

## 1. How businessPROTECTION could help you

Consider:

- What if you, your directors, partners or key employees are unable to work due to injury or illness.
- Who will pay for your temporary staff replacement costs, increases in overtime or increases in running costs?

If you have not allowed for these potentially unexpected and large costs in your budget - then the **businessPROTECTION** could help you cover for these. Your business can insure up to 100% of your company's provable increase in costs including temporary workers or overtime.

## 2. How businessPROTECTION can protect you?

The aim of **businessPROTECTION** is to provide your company with cover so that you can employ temporary staff including locums or cover the increased costs of running your business if you or your key employees, directors or partners suffer illness or injury. This benefit should be able to replace most, if not all, of your increased salary expenses.

**businessPROTECTION** also has an optional lump sum key-person cover that has been specifically designed to provide your business with a tax-free lump sum benefit for up to x5 each director's, partner's or employee's income or £250,000 (whichever is smaller) should you, your partners, directors or your employees die accidentally or after a 12-month deferred period are unable to ever return to their usual or similar occupation if their condition is permanent with no hope of ever improving.

## 3. Your commitment to businessPROTECTION

By taking out **businessPROTECTION** you and/or your partners or directors provide the following commitments to us:

- To decide the amount of benefit you require and when you need the benefit to start and for how long.
- To give us all the medical and other information we ask for when applying for your plan and when claiming any benefit. If you don't do this we may not be able to insure you or pay any claim.
- To make all the regular premium payments we need for the duration of the plan.
- To tell us if you change the nature of your business. Any of these changes must be notified to us within 30-days. (Failure to inform us could invalidate any claim you might wish to make and any changes you have notified to us will be confirmed to you, if acceptable, in writing by us. If not acceptable or new terms need to be imposed, you will be specifically advised of this including any applicable loadings or refunds depending on your new details).
- To tell us of any illness or injury within the time limits we set which has stopped an insured from working.
- To select an appropriate level of cover and review it regularly to make sure you have enough for your business needs but no more than we'll pay.
- To tell us if you change address or bank details so that we can keep you properly informed as well as keeping our records up-to-date.

## 4. Who is eligible for businessPROTECTION?

You can apply for **businessPROTECTION** if you, your partners, directors or key employees:

- are aged over 18 but under 64 and are permanently resident within the UK, Channel Islands or Isle of Man,
- are actively working and have been in continuous employment for more than 12 months before the insurance start date or you are self employed,
- are in good health and know of no impending incapacity.

We will then underwrite and assess your application. Your application form will include questions about you, your co-directors, partners or employees' medical history, occupation and other personal circumstances. We may request additional information to support your application at our expense. You should be aware that pre-existing conditions will not be covered unless specifically agreed in writing by us.

**Pre-existing medical condition** means any sickness, condition, injury, illness, chronic or recurring disease which either you or your partners, directors or employees:

- knew about or in our reasonable opinion should have known about at the start date; or
- have received treatment or advice (including regular or routine examinations or consultations to monitor the condition) in the 24-months prior to the start date.

## 5. How do I select the plan's features so that it meets my needs?

You choose the amount of benefit that your business needs. This benefit should be able to cover the costs of hiring a temporary contract worker of similar experience to that of the injured or ill person or sufficient to cover increased salary expenses arising from over-time having to be paid to provide cover for the absent partner, director or employee. We'll never provide benefit of more than £3,000 per week per insured person, based on a 7-day week period.

**businessPROTECTION** allows you to select either 7, 14 or 28 consecutive day deferred periods subject to your specific needs or chosen benefit period. The longer the deferred period the cheaper your policy will be.

Premiums may be tax deductible as a business expense and the benefit will be treated as an income traded receipt. For more details check with your accountant or intermediary as the rules governing this may be changed by legislation.

You may choose to amend your cover from time to time. You will need to notify us and we will amend your benefit and the new premium will apply from the following month. However in certain circumstances we may not be able to agree to your request and we will inform you of this accordingly. You should note that there will be no automatic increase in your benefits.

However please consider the following information:

- You won't be covered if you stop paying your premium.
- The cover may be less than you need if you don't review it regularly to keep it in line with your estimated salary or contract worker costs. On the other hand if your business salary expenses or contract worker costs are less than the benefit you have chosen, then your benefits will have to be reduced. We will not give back any of your premium payments if this happens.
- In future once you have had the cover for at least 12-months we may change the premium by giving you at least 21-days notice prior to renewal.
- Certain causes of claim won't be covered. Please see section 6 of the Key Facts (When will **businessPROTECTION** not pay out).

## 6. How much cover can you have?

The amount of cover you select is known as the weekly benefit. The maximum weekly benefit available under **businessPROTECTION** is £3,000 or 100% of actual contract worker(s) costs and/or increased salary expenses arising from provable over-time, whichever is the lower.

For incapacity and accidental death and permanent total incapacity lump sum sections, you can only receive one lump sum benefit per insured throughout the life of this insurance. If paid it will be in addition to any benefit you receive under the incapacity income protection section.

## 7. What is the cost of cover?

The rates detailed below will show you the normal illustrative cost of the cover. In some cases either the premium or conditions may be amended to reflect your or your partners', directors' or employees' medical history or individual circumstances. Monthly payments will always be through your direct debit mandate.

The longer the deferred period the cheaper your policy will be.

Some indicative costs for this plan are stated in the table below as a rate against a fixed benefit amount. All premiums include Insurance Premium Tax at the current rate and may be subject to change. Other options may be available through Compass Underwriting. Please discuss this with your intermediary.

MONTHLY PREMIUM TABLE				
	Benefit period	Deferred period	Annual premium	Estimated monthly cost
<b>Weekly Benefits</b>				
£800.00	12 months	14-day	£638.00	£53.00
£900.00	12 months	14-day	£717.00	£60.00
£1000.00	12 months	14-day	£797.00	£66.00
<b>Permanent Total Incapacity (Accidental Death and Permanent Total Incapacity)</b>				
£80,000	Lump sum	-	£60.00	£5.00
£90,000	Lump sum	-	£67.00	£5.60
£100,000	Lump sum	-	£74.00	£6.20

If the collection date is missed we will collect the missing premium during the following month. You can select a combination of the weekly benefit or the lump sum benefit - either on their own or combined.