

Aviva Flex-pertise™

Group Income Protection options

Flex and Stretch — because employers and employees come in all shapes and sizes

As part of our Flex-pertise offering, Flex and Stretch gives employees the option to increase their Group Income Protection benefit amount as well as stretch their benefit payment term. Our flex choices provide employers with:

- more control over policy premiums
- a selection of benefits suited to their employees' individual needs, budget and lifestyle
- a cost effective benefit package that ensures the budget spent on benefits goes as far as possible.

How it works

A Flex-pertise Group Income Protection policy offers a core benefit, which is the benefit amount and payment term offered to members at the outset of the policy. Members are able to flex both their benefit amount and their payment term, if both options have been selected, at:

- the outset
- the policy anniversary, or
- an eligible lifestyle event, such as the birth of a child.

The member can flex the benefit amount and the payment term within limits, as shown on the graph. We can also normally allow both options with just an actively at work declaration.

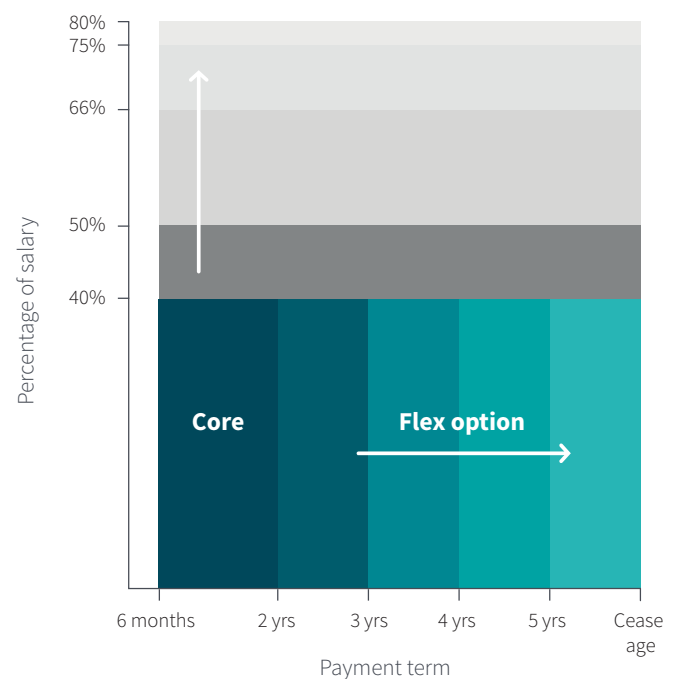
Typically, we'll use a unit rate to calculate the cost of the core element and tables of rates for the flex options.

The unit rate will be calculated as a percentage of the cost of the total scheme earnings or total benefit, and will be made available to you prior to implementation.

Example of Flex and Stretch

If the core benefit is 40% of the employee's salary payable for two years, the employer may decide to offer the following flex and stretch options:

- extend the payment term to three, four, five years or cease age; and
- increase the benefit to 50%, 66%, 75% and 80% of salary.



Features	Aviva Flex-pertise offering
Pricing	Unit-rated or age-related options
Minimum number of lives	250
Minimum core benefit	35% of salary less Employment and Support Allowance (ESA)
Maximum benefit level	80% of salary or £425,000, whichever is lower
Maximum free cover level	£150,000
Flex steps	<ul style="list-style-type: none"> • Able to flex up or down, one step at a time • Employees may not flex below the core benefit • Can flex at renewal or at a lifestyle event • Can be inclusive or exclusive of state benefit deductions
Standard Flex options (for the benefit amount)	<ul style="list-style-type: none"> • 50% of salary • 66% of salary • 75% cent of salary • 80% of salary
Standard Stretch options (for the payment term)	<ul style="list-style-type: none"> • core of 2 or 3 years, stretch to 4 or 5 years • core of 2, 3, 4 or 5 years, stretch to policy cease age

Advantages of Flex and Stretch

- Allows employers to cater for the needs and values of the workforce by offering more choice.
- Employers can maximise their benefit spend effectively and make cost savings by offering a decreased payment term. Employees can buy back to their previous level of benefit by stretching their income protection cover.
- Enhances employees' control over selecting a different mix of benefits annually.
- Employees can enjoy the option of a higher benefit level, as well as choice over the period that their claim will be paid. Any additional charges or changes in premiums will be clearly explained at the selection window.

Why Aviva?

Our aim is to provide the best service in the group protection market. That's why we align a dedicated flex team to each client. This allows us to understand and respond to the employer's needs, building an excellent working relationship in the process.

The team – comprising an account manager, scheme underwriter, sales support consultant and flex administrator – deals exclusively with flex arrangements so the employers are being handled by specialists that know the policies inside out.

Aviva Flex-pertise solutions enable employers to offer employees a choice of benefits, to help meet their individual needs. Employers may see an increase in employee engagement, which in turn may translate into a happier, more productive workforce.

For further information on Flex-pertise options for Group Income Protection please speak with your Aviva Account Manager or your Financial Adviser.

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