



Intelligent
insurance for life



Employee Benefits

Discovery Life Group Risk

Comair Group Risk Life Plan

Summary of benefits (PILOTS)

Group scheme number: 6600002422

What Discovery Life Group Risk offers you

Welcome to Discovery Life. As an employee of Comair you are a member of the Comair Group Risk Life Plan scheme and this means that you have some important benefits. Please take a moment to read this document carefully to find out what benefits you're entitled to in different circumstances.

BENEFITS YOU ARE ENTITLED TO

The Core benefits selected are the Life Cover Benefit and the Income Continuation Benefit. These benefits have been selected by your employer to cover your most essential risk needs.

LIFE COVER BENEFIT- APPROVED

DEATH BEFORE YOUR RETIREMENT AGE OF 70 YEARS

If you die before you retire, your nominated beneficiaries are entitled to the amount of cover displayed on your member benefit statement, i.e. 4 x annual risk salary of which the first

R120 000.00 is approved cover and the balance of the cover (if any) will be unapproved up to a maximum of R25 880 000.00 this benefit is payable as a lump-sum to your nominated beneficiaries.

Example 1: Unapproved portion payable

Annual salary of R280 000

Total Life Cover Benefit = R280 000 x 4 = R1 120 000

First R120 000 is an approved benefit and is subject to tax

The balance of R1 000 000 is an unapproved benefit and is payable free of tax

Example 2: No unapproved portion payable

Annual risk salary of R30 000.00

Total Life Cover Benefit = R30 000 x 4 = R120 000

First R120 000 is an approved benefit and is subject to tax

There is no unapproved benefit payable

Approved

This benefit is an approved benefit, which means that the contribution to your risk policy is paid by the retirement fund and it is deducted before tax. The retirement fund is the policyholder. In the event of your death the benefit will be paid to your member share of the retirement fund and will be distributed in terms of Section 37C of the Pension Funds Act 24 of 1956. The benefit that is paid to your dependants and beneficiaries by the retirement fund will be subject to tax.

Unapproved

This benefit is an unapproved benefit, which means that the contribution to your risk policy is paid by the employer after tax has been deducted. Your employer is the policyholder. In the event of your death the benefit will be paid to your nominated beneficiaries. In the absence of a nomination of beneficiary form the benefit will be payable to the Comair or estate late. The benefit payable will be free of tax.

THE MORTGAGE PROTECTOR - VITALITY LINKED

If you die or become disabled, Discovery Life will cover your bond repayments for up to 24 months. Payments will be made directly to the bank where your bond account is held. The number of instalments paid will depend on your Vitality status at the date of death or disability:

VITALITY STATUS AT DATE OF CLAIM EVENT				
Blue	Bronze	Silver	Gold	Diamond
3 months	6 months	9 months	12 months	24 months

THE GROUP RISK LIFE FUND

The Life Fund is the financial foundation of the Group Risk Life Plan and each group scheme member has their own individual Life Fund. The Life Fund is used to fund benefit payments for the benefits that have been selected for you by your employer

GLOBAL EDUCATION PROTECTOR

In addition to the above death benefit, the Global Education Protector will pay towards the education of your children for a full-term education, guaranteed by Discovery Life, subject to the maximums that have been set by Discovery Life.

Benefit payments cover the following years of education:

- Pre-school (Grade 0/R) – one year
- Primary school (Grade 1 to 7) – seven years
- High school (Grade 8 to 12) – five years
- Tertiary education:
 - Three-year undergraduate degree or recognised trade diploma/certificate
 - Five-year BDS (Dental)
 - Six-year MBS, MBChB (Medical).

The Global Education Protector will only cover the number of years related to the degree for which the student initially applied after completion of grade 12. The benefit will not cover any additional years if a change is subsequently made to a longer degree.

All South African universities are included in this benefit, as well as universities of technology (technikons), recognised institutions providing for a trade (such as plumbing and electrical) and certain overseas universities.

The maximum increases in payments, up to the maximum benefit limits, which will be allowed as a child transitions between education facilities are as follows:

- Before school-going age (Grade 000/00) until Grade 0/R: up to 100%
- From pre-school to primary school: up to 100%
- From primary school to high school: up to 20%
- From a school with no fees to one with fees: a maximum increase of up to R7 800 per annum, applicable for pre-school to primary school and primary school to high school.

A residence and book allowance is available in the case of tertiary education, up to 40% of the actual tuition fees per year.

- Residence allowance (tertiary education) - up to a maximum of 30% of the actual tertiary education fees
- Book allowance (tertiary education) - up to a maximum of 10% of the actual tertiary education fees.

The benefit maximums are reviewed on an annual basis and benefit payments will not be made if the child does not attend an education facility for any reason. There is no minimum benefit or ex gratia payment allowed under the Global Education Protector. Included in the Global Education Benefit is the Private School Upgrade, which allows a child currently in public school to upgrade to a private school.

WHICH EDUCATION COSTS ARE COVERED?

The Global Education Protector will pay the education costs for pre-primary, primary and high school, as well as university or tertiary education. Twenty international prestigious universities are also covered, including Oxford, Cambridge, Harvard, Yale and Princeton. For a full list of the universities, please contact the Discovery Life Group Risk contact centre on 0860 04 76 87 or email groupinfo@discovery.co.za to obtain further information.

PRIVATE SCHOOL UPGRADE - VITALITY LINKED

A child may apply to Discovery Life to upgrade from their current school to a private school on the following conditions:

- At the date of the member's death, the member's Vitality status must have been at Bronze or higher
- Application for the upgrade must occur within 12 months of the death of the member
- The child must have been accepted by the private school.

Payment of the benefit for a private school is limited to a maximum term of 12 years. Fees for private school education are limited to a maximum amount set by Discovery Life from time to time (see general benefit limits).

DISABILITY - INCOME CONTINUATION BENEFIT

Category: Pilots

This benefit pays you a monthly income as per the scales below of your **monthly risk salary**,

- 80% of the first R10 000
- 60% of the next R30 000
- 50% of the remainder

up to a maximum of **R140 000.00** per month for a valid Income Continuation Benefit claim.

The benefit is paid after a **3 month waiting period** from date of disability.

A retirement fund waiver has been added to your existing disability benefit structure. This benefit will cover **9.4%** of your retirement fund contributions as indicated on your member benefit schedule, up to a maximum of **R21 000** should you become disabled. The benefit will escalate on an annual basis by the lesser of **5%** and CPI.

This benefit pays an income either until:

You have recovered sufficiently to return to work; or

You are no longer deemed disabled according to the definition; or

Death; or

Until you reach the normal retirement age of 65

ADDITIONAL BENEFITS

In addition to the disability payout, we have developed a range of products that go beyond those traditionally available to you.

THE CONTRIBUTION PROTECTOR **24 months**

Discovery Life will pay your monthly contributions for other Discovery risk protection and retirement funding products, up to a maximum of 33% of your monthly benefit for up to 24 months. These products include:

- Individual Life Plan
- Discovery Retirement Optimiser
- Discovery Health Plan
- Vitality
- Discovery Retirement Annuities
- Discovery Insure.

Contributions to other medical schemes will also be paid subject to maximums set by Discovery Life if the scheme member is the principle member on the medical scheme.

HEALTHYLIVING PROTECTOR

Assists by easing the financial burden on permanent disability (Category A) when on the Income Continuation Benefit Comprehensive plan, by allowing clients to double their average HealthyFood, HealthyGear and HealthyCare cash back when combined with the saving they receive from Vitality. Benefit payments are limited to 25% of the Income Continuation Benefit insured amount.

THE MORTGAGE PROTECTOR - VITALITY LINKED

If you die or become disabled, Discovery Life will cover your bond repayments for up to 24 months. Payments will be made directly to the bank where your bond account is held. The number of instalments paid will depend on your Vitality status at the date of death or disability:

VITALITY STATUS AT DATE OF CLAIM EVENT				
Blue	Bronze	Silver	Gold	Diamond
3 months	6 months	9 months	12 months	24 months

PERFORMANCE BONUS PROTECTOR – VITALITY LINKED

Performance bonuses may form a significant part of your remuneration. However, this income is excluded from traditional disability income. The Performance Bonus Protector pays up to 75% of your average past net-of-tax bonuses if you become permanently disabled. The amount paid is determined by your Vitality status at the time of disability:

VITALITY STATUS AT DATE OF CLAIM EVENT				
Blue	Bronze	Silver	Gold	Diamond
10%	20%	50%	75%	100%

The maximum bonus as a percentage of annual risk salary is 50%. The Performance Bonus Protector is paid for a maximum of 24 months. The Performance Bonus Protector will be based on your bonuses (net-of-tax) paid in the three years before qualifying for a Category A disability.

100% UPGRADE ON PERMANENT DISABILITY

With the Discovery Life Comprehensive option, the monthly payments will be increased by 33.33% of the employee's Income Continuation Benefit sum assured, up to a maximum of 100% of the employee's net-of-tax income if the employee meets the Category A disability criteria. This benefit will be available before the end of the waiting period to ensure that permanently disabled employees have access to this income when it is most needed.

FAMILY PROTECTOR

Pays 50% of an employee's Income Continuation Benefit insured amount for up to three months if their spouse or children suffer a severe illness (Severity A or B). Members need to be on the Income Continuation Benefit Comprehensive plan to enjoy this benefit.

TRANSPORT PROTECTOR

Gives employees on the Income Continuation Benefit Comprehensive plan access to the Uber service, up to a maximum of R5 000 per claim, if an employee is booked off work for a period exceeding the employer's waiting period.

SMARTCLAIMS

With our Claims Concierge service, employees experience a seamless and tailored claims experience. Discovery Health members will have access to a high-touch, compassionate and comprehensive claims experience, tailored to their individual needs. This unique service assists clients to navigate the healthcare system while providing the link between the client, their doctor, their family and Discovery Health, and ensuring a highly specialised, client-centric approach to claims management when the client and their family need it most.

DISCOVERY CORPORATE INTEGRATOR

The new Discovery Corporate Integrator introduces the shared-value model to the Group Risk industry, unlocking unique value for small and medium enterprise employers with a Discovery Group Risk policy by rewarding healthy employees with a lower effective premium.

Employees on the Discovery Group Risk policy and the Discovery Health Medical Scheme are able to earn premium PayBack once they have attended a Discovery Wellness Experience or Vitality Assessment. The PayBack benefit recognises the relative levels of their health in comparison to their colleagues, based on their engagement with Vitality and their health measurements.

Eligible employees can earn a PayBack of up to 30% of their Discovery Group Risk premiums at the end of every year, based on their Vitality status and a PayBack Booster of a further 10% of their Discovery Group Risk premiums, based on their health measurements, paid after three years.

PRE-EXISTING CONDITIONS MAY AFFECT THE CLAIM

In the case of disability and severe illness, Discovery Life will not pay a claim during the first twelve months of the life assured becoming a member if, in the opinion of Discovery Life, the claim is directly or indirectly attributable to an injury or illness for which the member sought medical advice for or knew about (or could reasonably be expected to have known about) during the six months before joining the scheme.

FREE COVER LIMIT MULTIPLIER

The free cover limit multiplier provides employees with a higher free cover limit, therefore reducing medical underwriting, if they are on Vitality. All employees are entitled to cover without medical underwriting up to the free cover limit. Cover that is higher than the free cover limit is granted once the required medical evidence is sent to Discovery Life. This benefit allows for employees to increase their free cover limit depending on their Vitality status.

VITALITY

Vitality can be accessed if at least 50% of employees with a Discovery Life Plan are members of Discovery Health Medical Scheme. If the employee benefit scheme has 50% or more of their principal members on Discovery Health Medical Scheme, all the other members can also join Vitality through the Discovery Life Group Risk Life Plan.

IMPORTANT INFORMATION

This is a summary of your benefits and should be read in conjunction with the Discovery Life Group Risk Life Plan Guide as well as your scheme member benefit statement to get the full terms and conditions covered. The information in the Discovery Life Group Risk Life Plan Guide and the Client Benefit Schedule will always take precedent in the event of any conflict with this summary.

LOSS OF LICENCE

If a member's employment depends on them having a valid pilot's licence and the "loss of licence" clause is applicable and endorsed by Discovery Life Group Risk and is quoted and priced for, the loss of licence disability definition will apply for an initial period. This period will be the lesser of the initial period applicable on the scheme and 24 months of disability from the date of disability.

The date of disability means the date on which the member was last able to perform, with reasonable continuity, the material and substantial duties of their regular job with their employer. Discovery Life will assess the disability, based on the objective, recognised and valid medical evidence received.

After the initial period, which includes the waiting period, the pilot's continued disability will be assessed in terms of the member's functionality for their own or any occupation with their own or any employer (including self-employment).

This document sets out guidelines and gives some examples of how claims will be paid and rehabilitation approached.

Recognition of disability – Income Continuation Benefit

Disability refers to an injury, illness or disease that has resulted in a reduction in the member's functional ability.

A pilot will be regarded as disabled if, in the opinion of Discovery Life, an injury, illness or disease has rendered them incapable of performing the duties of their occupation or any other suitable job that the employer can offer. Disability includes any condition – be it from injury or illness – that results in the loss of licence (CPL/ATP) by a competent Civil Aviation Authority (CAA) Medical Board and corroborated by Discovery Life's Chief Medical Officer.

The above clause deems a pilot as disabled, yet allows the employer the discretion to retain the pilot's skills and experience on the ground. If the employer can offer the pilot any other suitable job, and the loss of licence clause is still in effect as per the CAA, Discovery Life will still consider pilot as disabled until the earlier of the loss of licence being revoked by the CAA and the licence

instituted, death of the member, or the expiry of the 24-month period.

After a continuous period of 24 months (which includes the waiting period), the pilot's continued disability will be assessed in terms of a broader definition of the member's functionality for their own or any occupation (including self-employment), for which the member could reasonably be expected to be qualified for. This assessment takes into account the degree of disability as well as the knowledge, training, education, ability, experience and age of the member.

Contact your HR department for the full list of assessment criteria.

Rehabilitation, reskilling and retraining

The Income Continuation Benefit includes the Rehabilitation Benefit, which is limited to a maximum of the lesser of 24 times the Income Continuation Benefit and R100 000.

If, in the opinion of Discovery Life, the claimant can be rehabilitated through medical rehabilitation techniques or re-skilling, Discovery Life may request that the claimant undergoes rehabilitation. The purpose of the rehabilitation is to help the claimant achieve a level of performance to enable them to perform any gainful employment or occupation. This rehabilitation does not replace medical aid schemes and primary rehabilitation offered in clinics, hospitals and homes.

Discovery Life may ask for frequent rehabilitation reports.

Discovery Life, in consultation with a board of medical professionals, will determine the feasibility of the rehabilitation programme. On acceptance of the programme, the claimant and the employer will be required to sign a written undertaking to indicate the claimant's genuine intent to follow the rehabilitation programme. The cost of the rehabilitation programme will be paid directly to the service provider by Discovery Life and will be limited to a maximum of the lesser of 24 times the monthly Income Continuation Benefit and R100 000.

This benefit will end on the first occurrence of one the following:

- The claimant being deemed rehabilitated by Discovery Life
- The claimant failing to comply with the requirements detailed in the rehabilitation programme
- Discovery Life deciding in its own discretion that the rehabilitation programme is not effective.

To avoid any doubt, the Rehabilitation Benefit will not pay for any form of formal higher education or training (for example, undergraduate or postgraduate degrees or diplomas, or NQF level training). It will pay for short courses (for example, short admin or computer courses) designed to assist a claimant to achieve a minimum level of functionality, which will enable them

to gain suitable employment. It is designed to assist a claimant to achieve a level of functionality to enable the claimant to obtain suitable employment.

Alternative occupations may include, but are not be limited to, administrative occupations, aircraft flight simulator instructors, air traffic controllers, flight engineers, entrepreneurship etc.

Case studies

Case study 1

Mr Y suffers a heart attack and is immediately hospitalised. He recovers well from the heart attack and his cardiologist recommends a six-week cardiac rehabilitation programme. He is placed on medicine for high cholesterol and to thin his blood. He is initially booked off for two months, but his sick leave is extended for a further two months for him to regain optimal fitness. Discovery Life Group Risk will cover Mr Y because he is unable to fly due to loss of his licence for medical reasons and he is unable to perform his own job with his own employer.

Case study 2

Mr Z is involved in a motor vehicle accident and fractures his right ankle in the accident. After treatment at the emergency room he is referred to an orthopaedic surgeon who decides to splint his ankle in a plaster cast. He is booked off for six weeks. After six weeks it becomes clear that the ankle is not healing and the orthopaedic surgeon decides to insert a pin into the ankle to fix the bones. His sick leave is extended for a further eight weeks. Discovery Life Group Risk will pay the claim because Mr Y is unable to perform his own job with his own employer.

When will loss of license clause not apply

We will not pay the Income Continuation Benefit if the loss of licence is because of substance abuse, disciplinary action against the employee or any malicious action. Also, if the CAA places restrictions on the pilot's licence, yet the licence was not lost or withdrawn by the CAA, no claim will be payable. This may include pilots who are no longer able to fly single-crew operations, but may still fly as a multi crew.

LET US KNOW IF YOU HAVE ANY QUERIES

We would like you to know and understand your benefits for your own peace of mind. If you need any information, please contact us and we will be happy to assist.

Discovery Life Group Risk contact centre

Tel: 0860 04 76 87

E-mail: groupinfo@discovery.co.za

COMPLAINTS PROCEDURE

Discovery Life Group Risk maintains an internal complaints resolution system where we undertake to resolve complaints from our policyholders and clients as promptly and fairly as possible.

WHAT TO DO TO RESOLVE YOUR COMPLAINT

Speak to your financial adviser

If you have any concerns around your Discovery Life Group Risk policy or the financial advice you have been given, first discuss it with your adviser. If you are still not satisfied submit the complaint to the adviser in writing, if you have not done so already. Remember to have all relevant documentation supporting your concerns available to assist the adviser to resolve your concerns. If you are not satisfied with the response or should the adviser not respond within 6 weeks, you may contact the FAIS Ombudsman.

Contact the Discovery Life Complaints Department

If you are not satisfied with the response you have received from your financial adviser, or you prefer to raise a complaint directly with us, please send us your complaint in writing together with any supporting documents. Our email address is life_complaints@discovery.co.za. Please ensure that the following requirements are met in order for us to attend to your complaint as soon as we receive it:

- Your complaint must be in writing
- Your Discovery Life Group Risk policy number related to the complaint should be included
- You should provide us with specific information, correspondence and documentation relevant to your complaint.

Contact the relevant Ombudsman

If your complaint has still not been resolved to your satisfaction, or we have failed to respond to your complaint within 6 weeks, then you may submit your complaint to the relevant Ombudsman, depending on the nature of your complaint. You may pursue the complaint with the Ombudsman within 6 months from the date that Discovery Life Group Risk has responded to your complaint in writing.

Contact the FAIS Ombud for complaints about financial advisers or Discovery Life

The FAIS Ombudsman is an independent and impartial dispute resolution tribunal which investigates, considers and disposes of complaints by consumers regarding financial services rendered by Financial Services Providers (such as Discovery Life). The Ombudsman provides a fair, unbiased, reasonable, economical and expeditious relief to the ordinary person at no charge.

Contact details:

The FAIS Ombud
P.O. Box 74571, Lynnwood Ridge, Pretoria, 0040
Sussex Office Park, Ground Floor, Block B,
473 Lynnwood Road, Cnr Lynnwood Road & Sussex Avenue, Lynnwood, 0081
Tel: 012 470 9080
Fax: 012 348 3447
Email: info@faisombud.co.za
Website: www.faisombud.co.za

Contact the Ombudsman for Long-term Insurance for complaints about your policy

The office for the Ombudsman for Long-term Insurance mediates in disputes between subscribing members i.e. Discovery Life of the long-term insurance industry and policyholders regarding insurance contracts. It is an independent office which is accountable to an independent Long-term Ombudsman Council for providing an efficient and independent service to policyholders and others in response to disputes arising from long-term insurance policies.

Contact details:

The Long-term Insurance Ombudsman
Private Bag X45, Claremont, 7735
3rd Floor, Sunclare Building, 21 Dreyer Street, Claremont, Cape Town, 7700
Tel: 0860 662 837
Fax: 021 674 0951
Email: info@ombud.co.za
Website: www.ombud.co.za

Contact the Pension Funds Adjudicator for complaints about your retirement savings with Discovery

The office of the Pension Funds Adjudicator investigates and decides on complaints lodged in terms of the Pension Funds Act. The Pension Funds Act covers products such as the retirement annuities like the Discovery retirement Optimiser.

Contact details:

The Pension Funds Adjudicator
P.O. Box 580, Menlyn, 0063
4th Floor, Riverwalk Office Park, Block A, 41 Matroosberg Road, Ashlea Gardens,
Pretoria, 0181
Tel: 012 346 1738
Fax: 086 693 7472
Email: enquiries@pfa.org.za
Website: www.pfa.org.za