

Ensure Employee Satisfaction With Our Employee Benefit Plan

PNB MetLife

Unit Linked Employee Benefits Plan

Group, Linked, Non-Participating, Savings Life Insurance Plan
(UIN: 117L084V04)



PNB METLIFE UNIT LINKED EMPLOYEE BENEFITS PLAN

The PNB MetLife Unit Linked Employee Benefits Plan offers a comprehensive solution for employers to outsource gratuity & leave encashment management in an effective and integrated manner.

It is a linked non-participating plan under which the total contribution received could be allotted in the proportion of Funds as selected. This needs to be chosen at the time of the proposal and could also be altered later. The earnings are passed on to the customer via the Net Asset Value after deducting the Fund Management Charge. The Scheme has an in-built 'Life Cover Benefit' of Rs.10,000, premium for which is recovered from the fund by way of unit deduction or can be paid upfront separately.

Who should buy this Plan?

- Employers who do not have a gratuity / Leave encashment fund but would want to set up one.
- Employers / trustees who have a gratuity / Leave encashment fund management in-house.
- Employers / trustees who have a gratuity / Leave encashment fund managed by another life insurance company but are contemplating a switch over.

BENEFITS

- **In case of retirement, resignation / termination, and disablement etc. of Member:** Benefits payable will be as calculated based on the Scheme Rules as on the date of exit from service and as confirmed by the Employer / Trustees subject to the extent of Fund Value.
- **In case of death of Member under gratuity Scheme:** The death benefit will be as calculated based on the Scheme Rules as on the date of exit from service and as confirmed by the Employer / Trustees subject to the extent of Fund Value. The risk cover amount of Rs 10,000 will be paid by the Company.
- **In case of death of member under Leave encashment:** Benefits as calculated as per the Scheme Rules as on the date of death and as confirmed by the Employer / Trustees subject to the extent of benefit funded by the scheme. The risk cover amount of Rs 10,000 will be paid by the Company.

In case the Fund Value is not sufficient to pay the stated benefits as per Trust Deed and Rules, the shortfall will be borne entirely by the Group Policyholder.

SERVICES OFFERED:

- Choice of 5 linked Funds
- PNB MetLife India would provide statement of account once in a year.
- Switching facility between the 5 Funds.
- Facility to pay the gratuity contribution (both past service liability and current service cost) in installments.
- Annual actuarial valuation (AS 15) (engaged by the Group Policyholder) to determine contribution under the Scheme.

HOW THIS WORKS?

The Group Policyholder can make initial (comprising of past service liability) or annual (comprising of current year liability) contributions in respect of their gratuity / leave encashment schemes into the segregated funds offered under this group scheme based on an Actuary's (engaged by the Group Policyholder) certificate in accordance with the AS 15 (Revised). Each contribution received will be invested in the Funds as chosen by the Group Policyholder.

Where the group scheme is over-funded / in surplus as per this certificate, the Group Policyholder may not make any contributions and the group scheme is set to continue without any lapsation for non-payment of annual contributions. The Employer / Trustees are not allowed to make any 'Top-Up' contributions unless such request is accompanied by an Actuary's certificate (Engaged by the Group Policyholder) and the group scheme is underfunded.

LOYALTY ADDITIONS:

The group scheme offers the following Loyalty Additions:

Fund Value Levels	Percentage of Fund Value
Less than Rs.100,00,000	Nil
Rs.100,00,000 to Rs. 499,99,999	0.15% p.a

Rs.500,00,000 to Rs. 1499,99,999	0.20% p.a
Greater than or equal to Rs.15,00,00,000	0.25% p.a

The Loyalty Additions will be calculated on a monthly basis based on the Fund Value at the monthly anniversary and additional units will be created based on the applicable NAV.

The Group Policyholder would have the option to choose the future contribution allocation twice in a policy year free of charge. Subsequent changes would be considered as a switching and would attract a switching charge as mentioned in a later section of this document.

The Fund value at any point of time will be valued as the total number of units held in the unit account of the Group Policyholder multiplied the Net Asset Value (NAV). The Net Asset Value is computed on a daily basis, i.e. on every business/working day. However, if there is no NAV available on a business/working day due to market closure, then the NAV on the next business/working day will be computed.

ELIGIBILITY CRITERIA

- Minimum Entry age: 18 years last birthday
- Maximum Entry age: subject to max 74 years last birthday
- Maximum Maturity age: As per the Individual Employer's Scheme
- In-built Life Cover Benefit upon death: Rs. 10,000
- Policy Term: One year renewable
- Minimum Initial Annual Contribution: Rs. 1 Lakh
- Maximum initial contribution: Rs. 500 Crores

CONTRIBUTION

The contribution towards the Fund should be in Annual mode only. For the organization intending to set up a new Fund, the contribution to provide for the past service liability can be made in instalments based on actuarial valuation as per income tax provision.

DESCRIPTION OF THE SEGREGATED FUNDS

PNB MetLife Unit Linked Employee Benefits Plan offers 5 different Segregated Funds to the Group Policyholders, which have different risk-return profiles and different asset allocation patterns. Each Segregated Fund is referenced to separate and identifiable assets of the Company.

DIFFERENT SEGREGATED FUNDS:

The investment objectives and investment patterns associated with the different Segregated Funds are explained in the following sections:

Fund Name	SFIN	Investment Objectives	Asset Category	Asset Allocation Range (%)	Risk
Debt Fund	ULGF00105/06/ 04GRADEBTFND117	To earn regular income by investing in high quality fixed income securities	Government and other debt securities	60 – 100	Low Risk
			Money market and other liquid assets	0 – 40	
			Equities	0	
Balanced Fund	ULGF00205/06/ 04GRABALANCE117	To generate capital appreciation and current income, through a judicious mix of investments in equities and fixed income securities	Government and other debt securities	25 – 95	Medium Risk
			Money market and other liquid assets	0 – 40	
			Equities	5 - 35	

Group Short Term Debt Fund	ULGF00310/09/ 14SHORTDEBTF117	To earn regular income by investing in high quality fixed income securities with lower duration	Government and other debt securities	10 – 100	Low Risk
			Money market and other liquid assets	0 – 90	
			Equities	0	
Group Met Secure Fund	ULGF00410/09/ 14METSECUREF117	To generate regular income by investing in high investment grade Fixed Income Securities and to generate capital appreciation by investing a limited portion in equities.	Government and other debt securities	10 – 80	Medium Risk
			Equities	10 -20	
			Money market and other liquid assets	10 – 80	
Group Met Growth Fund	ULGF00510/09/ 14METGROWTHF117	To generate capital appreciation and current income, through a judicious mix of investments in equities and fixed income securities	Government and other debt securities	10 – 60	High Risk
			Equities	30 – 60	
			Money market and other liquid assets	10 – 60	

VALUATION OF THE SEGREGATED FUNDS:

The assets to which the Segregated Funds are referenced, will be valued every day and will be based on whether the Company is purchasing or selling the assets on a net basis in order to meet the day to day cash flow requirements.

The Company will make all decisions about the selection and valuation of the assets to which a Segregated Fund is referenced subject to the Regulatory Guidelines in this regard.

CALCULATION OF NET ASSET VALUES UNDER A SEGREGATED FUND:

Calculation of Net Asset Values under a Segregated Fund:

The Net Asset Value would be calculated as:

Market value of the investment held by the fund plus value of current assets less value of current liabilities and provisions, if any and divided by the number of units existing on the valuation date (before creation / redemption of units)

The Net Asset Value would be rounded up to four decimal places. The Net Asset Value used for creating and cancelling units on any particular day would remain the same.

Uniform Cut-off timing for applicability of Net Asset value

If the contributions are received by Local Cheque/DD (payable at par where the contributions are received) on or before 15:00 hrs on a business/working day, the same day's closing NAV shall be used

- If the contributions are received by Local Cheque/DD (payable at par where the contributions are received) after 15:00 hrs on a business/working day, the closing NAV of the next business/working day shall be used.
- If the contributions are received by any other authorized mode other than Local Cheque/DD as mentioned above, the closing NAV of the business/working day on which the contributions are realized shall be used.

ILLUSTRATIVE RETURNS (WITH LOYALTY ADDITION)

Below are illustrative examples for the return in a 4% and 8% fund growth scenario.

5 Pay - Annual Contribution 50 lac		
End of the Year	Return at 4% scenario	Return at 8% scenario
5	3.04%	7.01%
10	3.06%	7.02%

5 Pay - Annual Contribution 150 lac		
End of the Year	Return at 4% scenario	Return at 8% scenario
5	3.22%	7.19%
10	3.23%	7.20%

5 Pay - Annual Contribution 1000 lac		
End of the Year	Return at 4% scenario	Return at 8% scenario
5	3.28%	7.26%
10	3.28%	7.26%

5 Pay - Annual Contribution 2000 lac		
End of the Year	Return at 4% scenario	Return at 8% scenario
5	3.34%	7.31%
10	3.34%	7.31%

RISKS INHERENT IN THE SEGREGATED FUNDS:

Unit Linked Insurance products are different from the traditional insurance products and are subject to the risk factors.

Due to the nature of the Segregated Funds, the Company does not guarantee the price of the Units of any of the Segregated Funds offered by it.

The Group Policyholder is aware that the investment in units is subject, inter-alia (amongst others), to the following risks:

The investments in the Units are subject to market and other risks and there can be no guarantee that the objectives of any of the Segregated Funds will be achieved.

The Value of the Units of each of the Segregated Fund can go up or down depending on the factors and forces affecting the financial markets from time to time including changes in the general level of interest rates.

The past performance of the Segregated Fund(s) of the Company is not necessarily indicative of the future performance of any of these Segregated Funds.

The Segregated Funds do not offer a guaranteed or assured return.

The names of the Segregated Funds and their objectives do not in any manner indicate the quality of the fund, their future prospects or returns.

All benefits payable under the policy are subject to the tax laws and any changes made therein in future, please consult your tax consultant for more details and also other legislations/regulations as they exist from time to time.

OTHER CONDITIONS GOVERNING SEGREGATED FUNDS:

Closure of an Existing Segregated Fund

Although the above Segregated Funds are open ended, the Company may, as per the process prescribed by the Authority, close any of the above mentioned Segregated Funds. The Group Policyholder shall be given at-least three months prior written notice of the Company's intention to close any of the Segregated Fund. In such an event, the Owner needs to inform the Company his/her preferred Segregated Fund to which the Fund Value are to be switched before the Segregated Fund closure date. If the Owner doesn't inform before such date, the Company will switch the said Fund Value to the Segregated Fund available at that particular point of time with the highest proportion of Funds targeted for investments in Government Securities. Switching between the existing Segregated Funds will be subject to such conditions as mentioned in a later section of this document. However no fee would be charged for switching to another Segregated Fund in the event of such closure of a Segregated Fund.

Introduction of a New Segregated Fund

New Segregated Fund(s) may be established by the Company from time to time, as per the process prescribed by the Authority and the Group Policyholder shall be notified of the establishment of such new Segregated Fund(s). The Company may offer the Group Policyholder the option to switch to those Segregated Funds at such price and subject to such terms and conditions as may be imposed by the Company at that time. Switching between the existing Segregated Funds will be subject to such conditions as mentioned in a later section of this document.

Changes to Terms and Conditions

The Company reserves the right to change these Terms and Conditions, the Rules for the Segregated Funds and the benefits conferred by the policy (as per the process prescribed by the Authority), if there is a change in the law, legislation or taxation affecting the Company or the Segregated Funds or the Policy, or if there is a change in circumstances which makes it impossible or impracticable for the Company to follow these Terms and Conditions from the next Annual Renewal Date.

The Company will intimate the Group Policyholder about any changes to the Terms and Conditions, Rules for the Segregated funds and benefits two months before the Annual Renewal Date.

Nomination:

Nomination facility available in accordance with provisions of Section 39 of the Insurance Act, 1938 as amended from time to time.

Assignment:

Assignment facility is not available.

FREE LOOK PROVISION

The Group Policyholder shall have a period of 30 days from the date of receipt of the Group Policy document, whether received electronically or otherwise, to review the terms and conditions of this Group Policy. If there are any objections to any of the Terms and Conditions, the Group Policyholder shall have the option to cancel the Group Policy by giving a written notice to us stating the reasons for the objections. The Company will refund to the Group Policyholder an amount equal to non-allocated Contributions plus charges plus the Fund Value at the date of cancellation after deduction of expenses towards medical examination, if any, stamp duty and proportionate Mortality Charges for the period of cover. All rights of the Group Policyholder under this Policy shall immediately stand extinguished at the cancellation of the Policy.

SURRENDER CHARGES

The Surrender Value payable on surrender is equal to the Fund Value in the Unit Account less the Surrender Charge. The Surrender Charge levied is as given below;

Policy Year	Surrender Charge (of Fund Value at time of Surrender)
1 st	0.05%*FV subject to a maximum of Rs. 5,00,000
2 nd	0.05%*FV subject to a maximum of Rs. 5,00,000
3 rd	0.05%*FV subject to a maximum of Rs. 5,00,000
4 th Onwards	Nil

The Company also reserves the right to defer the payment of the surrender benefit to the trustees, up-to a maximum of three months, for an orderly liquidation of investments. During the period of settlement the amount available in the Account shall continue to be linked to the Unit Prices by levying applicable Fund Management Charges.

SWITCHING CHARGES

The first four switches between Funds in a policy year will be free of any charge. Currently for each further switch between the funds, the Company will charge the Group Policyholder Rs.500.

The switching charges will be deducted from the amount switched and the balance amount will be used to buy units in the new Segregated Fund.

PREMIUM (RE) DIRECTION

All Contributions paid could be allotted in any proportion between the various Segregated funds offered. This needs to be chosen at the time of the Proposal and also could be altered later.

The Group Policyholder would have the option to change the premium allocation proportions twice every Policy Year, free of charge. Subsequent changes in a Policy Year would be considered as an alteration and attract charge of Rs. 500/- per request.

PREMIUM ALLOCATION CHARGES

There is a Premium Allocation Charge of 0.25% of the initial / annual contribution, if the sum of initial / annual contribution is less than or equal to Rs.5000,000 under the group scheme in any year.

The Premium Allocation Charge is deducted from the initial contribution and the balance is allocated to the Segregated Funds as chosen by the Group Policyholder.

The Premium Allocation Charge is guaranteed.

FUND MANAGEMENT CHARGES

The following Fund Management Charges (expressed as a % of the Value of Assets underlying the unit account) will be levied.

Fund Option	Fund Management Charge p.a
Debt Fund	0.65%
Balanced Fund	0.65%
Group Short Term Debt Fund	0.65%
Group Met Secure Fund	0.65%
Group Met Growth Fund	0.65%

These charges are adjusted while calculating the Net Asset Value of the Segregated funds on each valuation date.

MORTALITY CHARGES

Mortality Charge is Rs.1.35 p.a per Rs.1000 SA for each Member. This will be deducted on monthly basis by way of unit cancellation of appropriate units using the corresponding NAV. This charge can also be explicitly paid upfront.

The Mortality Charge is guaranteed.

MISCELLANEOUS CHARGES

The Company has the option to charge Rs.250 for additional servicing requests as set out below. These

charges will be deducted by cancellation of appropriate number of units at the relevant Net Asset Value. The Miscellaneous Charge would be deducted from Segregated funds in proportion to respective fund values available in each of the subscribed Segregated funds as on the due date of deduction.

Additional Servicing Requests

- Issue of Duplicate Policy Document on request from the Group Policyholder
- Cheque bounce / cancellation of cheque /cancellation or fresh request for ECS
- Re-dispatch of Policy Document or other particulars due to incorrect or outdated address details provided by Group Policyholder
- Request for ad-hoc or additional unit statement by Group Policyholder
- Change in Bank details / Fund transfer requests

GOODS & SERVICE TAX (GST)

This charge as notified by the Government from time to time will be made by cancellation of appropriate number of units at the relevant Net Asset Value. Goods & Service Tax is currently applied on all Charges. GST on Fund Management Charge is applied at the time of declaration of daily NAV on an FMC of 1.35% p.a. or the actual applicable FMC.

GRIEVANCE REDRESSAL

In case you have any query or complaint or grievance, you may approach any of our following touch points:

- Call 1800-425-69-69 (Toll free)
- Email at indiaservice@pnbmetlife.co.in
- **Write to**
Customer Service Department,
1st Floor, Techniplex -1, Techniplex Complex, Off Veer Savarkar Flyover,
Goregaon (West), Mumbai – 400062.
- Online through our website www.pnbmetlife.com
- Our nearest PNB MetLife branch across the country

For any escalation with the resolution provided by any of the above touch points, you may, write to our Grievance Redressal Officer at gro@pnbmetlife.co.in

If you do not get appropriate resolution, you may approach Insurance Ombudsman on <https://www.cioins.co.in/Ombudsman>

STATUTORY WARNING

Non-Disclosure:

Section 41 of the Insurance Act, 1938 as amended from time to time states:

1. No person shall allow or offer to allow, either directly or indirectly, as an inducement to any person to take out or renew or continue an insurance in respect of any kind of risk relating to lives or property in India, any rebate of the whole or part of the commission payable or any rebate of the premium shown on the policy, nor shall any person taking out or renewing or continuing a policy accept any rebate, except such rebate as may be allowed in accordance with the published prospectuses or tables of the insurer.
2. Any Person making default in complying with the provisions of this section shall be liable to a penalty which may extend to ten lakh rupees.

Section 45 of the Insurance Act, 1938 as amended from time to time states:

1. No policy of life insurance shall be called in question on any ground whatsoever after the expiry of three years from the date of the policy i.e. from the date of issuance of the policy or the date of commencement of risk or the date of revival of the policy or the date of the rider to the policy, whichever is later.
2. A policy of life insurance may be called in question at any time within three years from the date of issuance of the policy or the date of commencement of risk or the date of revival of the policy or the date of the rider to the policy, whichever is later, on the ground of fraud; provided that the insurer shall have to communicate in writing to the insured or the legal representatives or nominees or assignees of the insured, the grounds and materials on which such decision is based. For the purposes of this sub-section, the expression 'fraud' means any of the following acts committed by the insured or by his agent, with the intent to deceive the insurer or to induce the insurer to issue a life insurance policy:
 - a. the suggestion, as a fact of that which is not true and which the insured does not believe to be true;

- b. The active concealment of a fact by the insured having knowledge or belief of the fact;
 - c. Any other act fitted to deceive; and
 - d. Any such act or omission as the law specifically declares to be fraudulent.
Mere silence as to facts likely to affect the assessment of risk by the insurer is not fraud, unless the circumstances of the case are such that regard being had to them, it is the duty of the insured or his agent, keeping silence to speak, or unless his silence is, in itself, equivalent to speak.
3. Notwithstanding anything contained in sub section 2, no insurer shall repudiate a life insurance policy on the ground of fraud if the insured can prove that the misstatement of or suppression of a material fact was true to the best of his knowledge and belief or that there was no deliberate intention to suppress the fact or that such mis-statement of or suppression of a material fact are within the knowledge of the insurer; provided that in case of fraud, the onus of disproving lies upon the beneficiaries, in case the policyholder is not alive. A person who solicits and negotiates a contract of insurance shall be deemed for the purpose of the formation of the contract, to be the agent of the insurer.
4. A policy of life insurance may be called in question at any time within three years from the date of issuance of the policy or the date of commencement of risk or the date of revival of the policy or the date of the rider to the policy, whichever is later, on the ground that any statement of or suppression of a fact material to the expectancy of the life of the insured was incorrectly made in the proposal or other document on the basis of which the policy was issued or revived or rider issued; provided that the insurer shall have to communicate in writing to the insured or the legal representatives or nominees or assignees of the insured the grounds and materials on which such decision to repudiate the policy of life insurance is based. In case of repudiation of the policy on the ground of misstatement or suppression of a material fact, and not on ground of fraud, the premiums collected on the policy till date of repudiation shall be paid to the insured or the legal representatives or nominees or assignees of the insured within a period of ninety days from the date of such repudiation. The mis-statement of or suppression of fact shall not be considered material unless it has a direct bearing on the risk undertaken by the insurer, the onus is on the insurer to show that had the insurer been aware of the said fact, no life insurance policy would have been issued to the insured.

Nothing in this section shall prevent the insurer from calling for proof of age at any time if he is entitled to do so, and no policy shall be deemed to be called in question merely because the terms of the policy are adjusted on subsequent proof that the age of the life insured was incorrectly stated in the proposal.

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ABOUT PNB METLIFE

PNB MetLife India Insurance Company Limited (PNB MetLife) is one of the leading life insurance companies in India. PNB MetLife has as its shareholders MetLife International Holdings LLC (MIHL), Punjab National Bank Limited (PNB), Jammu & Kashmir Bank Limited (JKB), M. Pallonji and Company Private Limited and other private investors, MIHL and PNB being the majority shareholders.

PNB MetLife has been present in India since 2001. PNB MetLife brings together the financial strength of a leading global life insurance provider, MetLife, Inc., and the credibility and reliability of PNB, one of India's oldest and leading nationalised banks. The vast distribution reach of PNB together with the global insurance expertise and product range of MetLife makes PNB MetLife a strong and trusted insurance provider.

PNB MetLife a strong and trusted insurance provider.

For more information, visit www.pnbmetlife.com

COMMUNICATION / CORRESPONDENCE

For any communications in respect of this Policy please:

Call us: Toll-free at 1-800-425-6969

Visit our Website: www.pnbmetlife.com

Email: indiaservice@pnbmetlife.co.in or

Write to us:

PNB MetLife India Insurance Company Limited 1st Floor, Techniplex -1, Techniplex Complex, Off Veer Savarkar Flyover, Goregaon (West), Mumbai – 400062, Maharashtra.

Product UIN: 117L084V04



www.pnbmetlife.com



1800-425-6969

PNB MetLife India Insurance Company Limited, Registered office address: Unit No. 701, 702 & 703, 7th Floor, West Wing, Raheja Towers, 26/27 M G Road, Bangalore -560001, Karnataka. IRDAI Registration number 117. CI No: U66010KA2001PLC028883. PNB MetLife Unit Linked Employee Benefit Plan UIN: 117N084V04. For more details on risk factors, terms and conditions please read sales brochure carefully before concluding a sale. This product brochure is only indicative of terms, conditions, warranties and exceptions contained in the insurance policy. Please refer to the detailed Terms and Conditions as contained in the Policy Document. Tax benefits are as per the Income Tax Act, 1961, & are subject to amendments made thereto from time to time. Please consult your tax consultant for more details. Goods and Services Tax (GST) shall be levied as per prevailing tax laws which are subject to change from time to time. The marks "PNB" and "MetLife" are registered trademarks of Punjab National Bank and Metropolitan Life Insurance Company, respectively. PNB MetLife India Insurance Company Limited is a licensed user of these marks. Email: indiaservice@pnbmetlife.co.in or Write to us: 1st Floor, Techniplex -1, Techniplex Complex, Off Veer Savarkar Flyover, Goregaon (West), Mumbai – 400062, Maharashtra. AD-F/2024-25/694.

BEWARE OF SPURIOUS PHONE CALLS AND FICTIOUS /FRAUDULENT OFFERS!

IRDAI or its officials do not involve in activities like selling insurance policies, announcing bonus or investment of premiums. Public receiving such phone calls are requested to lodge a police complaint.