



# Zurich International Programs for Employees



# Your most valuable asset – your people

Multinational corporations operate in an increasingly globalized business world and complex external environment. As a result, providing their employees with the best risk protection across the globe raises a variety of challenges. To deal with these new operational realities, companies need to tailor their approach to employee benefits and support this with a more structured strategy and execution to maximize the potential in the environment in which they operate.

## Trends we see in the global employee benefits market



“While historically employee benefits have been controlled locally, many companies now want to have a central overview of employee benefits being purchased around the world. They are looking for more uniform offerings, better reporting and a greater understanding of the global benefits picture.”

Wendy Liu, *Commercial Risk Europe, Employee Benefits report 2016*<sup>1</sup>

Around the world, covering the loss of earned income, due to disability or death in the case of a breadwinner, is a major problem... and it's growing. *'Income Protection Gap' report 2015*<sup>2</sup>

<sup>1</sup> Commercial Risk Europe, Employee Benefits report Feb 2016, <http://www.commercialriskeurope.com/special-reports/>

<sup>2</sup> Zurich Thought Leadership 'Income Protection Gap': <http://knowledge.zurich.com/protection-gap/>; report released in Nov 2015 from Zurich Insurance and Oxford University's Smith School of Enterprise and Environment

## What our customers say

“

When choosing our provider we're looking for innovative products, accompanied by high service levels and real availability from the service team.”

Employee Benefits Director

“

We're looking at harmonizing our life and disability coverage across all countries. Aligning benefits is always a problem as packages vary from country to country. Still alignment is key for us moving forward.”

Benefit Program Director

“

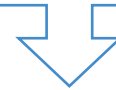
We need a provider who can be a long-term partner, working alongside us with stable pricing and a long-term view. This is the basis of a lasting relationship, seeing the bigger picture is very important.”

CFO

“

Cost efficiencies are always in mind, and centralising our approach can help to achieve this.”

Risk Manager



## Global Employee Benefits solutions

### Existing solutions

Employee Benefits solutions available to date meet the needs of **decentralized** multinational customers, for example: multinational pooling.



A pooling arrangement is a collection of local contracts, financially consolidated and offering retrospective profit share.



### New solutions

But **centralized** multinational customers have emerging needs requiring new solutions. We identified a gap in the market place, we looked at trends, talked to our customers and developed a new solution that addresses the new challenges.



An international program with a centralized contact and the group's overall size in mind. Rather than paying a profit share, the margin is already included in the rates.



**CAPTIVE:**  
Multinationals can self-insure via captives, which offer risk management opportunities and saving potential which can be applied to both solutions presented.

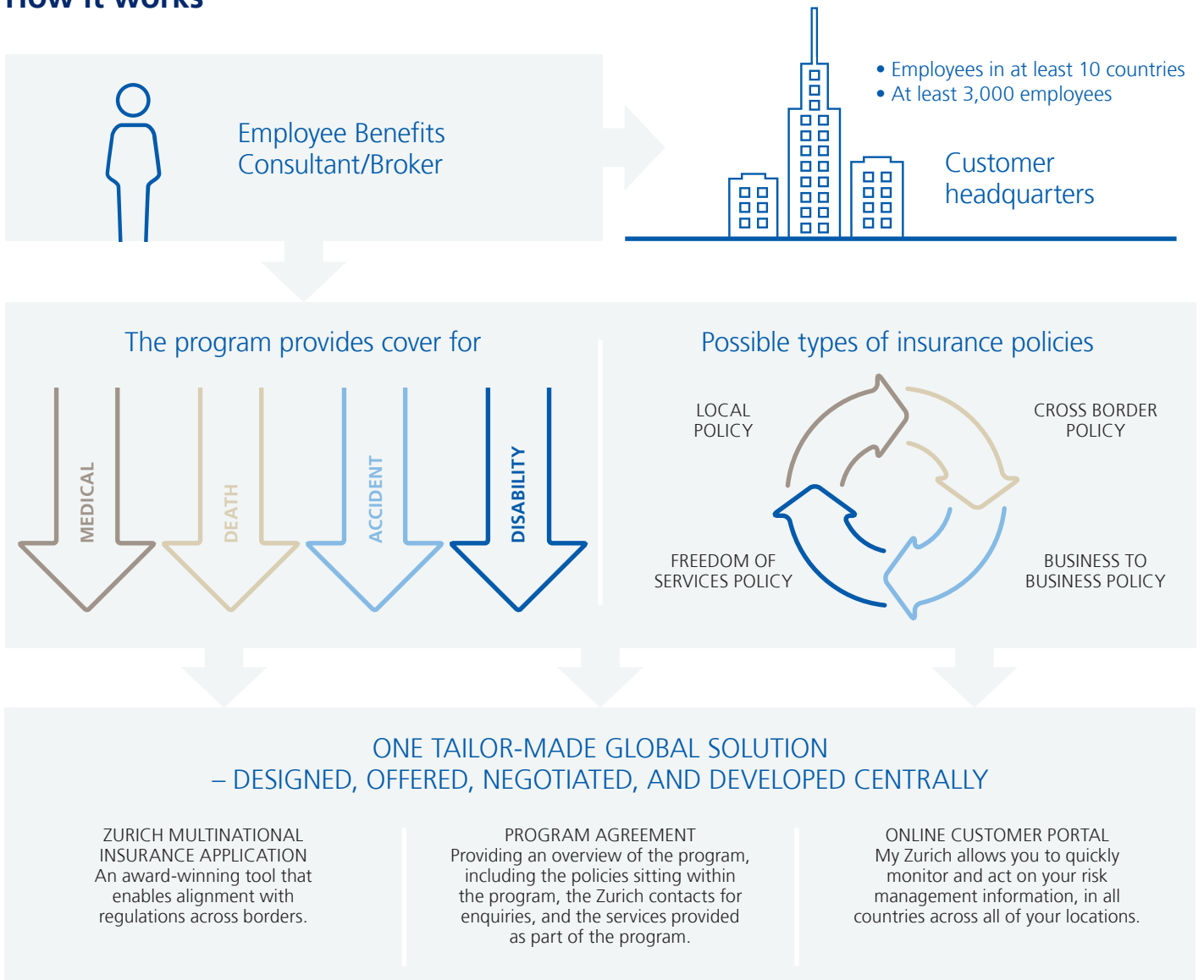


# Zurich International Programs for Employees

After studying today's global business trends and talking to our customers, we are introducing one tailor-made centralized global solution: Zurich International Programs for Employees. The solution is built on our long-standing presence in pooling, captives and cross-border solutions as well as market-leading expertise in designing successful international programs for general insurance.

This new solution is developed for multinationals who are looking to arrange their employee benefits coverage centrally and looking for more central control on employee benefits programs and data globally.

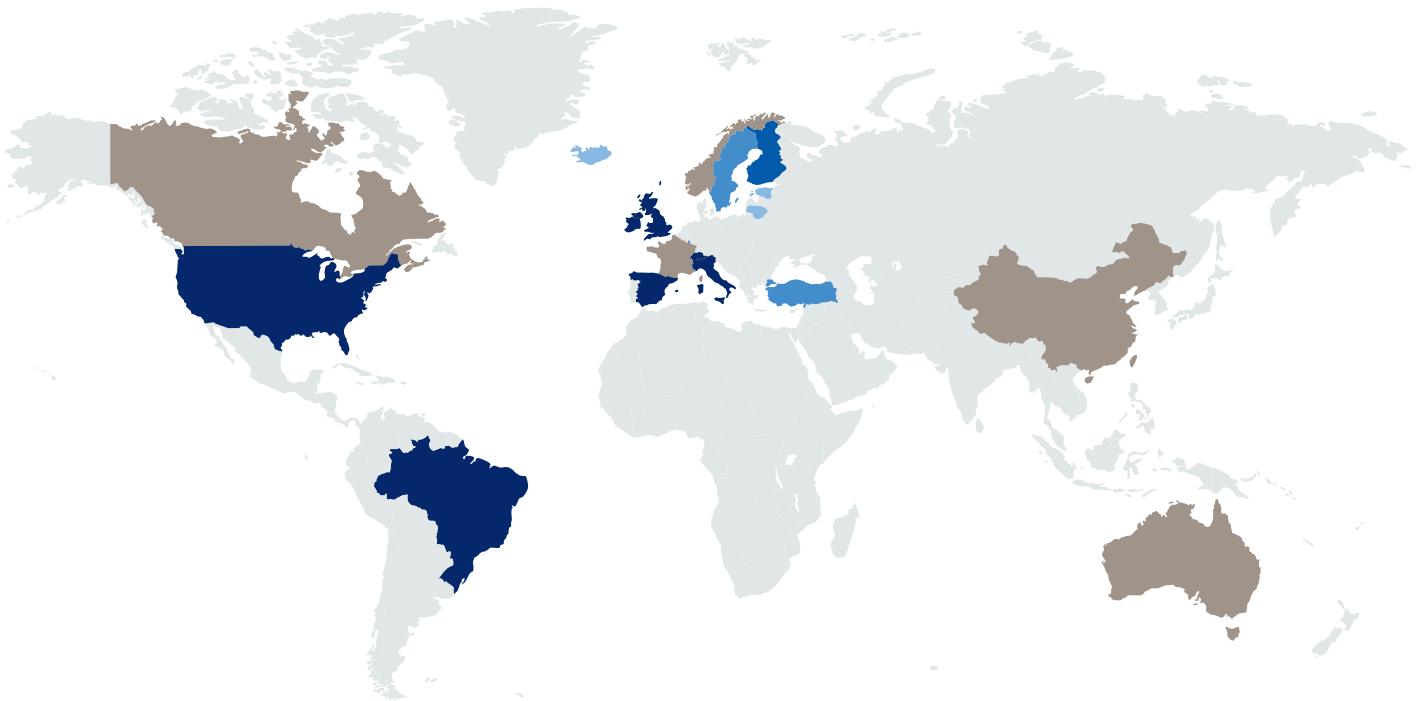
## How it works



## Example: Program structure for a company with headquarters in the UK, covering 8,431 employees in 20 different locations

Zurich International Programs for Employees is a centralized solution using a combination of local policies provided by Zurich own subsidiaries and our external network.

Depending on your objectives and situation we offer different types of policies to optimize the protection of your employees.



### 8 ZURICH LOCAL POLICIES

Covering 8  
locations with total  
6,720 employees

US:	1,100
UK:	3,500
Switzerland:	140
Italy:	400
Ireland:	250
Spain:	480
Mexico:	350
Brazil:	500

### 5 NETWORK PROVIDER LOCAL POLICIES

Covering 5  
locations with total  
1,620 employees

China:	1,000
Norway:	300
Canada:	130
France:	140
Australia:	50

### 1 FREEDOM-OF- SERVICES POLICY

Covering 1  
locations with total  
20 employees

Finland:	20
----------	----

### 1 CROSS-BORDER POLICY

Covering 3  
locations with total  
56 employees

Luxembourg:	4
Sweden:	50
Turkey:	2

### 1 BUSINESS-TO- BUSINESS POLICY

Covering 3  
locations with total  
15 employees

Lithuania:	7
Estonia:	3
Iceland:	5

# Partnering for unique solutions

At Zurich, we work together with our customers to design, implement and support market-leading tools that help them ensure regulatory alignment and centralize their global overviews.

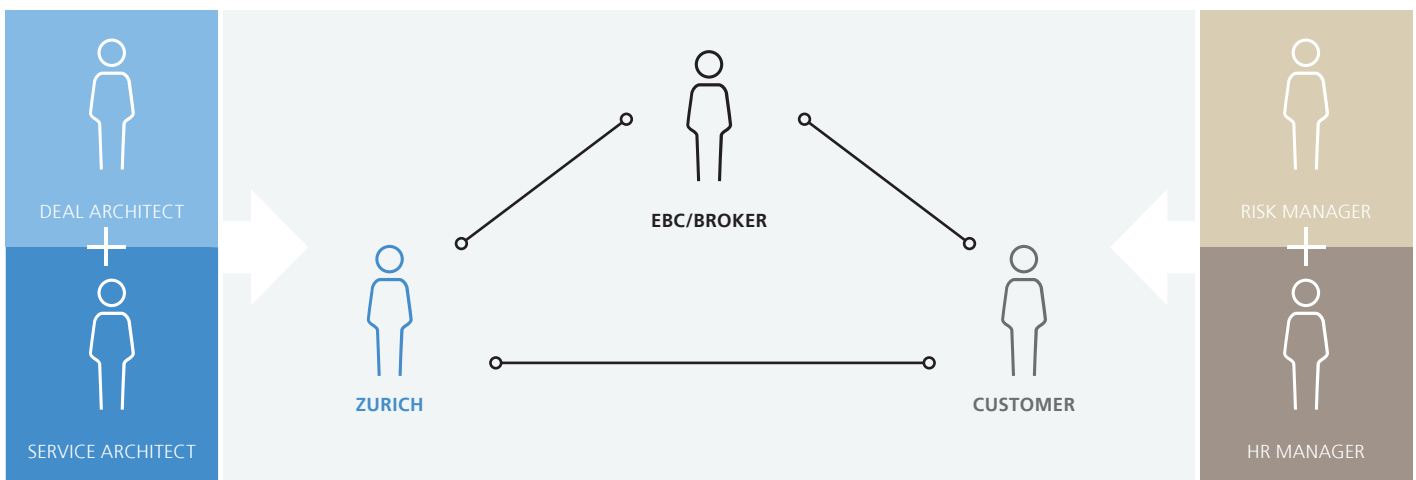
We believe in partnership between our people and your employee benefits consultants, risk managers and human resources – because your business is our business. We have established a dedicated team who will ensure that your objectives to protect your employees are met and delivered in line with your need.

“

Organizations are taking a more holistic view of employee benefits management and are involving risk managers together with HR managers in benefits decisions.”

Wendy Liu, Commercial Risk Europe, Employee Benefits report 2016<sup>1</sup>

## How we work together



ZURICH'S DEAL ARCHITECT AND SERVICE ARCHITECT SUPPORT YOUR TEAM TO DELIVER:

- ✓ A customized solution to meet your needs
- ✓ Centralized and simplified negotiation and solution structuring
- ✓ Smooth implementation of the program
- ✓ Efficient management of your ongoing program and service with Zurich

# Why Zurich?

For every global business, giving employees the best risk protection can be a complex challenge.

That's why we developed Zurich International Programs for Employees. Centralized, simplified, and easier to manage – it's the smarter way to protect the business you love.

Zurich International Programs for Employees forms another line of business within Zurich's existing family of Zurich International Programs.

Through best practice from Zurich's International Programs on the general insurance side we are bringing a new solution to the market which will help our global customers delivering additional value to their organization.

“

People risk is a key part of the risk landscape. In general insurance, we have delivered Zurich International Programs for more than 40 years. Now we are using this knowledge and the infrastructure with our multinational employee benefits customers, giving them a truly holistic view of their risks.”

Hanno Mijer, CEO, Global Life & Pensions at Zurich Insurance

**40**  
YEARS OF EXPERIENCE

**OVER 2,000**  
EMPLOYEES DEDICATED TO  
ZURICH INTERNATIONAL PROGRAMS

MANAGING OVER  
**49,000 POLICIES**

RESPONDING TO APPROXIMATELY  
**143,000 CLAIMS**  
EVERY YEAR

---

## Network support

Zurich International Programs for Employees is supported by the Zurich Employee Benefits Network – a network of Zurich-owned and external insurance companies that spans 131 locations. Find out more at [www.zurich.com](http://www.zurich.com)

To learn more about Zurich International Programs for Employees and how it works, contact us at [www.zurich.com/programs-for-employees](http://www.zurich.com/programs-for-employees)

Zurich Global Employee Benefits Solutions is a business unit within Zurich Insurance Company Ltd.

This is intended as a general description of employee benefit solutions only. Underlying employee benefits coverages are provided by local Zurich entities or network partners, as required by local jurisdiction. Certain products, contract terms and services may not be available in all jurisdictions or may vary by local jurisdiction.

[www.zurich.com](http://www.zurich.com)  
[ZGEBS@zurich.com](mailto:ZGEBS@zurich.com)

---

This is intended as a general description of certain types of insurance and services available to qualified customers through Zurich Global Employee Benefits Solutions. Zurich Global Employee Benefits Solutions is a business unit within Zurich Life Insurance Company Ltd. Group life and disability insurance coverages issued in the United States in all states except New York are issued by Zurich American Life Insurance Company, an Illinois domestic life insurance company located at its registered home address of 1400 American Lane, Schaumburg, IL 60196. In New York, insurance coverages issued in the United States are issued by Zurich American Life Insurance Company of New York, a New York domestic life insurance company located at its registered home address of One Liberty Plaza, 165 Broadway, New York NY 10006. Certain products, contract terms and services may not be available in all states or may vary by state. Outside the US, employee benefits coverages are provided by Zurich Life Insurance Company Ltd, Austrasse 46, 8045 Zurich, Switzerland (and its branches), Zurich International Life Limited, Athol Street 43-51, Douglas, Isle of Man, IM99 1EF (and its branches), Zurich Eurolife SA, 37, rue du Puits Romain, 8070 Bertrange, Luxembourg, Zurich Assurance Ltd, The Grange, Bishops Cleeve, Cheltenham, Gloucestershire, GL52 8XX, UK and further local Zurich entities or network partners, as required by local jurisdiction. Certain products, contract terms and services may not be available in all jurisdictions or may vary by local jurisdiction.

IB2B14444 173003473 (12/2018) TCL

