Aviva New Group Leave Encashment Plan

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Aviva's New Group Leave Encashment (NGLE) Plan enables the Employer to fund their leave encashment liability and meet the outgo as and when it occurs by outsourcing the fund management and actuarial valuation. Our unit linked funding approach helps meet the Employer's financial outgo in a cost effective manner. In addition, Aviva's NGLE Plan provides a life insurance cover with a sum assured of Rs. 5000.

The Plan provides the following benefits:

- ✓ A lump sum fund to meet the leave encashment liability of your employees
- ✓ Protection against the risk of death - free flat amount of Rs.5,000 in case of death while in service. The master policy holder has option to choose higher sum assured
- ✓ Flexibility to invest in various unit linked investment funds
- ✓ The option to switch between various funds without any charges

Eligibility Criteria

Eligibility	Criterions
Entry Age	**Minimum** : 18 years last birthday **Maximum**: 70 years last birthday
Policy Term	1 year contract, renewable every year
Sum Assured	Minimum: Rs. 5,000 per employee Maximum: 1 Crore per employee
Minimum Premium	1 Lac per scheme
Master Policy holder	Employee
Funds Available	6 Fund options available

Benefits

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Amount Payable on death, retirement, resignation / termination of employment

On encashment of leaves by a member while in service or in case of death/retirement/resignation or termination, the Master Policyholder will be paid an amount equivalent to the amount payable to the member as per the Company's Leave Encashment Rules, by canceling the units of equivalent amount from the master policyholder's account.

- On death of a member, an additional amount of Rs.5,000/- is paid
- The Master Policyholder can get the units cancelled from the various funds as per their choice. If the allocation proportion for cancellation of units is not specified by the Master Policyholder, the allocation proportion last chosen by the Master Policyholder for the purpose of investing contributions/premiums, will be used

The Company's maximum liability to make any payment under a Master Policy in respect of all scheme members in respect of the leave encashment benefit shall at all times be limited to the Fund Value (which is the total number of units held in the Unit Account multiplied by their respective Unit Price as on the valuation date). In case of death of a member, in addition to the Leave Encashment benefit the life insurance cover of Rs.5,000 will also be payable.

Revival

- A discontinued policy can be revived within five years (Revival Period) from the date of discontinuance subject to company's Board Approved underwriting requirements.
- . In case a discontinued policy is not revived during the revival period, the policy shall be terminated by paying the fund value of the policy to the master policyholder. However, during the revival period, the discontinued policy will continue to be in the unit fund(s) and the benefits as per scheme rules will be paid subject to availability of the fund value.

Benefits

Surrender

The policy can be surrendered any time by notifying Aviva in writing at least 90 days in advance of the termination of the policy However, the Units will be redeemed at their Unit Price on the date of redemption of those Units.

- If the Master Policy is surrendered within first policy year, the surrender charge will be 0.05% of fund value subject to maximum of Rs. 5,00,000. The surrender charge would be nil thereafter.
- Surrender Value= Fund Value minus Surrender Charges, if any

Free look Period

Master Policyholder has Right to review the policy terms and conditions within 15 days (30 days if policy is solicited through distance marketing) from the date of receipt of the policy document. If policyholder disagrees to any of the terms or conditions, he/she has option to return the policy stating the reason of the objection. Master Policyholder shall be entitled to a refund of the fund value on the date of cancellation plus the un-allocated premium (allocation charges) plus any charge deducted by cancellation of units minus proportionate risk charges for the period on cover minus expenses incurred on medical examination, if any, and stamp duty charges.

Fund Management Charge

FUND MANAGEMENT CHARGES* TO BE APPLIED ON THE FUND WHILE CALCULATING NAV ON DAILY BASIS IS 0.80% FOR ALL FUNDS PER ANNUM **DISCOUNT FOR LARGE FUND VALUES**

A discount on Fund Management Charge ("FMC") across all Funds would be available at the end of the Policy Year. The Net FMC after discount will be as per the following table:

FUND SIZE* (RS. IN CRORE)	NET FMC AFTER DISCOUNT
<0.50	Standard
>=0.50 & <=2	0.60% p.a.
>2 & <=5	0.50% p.a.
>5	0.30% p.a.

The formula for computing discount is as follows: Amount of Discount for a particular fund is: [Fund Value * (FMC Rate/365 – Net FMC Rate/365)]

Allocation & Mortality Charge

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Allocation Charge

Allocation Charge= 100% minus Allocation Rate

DISTRIBUTION CHANNEL			
POLICY YEAR	AGENTS AND CORPORATE AGENTS	BROKERS	DIRECT MARKETING
Allocation Charge			
1	2%	Nil	Nil
2 onwards	Nil	Nil	Nil
Allocation Rate			
1	98%	100%	100%
2 onwards	100%	100%	100%

Mortality Charge

Mortality Charge shall be deducted through cancellation of units from master policy account towards the cost of life cover.

THANK YOU