

# Life Insurance for Globally-Mobile Travelers



Term Life insurance is a fundamental part of the benefits package offered to employees, whether they work in the US or internationally. Life Insurance provides an essential foundation of cost-effective protection for employees' loved ones in their time of need. For your globally-mobile employees, providing Life Insurance with a global carrier like MetLife can have distinct advantages over keeping them on a domestic Life Insurance plan, including:

- Domestic companies may refuse to pay benefits for employees overseas
- Employees in high-risk assignment countries might be excluded under domestic contracts
- Some policies will require survivors/beneficiaries to return home to claim Life Insurance benefits and will not send money abroad
- Some policies will not allow portability across borders or will require adjustment to the policy when employees move to a new destination



International carriers like MetLife are able to offer insurance benefits to international assignees that you can have confidence in. Additional features of our global program include:

- **Standalone coverage** — We are able to offer Life Insurance coverage standalone for as few as 2 employees.
- **Global support** — We have help from our Regional Service Centers<sup>1</sup> when it comes to validating death certificates and documentation from other countries around the world. Not only does this expertise help monitor potentially fraudulent activity, it also means employees or beneficiaries are paid quicker and don't need face the same elaborate procedures that may be required on a domestic plan, like securing an embassy statement, which can take weeks to obtain.
- **24-month rate guarantee** — Global rates are typically guaranteed for 24-months standardly.
- **Guaranteed issue** — We offer competitive plan designs with high Guarantee Issue (GI) limits. Members will only be asked to complete a Statement of Health document if their elected benefit amount is over the GI limit.
- **Currency flexibility** — Claim payments can be made in nearly any currency.
- **Eligibility flexibility** — Our plans are also geared towards employees working abroad, so there is no risk of employees being ineligible for the plan — meaning you'll know they are covered at time of claim.
- **Conversion** — Allows an employee to purchase coverage under a separate contract upon the employee's termination from the employer's plan. Upon termination, an employee may elect to convert their life coverage to an individual Life Insurance policy without having to supply medical evidence of insurability. The employee must submit a written application and the first premium must be paid within thirty-one (31) days after the insurance terminates.

Below are the Life Insurance benefits MetLife offers for globally-mobile employees:

- **Basic Life: A solid foundation** — An employer-paid benefit that helps meet a portion of income needs in the event of a premature death. With flexible options to choose from, including flat benefit amounts or multiples of pay, Basic Term Life is a solid foundation of protection that can meet the diverse needs of your employees. Minimum 2 lives required.
- **Supplemental/Voluntary Life: Additional protection** — An employee-paid benefit with group rates that do not increase your costs or risk. Flexible plan designs allow your employees to select the amount of Life Insurance coverage that's right for them. Supplemental Life offers generous maximum and non-medical issue. Available to groups of 25 lives or more only; must meet minimum participation of 25% or 10 lives, whichever is greater.

- **Dependent Life: Coverage for spouses and children** — Coverage for spouses, domestic partners, and eligible children helps to add even more value to your benefits program. This benefit can be employer- or employee-paid. (Employee must be enrolled in Supplemental Life if employee-paid.)
- **Accidental Death and Dismemberment (must be bundled with Life)** — Benefits may be payable even if the employee is not disabled under the plan definition. Pre-established benefit amounts may be paid for loss of the following:
  - Life
  - Hands or feet
  - Thumb and index finger
  - Sight in one or both eyes, or
  - Any combination of the above

Coverage also includes a suite of valuable features and services that can enhance benefits appreciation and improve productivity by providing employees with support and protection when they need it most. Term Life coverage includes one of the following benefits:

- **Extended death (standard)** — If an employee who is totally disabled passes away within one year of becoming so, the Life claim is payable as well. This benefit is included standard in our global plans.
- **Waiver of premium (alternative option)** — Waives Life Insurance premium for employees who become totally disabled and are no longer able to work.
- **Total Permanent Disability (TPD) (alternative option)** — If the employee becomes Totally and Permanently Disabled before reaching a pre-determined age, and remains Totally and Permanently Disabled, the Life Insurance benefit will be payable in monthly installments.

Enhanced plan design options include:

- **Accelerated death benefit (buy-up)** — Permits terminally ill employees to receive a portion of their Life Insurance in advance to minimize the financial burden of medical and other expenses. Future premiums are no longer required for employees who utilize this feature.
- **War risk (buy up)** — For employees on assignment in war zones, MetLife has the flexibility to build this enhancement into your plan. Standardly, employees in war zones are eligible for Natural Causes Only coverage for Life and AD&D. This buy-up allows them to be eligible for Basic Life and AD&D coverage. (Availability subject to Underwriting approval and may vary by industry and host country.)

### Quoting requirements for Life Insurance for globally-mobile employees are as follows:

- Basic Life — Minimum of 2 lives
- Supplemental or Voluntary Life — Minimum of 25% participation or 10 lives, whichever is greater

**For more information, contact your MetLife sales representative today.**



[MetLifeWorldwide .com](http://MetLifeWorldwide.com)

1. Some Regional Service Centers are operated by MetLife affiliates and some by third parties contracted by MetLife.

MetLife's worldwide benefits products are underwritten by Delaware American Life Insurance Company, a MetLife affiliate domiciled at 600 North King Street, Wilmington, DE 19801, and other affiliates.

Like most group insurance policies, insurance policies offered by MetLife contain certain exclusions, exceptions, waiting periods, reductions, limitations and terms for keeping them in force. Ask your MetLife representative for costs and complete details.

