gross

Femke does not receive a WGA-Hiaat Standaardverzekering benefit because she receives a WGA supplemental benefit as a result of earning more than half of her remaining earning capacity. The WGA-Hiaat Standaardverzekering only pays a benefit to those who receive the WGA follow-up benefit. Femke's total gross income after the WGA salary-linked benefit period is:

EUR 822 in WGA supplemental benefit
 EUR 600 in salary
 total EUR 1,482



The WGA-Hiaatverzekering Aanvullend in brief

Your employees can obtain extra insurance by purchasing the WGA-Hiaatverzekering Aanvullend. This insurance offers additional coverage on top of the WGA-Hiaat Standaardverzekering for insured persons who become between 35% and 80% occupationally disabled. This insurance offers more protection than that required by the cao.

WGA-Hiaatverzekering Aanvullend Insurance offers:

- extra protection: your employees are protected up to at least 70% of the insured salary they received before their first sick day;
- extra security: your employees' income will not decrease by more than 30%.
This applies to up to the salary on which the statutory WIA benefits and the benefits under the insurances that are the subject of this offer are based (EUR 54,614.00 as at 1 January 2018);
- benefits continue during unemployment: your employee will not stop receiving the benefit if he becomes unemployed;
- working pays: every euro your employee earns in addition increases his total income of 70% of his insured salary by EUR 0.30 (maximised);
- the benefit is 70% of the insured salary (maximised), less the WGA follow-up benefit or WGA supplemental benefit, less 70% of the new salary;
- your employee pays the entire premium;
- no premium has to be paid by your employees who become 35% or more occupationally disabled;
- benefit period: up to the AOW retirement age that applies to your employee, up to age 67 and 3 months.

Extra benefit if your employee earns enough

Extra coverage applies to employees whose first sick day was on or after 1 January 2012:

- conditions:
 1. your employee must be receiving a WGA salary-linked benefit or a WGA supplemental benefit;
 2. your employee must earn at least half of the amount the UWV determines he is still able to earn;
- benefit amount: 75% of his last-earned insured salary, less the statutory WGA benefit and less 75% of his new salary.

Example of premium for 2018: how much will your employee pay for an insured salary of EUR 30,000?

The WGA-Hiaatverzekering Aanvullend can only be obtained in combination with the WGA-Hiaat Standaardverzekering. In addition to the half of the premium your employee pays for the WGA-Hiaat Standaardverzekering (0.18%), he will pay 0.11% of his insured salary for the WGA-Hiaatverzekering Aanvullend. That is EUR 2.75 gross per month for an insured salary of EUR 30,000. That comes to EUR 1.63 net per month, meaning that your employee would pay approximately EUR 2.96 out of his monthly net salary to be covered by both the WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend. You would only pay half of the premium for the WGA-Hiaat Standaardverzekering. You would not pay any of the premium for the WGA-Hiaatverzekering Aanvullend.

The example assumes a tax rate of 40.85%.



What does WGA-Hiaatverzekering Aanvullend mean for your employees?

Hans, age 47

- insured salary of EUR 2,300 gross per month
- 50% occupationally disabled
- remaining earning capacity of EUR 1,150 gross
- new salary EUR 0 initially, and EUR 500 later on

Hans is between 35% and 80% occupationally disabled, which means that he is entitled to a WGA-Hiaatverzekering Aanvullend benefit. He begins receiving this after the WGA salary-linked benefit period. Hans receives: 70% of EUR 2,300 (insured salary), less 70% of EUR 0 (new salary), less EUR 596 (WGA follow-up benefit) = EUR 1,014 gross.

His total gross income is:
 EUR 596 in WGA follow-up benefit
 EUR 1,014 in WGA-Hiaat Standaardverzekering and WGA-Hiaatverzekering Aanvullend benefits
 total EUR 1,610.

This is 70% of his insured salary.

As soon as Hans goes back to work for you, earns EUR 500 and receives a WGA follow-up benefit of EUR 596, he is entitled to receive the WGA-Hiaatverzekering Aanvullende benefit.

The benefit will be calculated as follows:

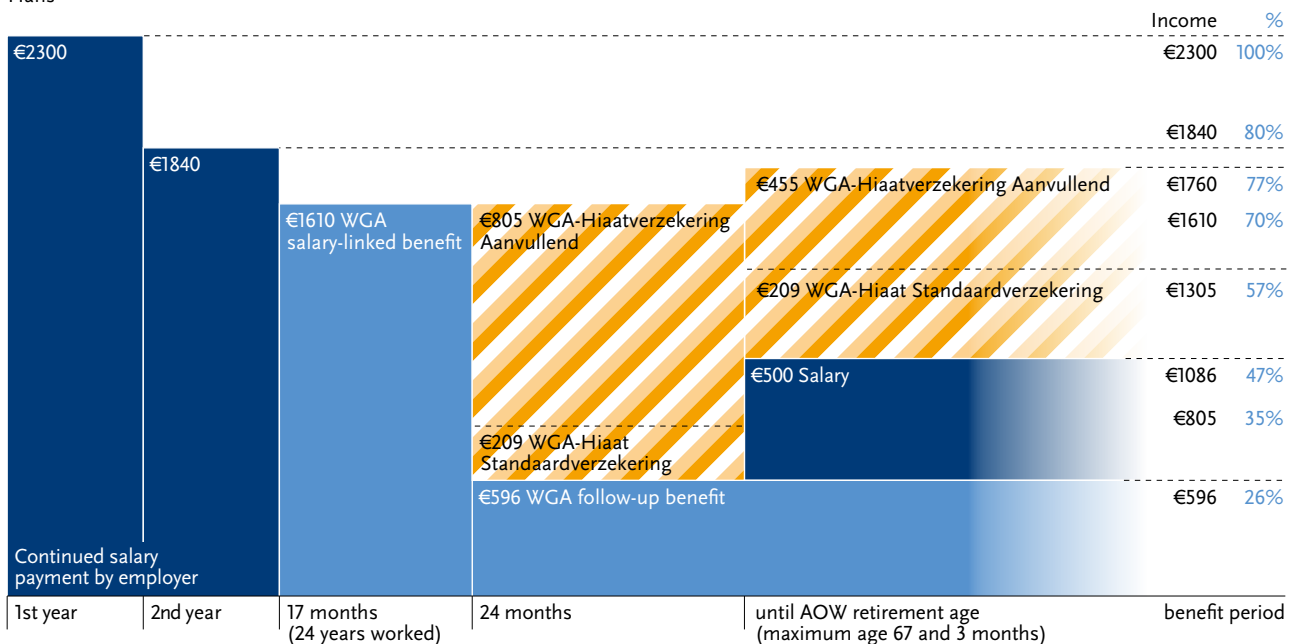
EUR 1,610 (70% of the insured salary of EUR 2,300), less EUR 596 (WGA follow-up benefit), less EUR 350 (70% of EUR 500, the salary he earns by working) = EUR 664

His total gross income is now:

EUR 596 in WGA follow-up benefit plus
 EUR 500 in salary plus
 EUR 664 in WGA-Hiaatverzekering Aanvullend
 total EUR 1,760

This is 77% of his insured salary. His income increased because he returned to work.

Hans





Femke, age 30

- insured salary of EUR 2,100 gross per month
- 60% occupationally disabled
- remaining earning capacity of EUR 840 gross
- with new salary of EUR 600 gross

Femke is entitled to receive a WGA-Hiaatverzekering Aanvullend. This is a supplement to her WGA supplemental benefit if she is between 35% and 80% occupationally disabled. Because Femke earns sufficient salary (her new salary is more than half of her remaining earning capacity), her income is supplemented to at least 75% of her former salary, even during the WGA salary-linked benefit period.

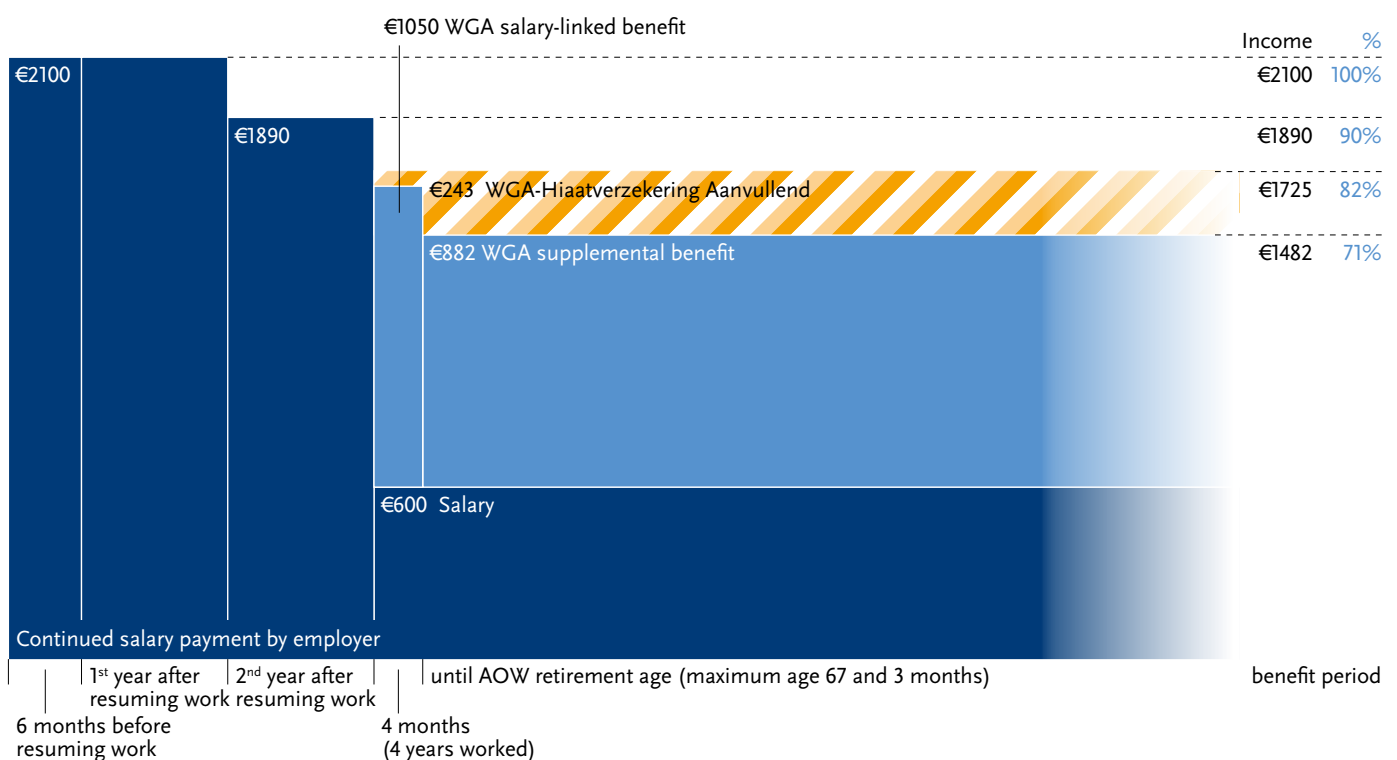
The shortfall benefit during the WGA salary-linked benefit period is:

EUR 1,575 (75% of EUR 2,100), less EUR 1,050 (WGA salary-linked benefit), less EUR 450 (75% of her new salary of EUR 600)=EUR 75 gross.

The shortfall benefit during the WGA supplemental benefit period is:

EUR 1,575 (75% of EUR 2,100), less EUR 882 (WGA supplemental benefit), less EUR 450 (75% of her new salary of EUR 600)=EUR 243 gross.

Her total gross income is EUR 1,725 from the time she begins the WGA salary-linked benefit period. This is 82% of her insured salary.



General Information about the WIA Insurances

Already insured elsewhere?

Do you want your employees to profit from WIA Metalektro's offer but you are already insured elsewhere? If so, make sure you cancel your current insurance on time. The notice period you must observe can be found in your policy conditions.

Would you like more information?

Would you like to know more about the insurances? Do you have questions about occupational disability or the WIA? For more information and the conditions that apply, please visit www.wiametalektro.nl or telephone the WIA Metalektro team on +31 (0)70-316-0866. You can also request the policy conditions. You can also e-mail your questions to metalektrowia@mn.nl.

Disputes or complaints?

Disputes and/or complaints can be submitted to the insurer. To the extent possible, these will be resolved in consultation with the person(s) involved. The insurer complies with the rules of the Financial Services Complaints Authority [Stichting Klachteninstituut Financiële Dienstverlening].

Please address your complaint to:

WIA Metalektro
Attn: Klachtencoördinator
PO Box 16960
NL-2500 BZ The Hague

Contact details

WIA Metalektro
PO Box 16960
NL-2500 BZ The Hague
T +31 (0)70-316-0866
W www.wiametalektro.nl
E metalektrowia@mn.nl

The following parties are involved in the WIA Metalektro insurances:

Achmea Schadeverzekeringen N.V., as a non-life insurer registered with the AFM under number 12000606, Chamber of Commerce number 08053410.

MN Services N.V., as an authorised agent registered with the AFM under number 12013799, Chamber of Commerce number 27191631.

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