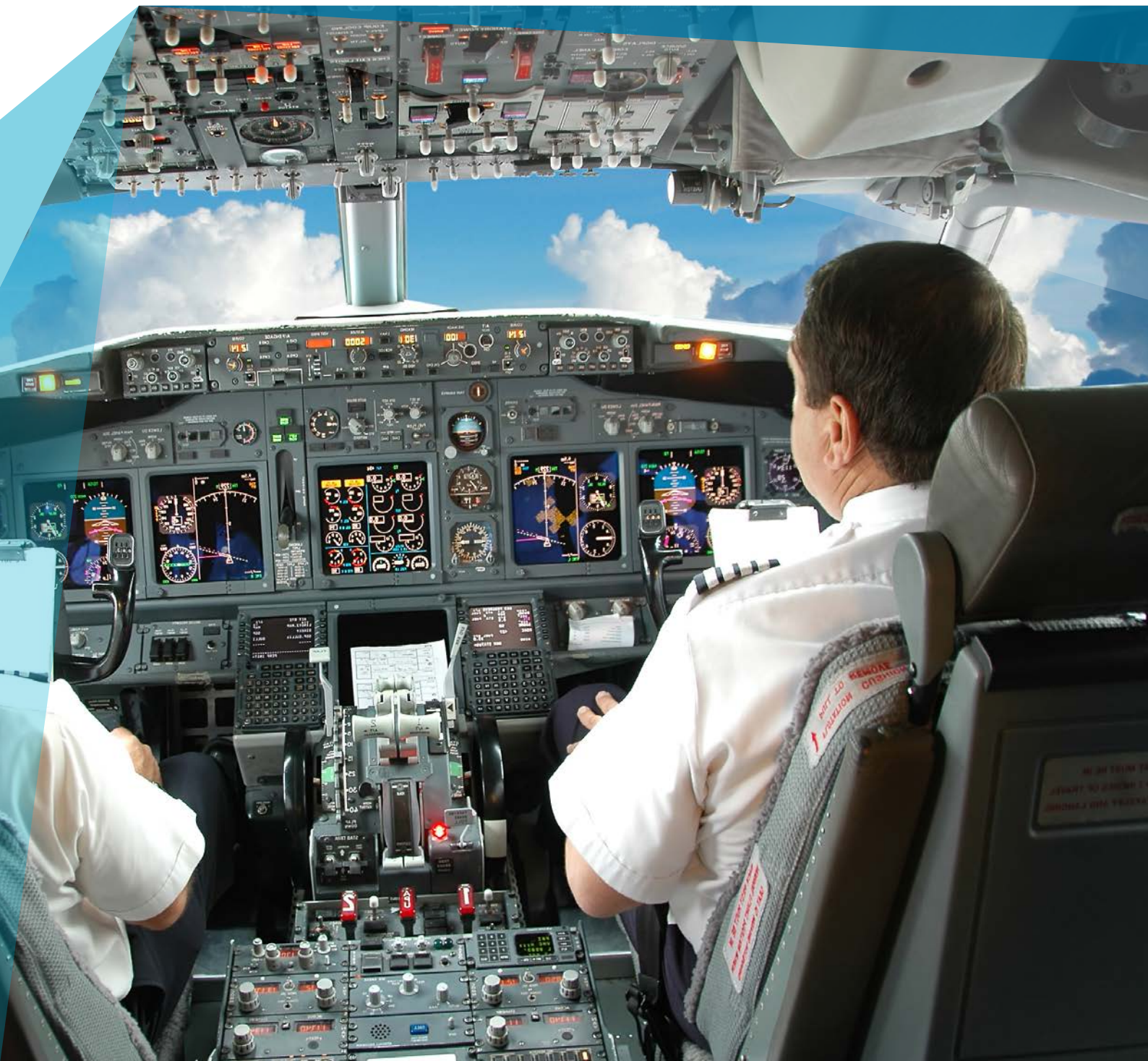


MARSH EPSILON AVIATION EMPLOYEE BENEFITS



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OVERVIEW

ABOUT US

Marsh's Aviation and Aerospace Practice has operations in more than 100 countries and over 250 employees dedicated to serving the industry. Our clients range from major airlines to bespoke operators within Europe, the Middle East, the Far East and North and South America.

We have invested in an aviation employee benefits insurance team specialising in:

- Providing clients with high quality bespoke products that fit with their needs.
- Avoiding gaps or overlaps in cover.
- Offering summaries of cover for employees.
- Providing excellent claims handling services.
- Maintaining minimal administration.

ABOUT MARSH EPSILON

Marsh's Aviation and Aerospace Practice have worked with a number of leading Lloyd's Syndicates¹ to create an enhanced client offering providing:

- An improved wording including:
 - A reduced number of exclusions.
 - Simplified language.
 - Superior coverage.
- Potential premium savings².
- The option of longer term contracts providing increased pricing stability.

1. Standard & Poor's A-rated (strong) as at May 2014.

2. Actual premium savings will be dependent upon client risk profile and previous claims history.

PERSONAL ACCIDENT INSURANCE

HOW DOES IT WORK?

Personal accident pays a pre-agreed benefit in the event of death or injury following an accident. The specific benefits under this policy are determined by agreement between the insurers and the employer before the insurance commences. This may be a fixed amount or a multiple of salary.

WHAT IT COVERS

Personal accident cover provides a pre-agreed benefit to employees in the event of a serious injury, or to their families in the event of death. This coverage can be purchased in one of the following three ways:

- 1. 24 hour** – This is the most popular form of cover as it provides protection 24 hours a day irrespective of whether the employee is on, or off duty.
- 2. On duty** – This provides protection whilst the employee is on duty (and can be extended to include commuting to and from work). It can also be extended to cover an employee who is away from home base due to work commitments, for example a pilot on layovers.
- 3. Flight risks only** – This is the minimum coverage available. It provides protection whilst flying and includes mounting and dismounting an aircraft.

The simplest form of cover is “Lloyd’s Scale E” which provides the following benefits:

- Death (100% benefit).
- Loss of limb or sight (100% benefit).
- Permanent total disablement due to an accident (100% benefit).

VARIATIONS IN COVER

Weekly benefits in the event that an employee is temporarily off work due to an accident.

WHO IS IT APPROPRIATE FOR?

Personal accident cover is a simple, effective, low cost insurance appropriate for all employees. Care should be taken when purchasing personal accident and loss of licence covers together as there are some potential overlaps.

This product can also be purchased on a flight risks only basis for passengers and is particularly useful for industrial aid operations.

HOW IS EPSILON DIFFERENT

Marsh’s personal accident cover offers:

- Cover for nuclear, chemical and biological – to full policy limits.
- No armed forces exclusions.
- No trip cover limitations for people aged over 75.
- Increased benefits – 150% for paraplegia, 200% for quadriplegia.
- Benefits for accidental burns.
- Full cover for dangerous sports.
- Inclusion of aggravated existing conditions.

These additional benefits are provided as standard.

EMERGENCY MEDICAL EXPENSES INSURANCE

HOW DOES IT WORK?

Emergency medical expenses provides protection for employees travelling outside their country of domicile in the event of a sudden injury or illness and is an additional cover commonly added to a personal accident policy.

WHAT IT COVERS

These benefits vary according to policy conditions, however, usually include:

- Emergency medical evacuation.
- Emergency assistance cards.
- Inpatient and outpatient costs.
- Personal costs whilst in hospital.

Employees have access to medical advice and will be provided with a medical assistance card with a 24 hour emergency assistance phone number

VARIATIONS IN COVER

There are a number of variations in wording and therefore care must be taken to ensure that sufficient cover is being offered.

WHO IS IT APPROPRIATE FOR?

This cover is appropriate for employees who travel outside their country of domicile for work and for short periods, usually less than a month.

We also work with our colleagues in Mercer to provide expatriate and full medical covers.

HOW IS EPSILON DIFFERENT

Marsh's emergency medical expenses cover offers:

- 24 hour medical assistance by medical experts contracted in 22,000 medical facilities in 190 countries.
- Pre travel advice.
- Psychological help following a significant accident.
- Security planning services.
- Storage and access to data via a phone app.
- Emergency political evacuation.

These additional benefits are provided as standard for those purchasing the Epsilon product.

LOSS OF LICENCE INSURANCE

HOW DOES IT WORK?

Loss of licence cover provides a pre-arranged sum of money in the event of a licenced pilot or air traffic controller being unable to work due to failure to reach the medical standards required by licencing authorities.

WHO IS IT APPROPRIATE FOR?

This cover is appropriate for pilots and air traffic controllers who require a medical certificate to maintain their licence.

WHAT IT COVERS

There are three different ways in which loss of licence cover can be purchased:

- 1. Lump sum cover** – This provides a pre-arranged fixed sum or multiple of salary is paid in the event that a pilot or air traffic controller becoming permanently unable to work.
- 2. Monthly benefits** – A pre-arranged monthly benefit is made which can be a fixed amount or a percentage of salary (usually 75%) for a fixed period of time up to a maximum of five years.
- 3. A combination** – Monthly benefits will be paid to employees who are off sick until it becomes clear that the employee will not return to work, at which time the lump sum is paid (less any monthly benefits paid).

HOW IS EPSILON DIFFERENT

Marsh's loss of licence cover offers:

- Full cover for the cockpit crew, cabin crew, engineers and other aviation employees.*
- No pre-existing conditions exclusion for aviation clients with more than 50 licenced employees, with an "actively at work" condition applying at initial inception.
- Option for competitive excess cover for aviation clients with more than 300 licenced employees.
- Drugs and alcohol cover including 100% of the sum insured.

These additional benefits are provided as standard.

**Subject to independent regulator and medical decision making process for cabin crew and ground engineers.*

VARIATIONS IN COVER

All loss of licence insurers offer different wordings; therefore providing comparisons between the different quotes requires an expert eye. Variations in cover exist for:

- Psychological illness.
- Loss of licence due to drugs and alcohol.
- Pre-existing conditions.
- The length of the waiting period.

TERM LIFE INSURANCE

HOW DOES IT WORK?

Term life insurance provides a pre-agreed sum of money in the event of death by illness or accident. The amount payable under a life policy is agreed between the employer and the insured prior to the inception of the policy.

WHAT IT COVERS

Life cover can be purchased for all members of staff in one of the following ways:

- 1. Death by all causes** – This cover is designed to pay a claim in the event of the death of an employee caused by illness or accident and is recommended where the insured does not purchase personal accident insurance.
- 2. Death by natural causes** – This only covers death by illness (not by accident), and it is recommended where the employer provides personal accident cover separately.

VARIATIONS IN COVER

Each insurer provides their own wording and as such there are often exclusions for high exposure incidents, for example, war, pandemics and suicide.

HOW IS EPSILON DIFFERENT

Marsh's term life cover offers:

- The deletion of all exclusions, with an "actively at work" condition applying at initial inception.
- Combined loss of licence and life cover making payment to the pilot (if they lose their licence and survive), and to the family (if the pilot loses their licence and fails to survive) therefore keeping premiums to a minimum.

These additional benefits are provided as standard.



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Marsh is one of the Marsh & McLennan Companies, together with Guy Carpenter, Mercer, and Oliver Wyman.

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