



Generali Central Group Gratuity Plan
(Group, Non Linked, Non-Participating (without profits), Savings, Life Insurance Plan)

Gratuity – An Overview

Gratuity is a statutory benefit governed by Payments of Gratuity Act, 1972. Under the Act, it is an additional statutory benefit payable by the employer to their employees after completion of minimum years of service. The minimum level of benefit paid is 15 days pay for each completed number of years. The employee is eligible for gratuity benefit, either on:

- Retirement
- Permanent Total Disablement during service
- Death during service
- Resignation from service

The employer can also structure a gratuity benefit that is higher than stipulated in the statutory requirements.

Generali Central Group Gratuity Plan

It is a known fact that the Gratuity Liability tends to increase with time as the salary and the tenure of the employees increases. An employer can pay out the gratuity proceeds from his current revenue (on a PAYGO basis) but this can cause financial strain at times. Thus, a prudent and tax efficient way of meeting Gratuity Liability is to ascertain the Liability, set up a Gratuity Fund and pay contributions as and when required.

Generali Central Group Gratuity Plan is a non-linked non-participating group gratuity product offering fund management.

This plan offers interest income which gets credited to the policy at the end of financial year. The interest amount once credited to the policy account will become guaranteed.

Hence, you build a Gratuity Fund systematically, benefiting from investment returns which are safe and stable and thus provide the benefits in a cost effective manner.

The Generali Central Group Gratuity Plan brings you a host of features that can assist you in meeting your obligation in a systematic and cost effective manner.

The liability of Generali Central Life Insurance Company Limited (FGILICL) at any time will be limited to the balance in the policy account.

A Basket of Benefits

- We offer you value by providing a platform of a large pooled fund providing smooth returns, safety through diversification backed by our in-house investment expertise.
- Flexibility in payment of premium; you can pay contributions yearly, half-yearly or quarterly
- Liquidity management - Allows liquidity; money available anytime to meet benefit payout
- The plan has a uniform Life cover of Rs. 10,000 per member



Eligibility Criteria

- Minimum Group Size: All employer – employee groups with a minimum size of 10 members.
- Entry Age:
 - Minimum : 18 years (as on last birthday)
 - Maximum : 79 years (as on last birthday)
- Maximum Maturity Age: 80 years (as on last birthday)
- Policy Term: It is a yearly renewable plan
- Sum Assured :
 - Minimum : Rs. 10,000 per member
 - Maximum : Rs. 10,000 per member
- Minimum contribution at inception: Rs. 500,000/- on scheme level.

Tax Benefits

As per the applicable tax laws. Tax benefit is subject to change in tax laws from time to time.

[For Employer]

- ✓ The initial and Annual contributions made through an approved Gratuity trust can be claimed as business expenditure as per the provisions under section 36 (1) (v) of the Income Tax Act, 1961 subject to maximum limit of 8.33% of annual salary in respect of each member.
- ✓ Income of investments is exempt from tax under section 10(25)(iv) of the Act.

[For Employee]

- ✓ Gratuity benefits are tax free up to Rs. 20,00,000 in the hands of employee.
- ✓ The contribution made by the employer is not included in the value of taxable perquisites in the hands of the employee.
- ✓ Any death benefit under the Group Term Insurance is tax-exempt under section 10 (10D) of the Income Tax Act, 1961

These tax benefits are as per our understanding of the Income tax Act 1961 and is subject to change. For further details please consult your tax advisor.

Contributions

The contributions made under this plan shall be made in accordance with the funding requirements as per the scheme rules. The trustee or employer or policyholder shall be required to confirm that such funding is required as per extant accounting standard governing the measurement of long term employee benefits.

The plan does not allow any top-ups, unless required to address the underfunding of the scheme as per extant accounting standard governing the measurement of long term employee benefits.



Interest Rate

An Interest rate will be declared by the company at the end of each financial year. The interest rate will be credited to the policy on a pro-rata basis based on the number of days the fund has been invested with the company. An interim rate shall be declared at the start of each financial year for exits during the financial year for which interest rate is not yet declared. The interest amount once credited to the policy account will be guaranteed.

The interest rate credited to each fund and expenses charged to such funds shall be in accordance with the Board approved policy of the company.

Charges applicable under the policy

○ Mortality Charge

These are annual charges. Mortality charges will be deducted at the start of every month from the policy account. Monthly charge would be 1/12th of annual charge.

Below mentioned are the sample annual mortality charges for various age groups for Rs.10,000 sum assured for Life Cover

Age as on last birthday (years)	25	35	45	55
Annual Mortality Charge (Rs.)	10	13.2	29.9	80.2

These charges will be subject to applicable tax, if any.

○ Surrender Charge (Penalty)

The Master Policyholder can surrender the policy at any time by giving a written request, however, if the Policy is surrendered within third annual renewal term of the policy then a surrender charge of 0.05% of the total policy fund value subject to a maximum of Rs 500,000/- is deducted from the total Policy Fund Value to determine the Surrender Value. Hence the surrender value will be equal to the policy fund value less the surrender charge, if any.

Once the policy is surrendered and the surrender value is paid, the Company shall cease to be liable for any benefit payable under the policy. Once the policy is terminated, it cannot be reinstated.

Except for exits as mentioned in the scheme rules, no other withdrawals shall be permitted.

○ Market Value Adjustment

No Market Value Adjustment is applicable.



Policy Account Value

The Policy Account value depicts the accrual to the policyholder's account.

The Company shall maintain a Policy Account of the policy to which will be credited:

- All the contributions, received from the trustees on the date when such contributions were received by the Company;
- Amounts transferred in from a former gratuity scheme with effect from the date such amounts were received by the Company; and
- Interest income credited as on 31st March every year (or on date of surrender in case of surrender of policy), if any, as stated above.

Further, the policy account will be debited with:

- All benefits as defined in the scheme rules paid in respect of members as on the date when paid by the Company;
- taxes, duties or surcharges of whatever description levied by any statutory authority;
- interest or late fee, if any, payable on the benefits
- Surrender charge (penalty) if any
- Mortality charges for life cover

Termination of the Master Policy

The Master Policyholder should maintain a minimum balance of Rs 100,000 in the policy account.

The Company will send a notice to the Policyholder if the policy account value falls below Rs 1 lakh. The Policyholder can get a valuation done as per extant accounting standard governing the measurement of long term employee benefits to see if the scheme is underfunded or not.

If the scheme is not underfunded, the policy will continue as it is.

If the scheme is underfunded, then the company will give the Policyholder 30 day's period to pay additional contributions to address the underfunding of the scheme. If additional contributions are not received within the stated period, then the company will terminate the policy and refund the entire amount available in the policy account to the Policyholder. Thereafter, the Company shall cease to be liable for any benefit payable under the policy. Once policy is terminated, it cannot be reinstated.

Variability of Charges

- The surrender charge (penalty) and mortality charge is guaranteed



Any change in amount or rate of charges as stated above will be subject to IRDAI approval.

Nomination and Assignment

Nomination will be allowed as per section 39 of the Insurance Act, 1938, as amended from time to time, for receipt of gratuity benefits in the event of the death of the member. Any nomination or change of nomination of the beneficiaries will be maintained by the Employer or Policyholder. In the event of death of the member, the Company will pay the gratuity benefits to the Employer or Policyholder. In case the gratuity benefits are to be paid directly to the member's beneficiary, the Employer or Policyholder should advise the Company in writing of this request along with the beneficiary details.

Assignment is not allowed.

Grace Period

Not available under this plan

Revival

Not available under this plan

Loan

Loans are not available for this plan

Free Look Period

The Master Policyholder has a right to return the policy within 30 days of receipt of the Policy Document whether received electronically or otherwise, if Master Policyholder disagree with any of the terms and conditions by giving a request for cancellation of the policy which states the reasons for objections. We will cancel the policy and refund the premium received after deducting proportionate risk premium for the period of cover, stamp duty charges and expenses incurred by us.

Grievance Redressal Processes

In case you have any grievances on the solicitation process or on the Product sold or any of the Policy servicing matters, you may approach the Company in one of the following ways:

- (a) Calling the Customer helpline number 1800-102-2355 for assistance and guidance
- (b) Emailing @ care@generalicentral.com
- (c) You may also visit us at the nearest Branch Office. Branch locator – <https://generalicentrallife.com/branch-locator/>
- (d) Senior citizens may write to us at the following id: senior.citizens@generalicentral.com for priority assistance
- (e) You may write to us at:



Customer Services Department

Generali Central India Insurance Co. Ltd,
Unit 801 and 802, 8th floor, Tower C,
Embassy 247 Park, L.B.S Marg, Vikhroli (W)
Mumbai – 400083

We will provide a resolution at the earliest. For further details please access the link:
<https://generalicentrallife.com/customer-service/grievance-redressal-procedure>

Section 41 of 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 rebates as may be allowed in accordance with the published prospectuses or tables of the insurer.
of the insurer.
the insurer.

(2) Any person making default in complying with the provisions of this section shall be liable for a penalty which may extend to ten lakh rupees.

Section 45 of 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 3 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 3 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.

For further information, Section 45 of the Insurance laws (Amendment) Act, 2015 may be referred.

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For detailed information on this plan including risk factors, exclusions, terms and conditions etc., please refer to the policy document and consult your advisor, or, visit our website before concluding a sale. Tax benefits are subject to change in law from time to time. You are advised to consult your tax consultant. Generali Group's and Central Bank of India's liability is restricted to the extent of their shareholding in Generali Central Life Insurance Company Limited.

BEWARE OF SPURIOUS PHONE CALLS AND FICTITIOUS/FRAUDULENT OFFERS

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