

Group Life and Disability Insurance Program

(Inclusive of COVID-19 cover)



A simple and cost-effective way to protect Employees and their Families

Increasingly, employers are using employee benefit programs as a part of their overall remuneration strategies to attract and retain employees. In addition to medical insurance, employers are seeking to ensure that their employees are covered by family protection insurance.

This insurance pays a lump sum to an employee's dependents in the event of their death, or a sum to the employee in the event of their disablement.

Comprehensive Cover

The case for providing family protection insurance to employees is compelling in that it is comprehensive cover and, compared to medical insurance, the cost is modest. Family protection insurance:

- Covers both accident and illness events.
- Covers death due to COVID-19.
- Covers pre-existing medical conditions for groups above a certain size. Many employee deaths and disablement are as a consequence of a deteriorating pre-existing medical condition.
- Provides cover both at work and outside work, 24 hours per day, and generally worldwide.
- A policy with few standard policy exclusions.

Providing a family protection program to employees makes sense to organizations for the following reasons:

Market Differentiation

A well-designed family protection program can separate your organization from your competitors and position you as an employer of choice.

Talent Management

When properly communicated, a family protection program can enable your organization to not only attract new talent, but retain your existing talent pool. This is the 'value proposition' to a potential employee. Research has shown this can contribute to employee engagement as well as productivity, and therefore the effectiveness of your workforce.

Alternative method of Reward

Many employers are finding that ever increasing salaries are simply not the answer. As part of a remuneration strategy, a family protection program can reduce your total remuneration cost when provided in lieu of salary.

Employer response in time of need

A family protection program can enable your organization to plan for and respond to an employee's death or disablement in a structured way. Employees value benefits more than simply being paid salary, especially in time of need.

Employee Goodwill

A family protection program can generate considerable employee goodwill to your organization, especially when employees see a colleague or their family being assisted in time of hardship.

Risk Transfer

Family protection programs are real value for money, enabling your organization to transfer out substantial liabilities at a reasonable cost that your organization might otherwise have to fund itself.

Flexible Benefit Design and Low Cost

The design of a family protection program is highly flexible and can be customized to meet the needs of your organization's workforce and your budget. The management of the program is also simple, with Marsh managing this on your behalf and little input required from your organization.

Knowledge and Experience

Marsh is a valued adviser with the experience and knowledge required to work effectively with employers in Bahrain. We can help you design affordable and customized benefit plans. In addition, we provide access to all of Marsh and its sister companies' services in the areas of risk management, general insurance, management consulting, human capital, compensation, retirement, and investments.

Mercer Marsh Benefits

Marsh Employee Health and Benefits [Mercer Marsh Benefits] consists of a 7,200 strong global network of specialists covering 150 countries, placing more than \$60 billion in premiums globally on an annual basis across 100,000 corporate clients.

Much of our expertise comes from the sharing of knowledge and skills across this network.

Through the Marsh network, our clients have access to an experienced team of brokers and consultants who take the time to understand their client's business, respond to requests, and provide information to make the right decisions, be it locally, regionally or globally.

For more information about Group Life and other employee benefits solutions please contact the following:

PAUL TOLFREY
+973 6663 3553
paul.tolfrey@marsh.com

MARK BUTSON
+966 50 165 0932
mark.butson@marsh.com

ASIF QURESHI
+973 6673 5696
asif.queshi@mercermarshbenefits.com

MERCY IMPERIO
+973 3666 3098
mercy.imperio@mercermarshBenefits.com

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