



## Welcome to Evolution Mining – Cowal

### Salary Continuance Insurance with OnePath

Below is some important information about the Group Salary Continuance Policy which is managed by Horizon Wealth Management (“Horizon Wealth”).

You should note that Evolution Mining - Cowal **offers and pays** for Salary Continuance insurance for permanent staff (including any contractor) working 15 hours or more per week.

**This is an extremely generous offer made available by very few companies in Australia.**

Horizon Wealth is the appointed Financial Adviser to the Group Salary Continuance Policy.

The ability to earn an income is among a person’s greatest assets. Income pays for your assets such as your house, mortgage, education costs as well as helping to fund your living expenses. **Income Protection Insurance will replace income lost as a result of you being unable to work due to injury or illness**, thereby ensuring that you and your family are able to maintain your standard of living.

### Features and Benefits

Evolution Mining Cowal offers Salary Continuance insurance to all permanent staff (including any contractor) working 15 hours or more per week, **at no cost to employees.**

This is an extremely generous benefit as income protection insurance premiums bought individually are normally very expensive.

The insurance is provided through **OnePath**, which means that there is generally no direct correspondence with the employee unless the employee is required to be medically underwritten or a claim is being processed.

### Key Benefits

1. **The Company will pay the premiums on your behalf.**
2. You have **automatic cover** which means there is no need for medical underwriting under the policy if you earn a base salary of less than \$247,059 pa (for Categories 1 and 2) and less than \$280,000 pa (for Category 3).

This is a wonderful benefit which you could not obtain if you applied for this type of insurance on your own.

## Product Features

1. **Level of Cover** - Covers 75% of salary plus 10% super (only applicable for Categories 1 and 2). Covers 75% of Salary for Category 3.
2. **Automatic Acceptance Level** - Automatic Acceptance Limit (AAL) of \$17,500 per month, or \$210,000 per annum. As the benefit cover is for 75% of base salary plus 10% superannuation (only applicable for Categories 1 and 2), this means that employees earning a base salary of \$247,059 pa (for Categories 1 and 2) and \$280,000 pa (for Category 3) or less will not have to be underwritten.

Employees earning more than a base salary of \$247,059 pa (for Categories 1 and 2) and \$280,000 pa (for Category 3) will need to complete health declarations as their benefit payment will be over the AAL; alternatively their benefit will be capped at \$210,000 pa.

3. **Waiting period** - 90 day waiting period. Waiting periods relate to how long an employee needs to wait before their claim will be paid. As benefit payments are one month in arrears after the waiting period has passed, the first payment is paid around the 120th day after the employee has been unable to return to work. Normally annual leave and sick leave accruals can be used to fund a portion of the waiting period. The waiting period starts on the date a Medical Practitioner examines the person and certifies that he/she is Disabled and unable to work.
4. **Benefit period**
  - a. Benefit period for **Category 1 is age 65**. If an event occurs which prevents the employee from returning to work, this benefit will be paid for a maximum period of up to the employee's 65<sup>th</sup> birthday.
  - b. Benefit period for **Categories 2 and 3 is for 2 years**. If an event occurs which prevents the employee from returning to work, this benefit will be paid for a maximum period of 2 years.
5. **Maximum Benefit Level** - \$30,000 pm or \$360,000 pa.

## Category Description

**Category 1 (Closed):** Employees at Yilgarn sites (Plutonic Gold Mine, Lawler Mine and Darlot Mine) who commenced employment on or before 30 April 2005 and elected to remain on a benefit period to age 65 including Cowal common law employees.

**Category 2 (Closed):** All other employees at Yilgarn sites (Plutonic Gold Mine, Lawler Mine and Darlot Mine) who do not belong to category 1; and Cowal AWA employees.

**Category 3 (Open):** All employees as at 31 March 2007 other than those included in Category 1, Category 2 and all new employees commencing employment from 1 April 2007.

## Increasing Cover

If your base salary is less than \$247,059 pa (for Categories 1 and 2) and less than \$280,000 pa (for Category 3) there is no need to do anything.

If your base salary is more than \$247,059 pa (for Categories 1 and 2) and more than \$280,000 pa (for Category 3) and you wish to bring your insured benefit amount in line with your current earnings, you need to complete the Personal Statement and submit to OnePath.

You may also need to provide health evidence to OnePath who will advise you of the information they require. **Alternatively, your cover will be limited to a benefit of \$210,000 pa or \$17,500 per month.**

## Leaving Evolution Mining – Cowal

Here is a checklist of items that you need to consider when you leave Evolution Mining.

### Benefits when you leave the Company

You have the option of rolling your Company's Salary Continuance Policy to an individual policy so as to retain your existing benefits. In this regard you have 60 days from the date of leaving the Company to exercise your continuation option. Please note that certain conditions apply **including being gainfully employed** at the time that you wish to exercise your continuation option.

### What must I do now?

If you do not wish to continue cover, allow your group policy entitlement to lapse by doing nothing.

If you wish to continue cover by rolling over to an individual policy please contact us. We will then provide you with a personal statement together with a quote.

You may need to provide health evidence to OnePath who will advise you of the information they require.

If you have any further queries, please contact Horizon Wealth Management by phone on 02 9392 8700 or by email at [info@horizonwealth.com.au](mailto:info@horizonwealth.com.au).

### Who do I contact?

In order to save you time when you have a query we have created a list of typical questions for which you may require assistance. This will help direct you to the appropriate resource.

1. Contact **Horizon Wealth Management** if you require:

- Copies of the Product Disclosure Statement with OnePath.
- A copy of the Personal Statement for Salary Continuance, where applicable.
- Assistance with exercising the continuation option on the Salary Continuance Plan.

You can contact Horizon Wealth Management on 02 9392 8700 or [info@horizonwealth.com.au](mailto:info@horizonwealth.com.au).

#### General Advice Disclaimer

*This document is not intended to replace or contradict the PDS (Product Disclosure Statement). You are advised to read the PDS should you wish to obtain the full meaning of any terms or benefits noted above.*

*This information was prepared by Horizon Wealth Management. It is of a general nature and does not take into account your personal investment objectives, financial situation or particular needs. You should assess whether this general advice is appropriate to your individual objectives, financial situation and needs. You can make this assessment yourself or seek the help of a professional financial advisor or taxation professional.*