

Kotak

SECURE RETURN
EMPLOYEE BENEFIT
P L A N

(A Non Linked Non Participating Group Life Insurance Gratuity / Leave Encashment Plan)





KOTAK
SECURE RETURN EMPLOYEE BENEFIT PLAN
(A Group Gratuity/Leave Encashment Plan)

Kotak Life Insurance presents Kotak Secure Return Employee Benefit Plan which is designed to cater to the needs of Employers/Trustees/State governments / Central government / PSUs planning to fund group members' benefit schemes. This product is designed as a comprehensive employee benefit solution to manage the Gratuity and Leave Encashment schemes in the most efficient manner.

Key Highlights of Kotak Secure Return Employee Benefit Plan (KSREBP):

- Composite Employee Benefit Solution to cater to the requirements of Gratuity and Leave Encashment benefit schemes.
- Competitive Interest Rate declared every quarter.
- Professionally managed fund with high service levels.
- Convenient renewal process: This is an annually renewable policy which will be auto renewed subject to availability of sufficient premiums.

Key Features:

Kotak Secure Return Employee Benefit Plan is a Traditional Non-Participating Group Insurance plan which offers competitive returns.

This Group plan covers the following group schemes:

- Gratuity
- Leave Encashment
- **Scheme Benefit** - Depending on the scheme rules, the benefits in the event of death, retirement, resignation, withdrawal or any other exit of the members as per scheme rules will be payable. Such benefits will be payable from the policy account of the policyholder, subject to availability of funds in the policy account.
- **Insurance Benefit** - In the event of death of the member Sum Assured of ₹5,000 will be paid to the nominee. The insurance cover is compulsory for Gratuity and Leave Encashment schemes. Such benefits will be payable by the Company.

Note: Policyholder has the option to provide additional life cover to members at additional cost through Kotak Term Group Plan.

- **Premium:**
 - Master Policyholder shall make the contributions in accordance with accounting standards governing the measurement of long term employee benefits.
 - Contributions can be paid in any frequency (i.e. monthly, quarterly, half-yearly, annually) or as desired by the policyholder
- **Policy Account:**
 - Each policyholder will have a separate policy account, according to the nature of the scheme. The policy account will be credited with the contributions, net of all applicable charges under the policy, on which interest will be credited based on the declared interest rate. All withdrawals, payouts etc. made will also be deducted from the policy account.

- **Interest credit :**

- **Interest Rate:**

Each quarter Kotak Life will declare an annual effective interest rate applicable for the quarter. Quarter is defined as below:

1. Quarter 1: 15th April- 14th July
2. Quarter 2: 15th July- 14th October
3. Quarter 3: 15th October- 14th January
4. Quarter 4: 15th January- 14th April

This interest rate shall be applied on the funds at the beginning of quarter as defined above and the contributions received during the quarter. Interest shall be accumulated on a daily compounding basis and credited to the account value.

- **Tax Benefits:** Tax benefits under the policy will be as per the prevailing Income Tax laws and are subject to amendments from time to time. It is advised to consult your tax advisor for details.

Eligibility conditions:

Particulars	Description
Age at entry (Age Last Birthday)	Min age at entry: 18 Max age at entry: 85 Years
Maximum Maturity Age (Age Last Birthday)	86 years
Term	1 year renewable
Minimum Contribution	₹ 2,00,000
Maximum Contribution	No Limit

Benefits

The benefits are payable to group member who is eligible for Gratuity / Leave Encashment or to his nominee or legal heir in case of death.

Events /Scheme	For schemes where individual member level accounts are not maintained
Death of a scheme member	Benefit is payable in accordance with the scheme rules, subject to a maximum of the policy account Value. An additional benefit of ₹5,000 is payable per member.
Exits due to termination of service or resignation or early retirement or exit other than normal death	Benefit is payable in accordance with the scheme rules, subject to a maximum of the policy Account Value.
Any other benefit in accordance of scheme rules (example: Leave encashment while in service, etc.)	Benefit is payable in accordance with the scheme rules, subject to a maximum of the policy Account Value

The vesting benefits for members will payable only on the normal retirement date as per the scheme rules of the employer.

Charges

- **Mortality Charges:** Mortality charge shall be ₹ 1 for ₹ 1,000 Sum Assured.
- **Surrender Charge²:** The policy may be surrendered at any time by giving 1 month's written notice. A surrender charge of 0.05% of fund value, with a cap of ₹5,00,000 shall be levied, if the policy is surrendered within first three policy year.

Generic Benefit Illustration: The below illustration details the benefits for easy reference

Year	Initial Contribution	Annual Contribution	Mortality Charges	Investment Income		Policy Value at year end	
				4% [#]	8% [#]	4% [#]	8% [#]
1	10,00,00,000	4,00,00,000	1,180	55,99,953	1,11,99,906	14,55,98,773	15,11,98,726
2		4,24,00,000	1,180	75,19,904	1,54,87,804	4,99,18,724	20,90,85,349
3		4,49,44,000	1,180	37,94,462	2,03,22,254	4,87,37,282	27,43,50,423
4		4,76,40,640	1,180	38,55,070	2,57,59,191	5,14,94,530	34,77,49,073
5		5,04,99,078	1,180	40,79,697	3,18,59,758	5,45,77,596	43,01,06,730
6		5,35,29,023	1,180	43,24,218	3,86,90,766	5,78,52,061	52,23,25,338
7		5,67,40,764	1,180	45,83,666	4,63,25,194	6,13,23,250	62,53,90,117
8		6,01,45,210	1,180	48,58,691	5,48,42,732	6,50,02,722	74,03,76,879
9		6,37,53,923	1,180	51,50,219	6,43,30,370	6,89,02,962	86,84,59,992
10		6,75,79,158	1,180	54,59,238	7,48,83,038	7,30,37,216	1,01,09,21,008

Please Note:

1. This is a One year non-participating group savings plan
2. All amounts are in Indian Rupees.
3. Number of members assumed for the above illustration is 2,000 for the complete tenure
4. Annual contribution is assumed to be received on start of each policy year
5. Mortality Charge of ₹1 per ₹1,000 Sum Assured is deducted from policy value
6. *The assumed illustration is at 4% p.a. and 8% p.a. These assumed rates of return are not guaranteed and they are not the upper or lower limits of what you might get back as the value of your policy is dependent on a number of factors including future investment performance. The actual experience may be different from the illustrated.
7. Goods and Services Tax & Cess, as applicable are levied at the applicable Tax rates in accordance with the prevailing Tax Laws. Prevailing tax laws are applicable on this policy which may vary from time to time.
8. The values shown are for illustrative purposes only. For more details on risk factors, terms and conditions please read sales brochure carefully before concluding a sale.

This illustration is not a contract of insurance and must be read in conjunction with the product's Sales Brochure and Policy Document.

Terms and Conditions

1. Withdrawals:

Except for exits as per scheme rules, no other withdrawals shall be allowed.

2. Surrender Value:

Master Policyholder can surrender the policy by giving one month's prior notice in writing to the Insurer.

A surrender charge of 0.05% of fund value, with a cap of ₹5,00,000 shall be levied, if the policy is surrendered within first three policy year. No surrender charge will be levied if the surrender occurs after completion of three policy years.

On surrender policy value as on the date of surrender value settlement less surrender charges, if applicable will be paid to the Master Policyholder.

If the Master Policyholder is surrendering the policy to move the policy proceeds within any the Kotak Life Group Savings Product, surrender charge shall not be applicable.

3. Free Look Period:

In case Master Policyholder is not agreeable to any of the provisions stated in the policy, then Master Policyholder has the option of returning the policy, stating the reasons thereof within 15 days from the date of the receipt of the policy. On receipt of letter along with the original policy document Insurer shall refund the Premium paid after deducting the proportionate risk premium, medical charges (if any) and stamp duty. A policy once returned shall not be revived, reinstated or restored at any point of time and a new proposal will have to be made for a new policy.

4. Insurance Ombudsman:

The company shall endeavor to promptly and effectively address Policyholder's grievances. However, in case the Policyholder may not be satisfied with the response of the company, he/she

may also approach the Insurance Ombudsman located in his/her region. Details of the offices of the Ombudsman across the country are made available on the website of the company at <https://insurance.kotak.com> and will also be made available to the Policyholder on request.

5. Kotak Life Insurance's liability at any point of time is restricted to the account value and to any death benefits payable.
6. Group members are not allowed to contribute premiums to this scheme directly. All premiums have to be administered through the master policyholder only.

If currently you do not have a group employee benefit plan, you can start one today with Kotak Life Insurance! If you have an existing plan you can transfer your fund to Kotak Life Insurance. We will help you with all the necessary paperwork and guide you through the process to make it hassle-free.

Kotak Life Insurance assures you of a cost effective fund management for you and your employees' benefit in a transparent and simplistic manner without any hidden costs!

Extract of 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 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 punishable with fine which may extend to ten lakhs rupees

About Us

Kotak Mahindra Life Insurance Company Ltd. is a 100% owned subsidiary of Kotak Mahindra Bank Ltd. (Kotak) which provides world-class insurance products with high customer empathy. Its product suite leverages the combined prowess of protection and long term savings. Kotak Life Insurance is one of the fastest growing insurance companies in India and has covered over several million lives.

For more information, please visit the company's website at <https://insurance.kotak.com>

Kotak Mahindra Group

Kotak Mahindra Group is one of India's leading banking and financial services organizations, offering a wide range of financial services that encompass every sphere of life. From commercial banking, to stock broking, mutual funds, life insurance and investment banking, the Group caters to the diverse financial needs of individuals and the corporate sector.

For more information, please visit the company's website at www.kotak.com

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.



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 *Hum hain... hamesha*

Kotak Secure Return Employee Benefit Plan -107N087V03 Form No.: N087, Kotak Term Group Plan - UIN No.:107N007V07, Form No.: N007, Ref No.: KLI/19-20/E-BB/540.

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This is a non-participating non unit-linked insurance group plan. For sub-standard lives, extra premium may be charged based on the insurer's underwriting policy. This document is not a contract of insurance and must be read in conjunction with the Policy Document. Hard copy of the information will be provided on request. Please refer to the policy documents for specific details on all terms and conditions.

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