



OLD MUTUAL
EMPLOYEE GROUP IN SUPERFUND

UNDERSTAND YOUR **OMEGS LIFE COVER BENEFIT**
AND **MAKE IT WORK** FOR THOSE YOU LOVE



DO GREAT THINGS



OLDMUTUAL



WHAT'S INSIDE

1. THE HEADLINES	2
2. HOW WILL MY OMEGS DEATH BENEFIT BE ALLOCATED?	3
- What is the process that the Old Mutual SuperFund Trustees will follow?	3
- What is the difference between a dependant and a nominee?	5
3. HOW DO I COMPLETE/UPDATE MY BENEFICIARY NOMINATION FORM?	6
- Step-by-step guide to completing or updating your Beneficiary Nomination Form	7
4. HOW MUCH WILL MY OMEGS DEATH BENEFIT BE?	9
5. WHAT ABOUT FAMILY FUNERAL COVER AND VOLUNTARY TOP-UP COVER?	11
6. WHERE CAN I GET HELP?	12
- Important contact details	12
- OMEGS-accredited Financial Advisers	13





THE HEADLINES

1. If you were to die while you are an OMEGS member, a **death benefit (i.e. life cover) would become payable by OMEGS.**
2. The OMEGS death benefit will **NOT just automatically be paid out to your spouse or partner, to your estate, or according to your will.**
3. **“WHY NOT?”** you may ask. This is because the OMEGS death benefit is governed by the Pension Funds Act, and **the Old Mutual SuperFund Trustees must carefully follow the law when allocating and paying out the death benefit.** The law is structured (see below) to make sure that everyone who was financially dependent on the deceased is fairly considered.
4. It is **very important to fill in a Beneficiary Nomination Form accurately and keep it up to date,** to help the SuperFund Trustees allocate the death benefit, so those you care for are appropriately looked after in the event of your death. However, the SuperFund Trustees are not automatically bound by this form, and must consider a wide range of information in making their allocation.
5. Please **complete/update your Beneficiary Nomination Form on the Secure Services Member Web.** You may need to register for Secure Services (if you haven't done this previously). Registration is a very straightforward process.

QUOTE FROM THE HIGH COURT ON THE ALLOCATION OF RETIREMENT FUND DEATH BENEFITS:

“Section 37C of the [Pension Fund’s] Act... was enacted ... to protect dependency, even over the clear wishes of the deceased. The section specifically restricts freedom of testation in order that no dependants are left without support. It specifically excludes the benefits from the assets in the estate of a member, and enjoins the trustees of the pension fund to exercise an equitable discretion... The Fund is expressly not bound by a will, nor is it bound by the nomination form.

...This indirectly lessens the burden on the State to provide for these persons and promotes social protection, which is to be implemented by pension Fund boards.”

Mashazi v African Products Retirement Benefit Provident Fund 2003 (1) SA 629 (W) at 632H-J per Hussain J.



HOW WILL MY **OMEGS** DEATH BENEFIT BE ALLOCATED?

To pay out the death benefit from Old Mutual SuperFund, we must make sure that all the people who depended on the deceased member are fairly considered and protected. The Old Mutual SuperFund Trustees must try to identify everyone who depended on the member for financial support, all dependants, and anyone whom the member had a legal responsibility to support. We need to understand how each person relied financially on the deceased member before any decisions to distribute funds can be made.



Old Mutual SuperFund has made a very helpful short video clip which explains the process. (You can find it at <https://omegs.co.za/wp-content/uploads/2017/05/deathclaimsprocessmadeeasy468x264.mp4>)

WHAT IS THE PROCESS THAT THE OLD MUTUAL SUPERFUND TRUSTEES WILL FOLLOW?

1. WE IDENTIFY DEPENDANTS.

- The Trustees must try to identify everyone who depended on the member for financial support, as well as anyone else who was legally dependant on the deceased member and any other dependants. We consider all of their needs and circumstances before sharing out the death benefit.
- We will always consider everyone that the member has listed on their Beneficiary Nomination Form.
- But if there may be other people who relied on support from the member who are not listed on the Beneficiary Nomination Form, then the Fund may take up to 12 months before sharing out the death benefit, as these beneficiaries are traced and their dependence verified. Only if we are sure that we are aware of all dependants will we pay out the benefit, which may occur sooner than 12 months after the member's death. The more accurate the Beneficiary Nomination Form, the quicker the Trustees will be able to conclude the distribution of the death benefit.

- We rely heavily on the HR department, colleagues, family, and on the OMEGS JMC, to help to identify everyone who relied financially on the member. It can really speed up the process if we are sure that we know about all the potential dependants.

2. WE NEED TO UNDERSTAND HOW EACH PERSON RELIED FINANCIALLY ON THE MEMBER, AND HOW THEY WERE RELATED TO THE MEMBER.

- Certified copies are required to prevent anyone fraudulently acquiring any portion of the money.
- We need information like certified copies of ID documents, marriage and birth certificates, the member's Will, the Beneficiary Nomination Form, as well as financial details about dependants who qualify or wish to be considered. The Death Claim Forms and the supporting Annexures act as sworn affidavits.



3. WE ALLOCATE THE DEATH BENEFIT.

- We share out the benefit fairly and reasonably to the people who were actually dependent on the member for financial support, and who would have depended on the deceased in future.
- We do consider the member's written preferences (the Beneficiary Nomination Form), but we sometimes need to act differently to obey the law. This may also mean that we can't always follow cultural or religious traditions.
- If the death benefit is big enough to provide appropriately for the needs of the member's financial dependants, then the law guides us in how we share any money between any nominees (and in certain cases, the member's Estate).

4. FINALLY, WE ARE IN A POSITION TO PAY OUT THE DEATH BENEFIT.

- In many cases, we pay each person's share of the benefit into their bank account. It is also possible to select an annuity.
- If the benefit is for a child, we must make sure that the parent or guardian has the skills to be able to manage the money. This means that sometimes we may put the money into a special Beneficiary Fund, so it can be paid out monthly or annually to help meet the child's needs over the longer term.
- We have to deduct tax (where applicable) from the benefit paid to each person. We provide a benefit payment letter to each person, together with a copy of the relevant tax form (Form IRP5 or Form IT3a). **Tax is determined in terms of Section 3 of the 2nd Schedule to the Income Tax Act.**

WHAT IS THE DIFFERENCE BETWEEN A DEPENDANT AND A NOMINEE?

- A **dependant** is usually someone who depended on the member for regular financial support – this is a factual dependant. Some people (such as a wife or a child) have a legal claim for maintenance, and they will also be considered a legal dependant. The following people may be considered as dependants in terms of the Pension Funds Act:
 - Spouses (including customary and religious unions, civil marriages and civil partnerships).
 - Children (biological, stepchildren and legally adopted).
 - Anyone proven to be dependent on the Deceased for maintenance or financial support, or legally liable for maintenance or financial support (e.g. in terms of divorce agreements or maintenance orders). This could also be someone who would have become legally liable for maintenance, had the Deceased not died (e.g. engaged to be married, unborn children).
- A **nominee** is someone who the member nominated in their Beneficiary Nomination Form to receive a portion of the benefit. They may ALSO be a dependant, but not always.
- Being nominated by the Deceased does not mean you will definitely get a benefit. We have to consider the circumstances of all the dependants. Only if there is money left over (after considering the needs of all dependants) will a nominee who is not a dependant receive a share of the benefit.



3

HOW DO I COMPLETE/UPDATE MY BENEFICIARY NOMINATION FORM?

It is very important that you **fill in a Beneficiary Nomination Form**, and that you **keep it up to date**. To keep your information confidential and prevent loss of information, you must **complete your Beneficiary Nomination Form on Old Mutual's Secure Services website**. This is the only option available (i.e. there is no paper form available).

NOTE: The Secure Services website **limits the number of changes you can make to your beneficiary details on a given day**. For example:

- You can add multiple beneficiaries at one time, but once you click on the "Save" or "Save Changes" button, you will have to wait until the following day before you can add further beneficiaries, change the allocation percentages, add comments, or change beneficiary details.
- If a beneficiary is already listed but you want to change their details (e.g. add an ID number), you can only make changes to one beneficiary per day. Once you click on the "Save" or "Save Changes" button, you will have to wait until the following day before you can make any further changes.

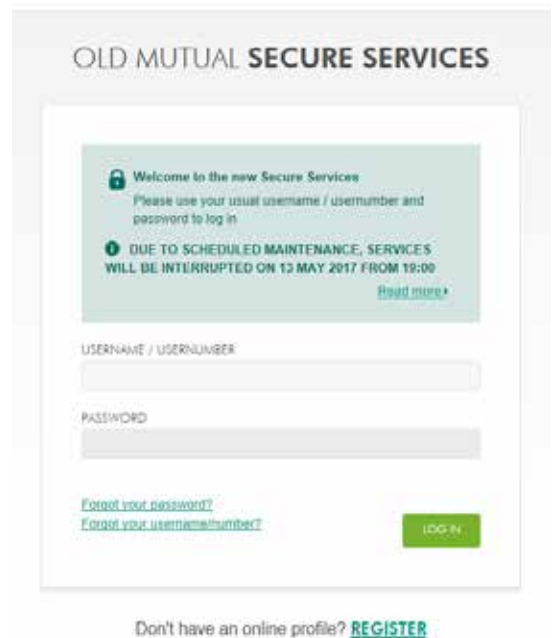


STEP-BY-STEP GUIDE TO COMPLETING OR UPDATING YOUR BENEFICIARY NOMINATION FORM

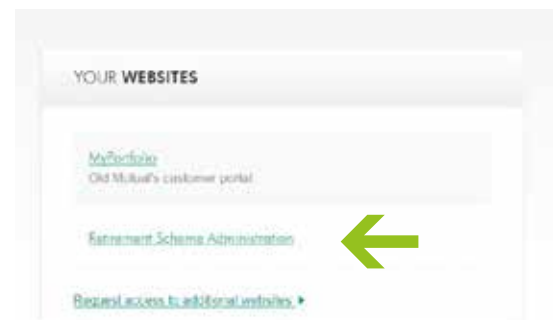
1. Go to the Secure Services log-in page (<https://secure.ssa.oldmutual.co.za/>) and enter your log-in details.

We recommend that you **use the Internet Explorer web browser** (version 9.0 or later), since Secure Services is currently optimised for this browser.

2. You need to be registered in order to use the Secure Services website. **If you're not registered, click on the REGISTER button at the bottom**, and follow the prompts.
3. Click on the relevant options if you need help with your password or username/number.



4. **Click on the "Retirement Scheme Administration" option.**
5. If you don't see this option, click the option to "Request access to additional websites", and follow the prompts to request access to "Retirement Scheme Administration".



6. **Click on "Old Mutual Employee Group in SuperFund"**



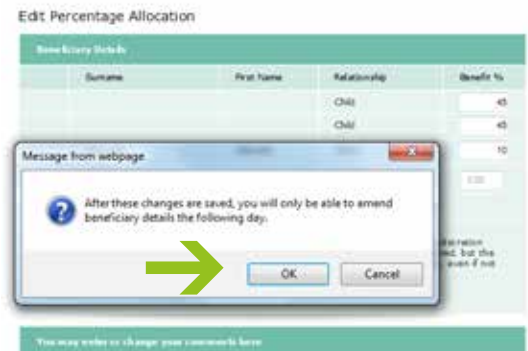
7. **Click on "Beneficiary Details"** on the left hand menu.



8. If you have previously nominated beneficiaries, you will see them listed here.
9. **Use the buttons** if you want to:
 - Delete beneficiaries
 - Add new beneficiaries (and then update the allocations between the beneficiaries)
 - Update the Benefit Allocation (i.e. change the split of percentages)
10. **Click on a beneficiary's name** if you want to update their details.
11. Use the **comments box** if you want to add any details. For example, if you want to use a trust in respect of a minor child, you could provide details of the trust here.



12. **The system limits the number of changes you can make on a given day.** When you click on "Save" or "Save Changes", your changes will be recorded, and you will have to wait until the following day to make further changes. Select "OK" once you are happy with your changes.



13. Once you have saved your changes, you will receive a system-generated email confirming that changes have been made to your beneficiaries (provided SuperFund has your email address on record).



HOW MUCH WILL MY **OMEGS** DEATH BENEFIT BE?

OMEGS provides a death benefit to your dependants in the event of your death in service, but the **level of this death benefit depends on your age and whether you have taken a medical test and satisfied medical requirements to qualify for the higher level of cover.** If you were to die while you are an Old Mutual employee, your dependants will receive:

- Your Member Account Balance (i.e. the pot of money you have saved up in OMEGS); PLUS
- Life Cover based on your age at death, as shown in the table below. The Life Cover is a multiple of your Pensionable Earnings, and is dependent on whether you have Core Cover or Full Cover. **You can check whether you have Core Cover or Full Cover on the Secure Services website, or by looking at your Total Reward Statement on Oracle HRMS.**

LIFE COVER	MULTIPLE OF YOUR PENSIONABLE SALARY/TGP	
YOUR AGE ON 1 JANUARY EACH YEAR	CORE COVER	FULL COVER* (only if you have satisfied medical requirements)
UP TO 33	5.1	12.3
34 - 36	3.5	10.6
37 - 39	3.1	9.4
40 - 42	2.9	8.3
43 - 45	2.7	7.2
46 - 48	2.4	6.2
49 - 51	2.4	5.0
52 - 54	2.4	3.9
55 - 57	2.4	3.0
58 - 60	2.4	2.4

*Please note that the premium deduction for Full Cover is slightly higher, based on the higher level of cover. However, the rate is still very competitive because this is a group life (not an individual) policy. The cost is included in the Risk contribution made from your Pensionable Earnings/Total Guaranteed Package, and will result in a slightly lower value going towards retirement savings. There is no monthly cash-flow impact for you as a member.

EXAMPLE: For a **35-year-old** with Pensionable Earnings/TGP of **R100 000 per year:**

- If you get tested and satisfy the medical requirements: your dependants will receive Full Cover of R1 060 000 plus your Member Account Balance.
- But if you haven't been for the test, your dependants would only receive Core Cover of R350 000 plus your Member Account Balance.

That's a huge difference, just because you went for a simple medical test and met the medical underwriting requirements.

Please note that if you do not meet the medical underwriting requirements to qualify for Full Cover, this will have NO IMPACT on your eligibility for the Core Cover benefit.

- Old Mutual pays for the cost of the medical test. You can find out how to go for a medical test on the OMEGS website.
- The multiple of cover reduces as you get older. However, you can maintain your level of cover by making use of the Voluntary Top-up Cover arrangement. Look out for communication in December/January each year to make use of this option.
- The maximum Life Assurance benefit payable on death is R24.1 million (effective July 2016). If your salary is such that you qualify for cover in excess of this amount, you will need to go for further "evidence of health" medical tests.
- Tax may be payable on the benefit when it is paid out (**in terms of Section 3 of the 2nd Schedule to the Income Tax Act**).





WHAT ABOUT **FAMILY FUNERAL COVER** AND VOLUNTARY TOP-UP COVER?

- The **Family Funeral Cover** benefit falls outside of OMEGS. It can be paid as soon as the necessary documentation (such as a death certificate) has been submitted. Families have complete freedom in how this lump sum is used so that they can remember their loved ones according to their own personal, religious and cultural preferences.
- The **Voluntary Top-up Cover** benefit falls outside of OMEGS. It will be paid out according to a separate beneficiary nomination form which must be submitted to Old Mutual HR. (You can email hrrcmovementsandbenefitsteam@oldmutual.com for a copy of the form).





WHERE CAN I **GET HELP?**

IMPORTANT CONTACT DETAILS

OMEGS website (for more detail about the OMEGS Life Cover benefit)	www.omegs.co.za
Self-Service Support Centre (for help to log in or register for Secure Services)	0860 60 65 00 help-secure@oldmutual.com
SuperFund Call Centre (for help once you are logged in, and for help with anything related to your OMEGS benefits, including the beneficiary nomination process)	0860 20 30 40



OMEGS-ACCREDITED FINANCIAL ADVISERS

OMEGS members can get **tailor-made financial advice from a select group of accredited Old Mutual financial advisers who have had training on the specifics of OMEGS and its benefits.** The table below provides contact details for those advisers who have completed the accreditation process (as at April 2017).

REGION	SURNAME	NAME	PFA/ PWM	PHONE	EMAIL
Eastern Cape - EL/Mithata	Ndevu	Songezo	PFA	083 950 3387	sndevu@oldmutualpfa.com
Eastern Cape - Madiba Bay	Grebe	Ian	PFA	079 508 4808	igrebe@oldmutualpfa.com
Eastern Cape - Madiba Bay	Kieck	Sean	PFA	083 357 0077	skieck@oldmutualpfa.com
Gauteng - Sandton	Mjali	Thumakele	PFA	082 571 6683	tmjali@oldmutualpfa.com
Gauteng - Sandton	Bayley	Andrew	PFA	079 847 9279	abayley@oldmutualpfa.com
Gauteng - JHB/West Rand	Zietsman	Amanda	PWM	082 433 8528	azietsman@privatewealth.co.za
Gauteng	Brink	F	PFA		fbrink1@oldmutualpfa.com
KZN - Durban	Hemphill	Craig	PWM	082 567 6204	chemphill@privatewealth.co.za
KZN - Durban	Player	Janine	PWM	082 610 5610	jplayer@privatewealth.co.za
Northern Region - Rustenberg	Kotze	Ilona	PFA	079 541 2995	ikotze@oldmutualpfa.com
Northern Region - Rustenberg	Steenberg	Monica	PFA	072 847 2613	msteenber@oldmutualpfa.com
Western Cape - CT	Kitshoff	Elmarie	PWM	083 626 0796	ekitshoff@privatewealth.co.za
Western Cape - CT	Ndaba	Mcebisi	PWM	083 567 4470	mndaba3@oldmutual.com
Western Cape - CT	Nodada	Buyiswa	PWM	074 575 2791	bnodada@privatewealth.co.za
Western Cape - CT	Osborne	Vincent	PWM	084 661 0560	vosborne@privatewealth.co.za
Western Cape - CT	Rossouw	Tania	PWM	082 440 7423	trossouw@privatewealth.co.za
Western Cape - CT	Shea	Rory	PWM	083 375 7234	rshea@privatewealth.co.za
Western Cape - CT	Walason	Kruben	PFA	079 883 5067	kwalason@oldmutualpfa.com
Western Cape - Mutualpark	Allie	Haniefa	PFA	076 576 5186	hallie@oldmutualpfa.com
Western Cape - Mutualpark	Du Toit	Isgak	PFA	082 574 7470	idutoit@oldmutualpfa.com
Western Cape - Mutualpark	Fourie	Martin	PFA	082 495 6607	mfourie@oldmutualpfa.com
Western Cape	Ally	Abdul	PFA	083 463 0388	nally@oldmutualpfa.com
Western Cape	Bawa	Akhtaroenisa	PFA	083 440 6027	rbawa@oldmutualpfa.com
Western Cape	Commin	Peter	PFA	078 580 4566	pcommin@oldmutualpfa.com
Western Cape	Davids	Marc	PFA	073 602 5886	mdavids2@oldmutualpfa.com
Western Cape	Ebden	Keenan	PFA	076 741 4145	kebden@oldmutualpfa.com
Western Cape	Fredericks	Mikhail	PFA	073 186 5605	mfredericks@oldmutualpfa.com
Western Cape	Kolele	Phindile	PFA	078 352 1484	pkolele@oldmutualpfa.com
Western Cape	Louw	Enrico	PFA	084 021 6846	enrico.louw@oldmutualpfa.com
Western Cape	Mostert	Niyaaz	PFA	073 131 1237	nmostert1@oldmutualpfa.com
Western Cape	Neff	Davlin	PFA	083 423 5255	dneff@oldmutualpfa.com

Alternatively, if you already have a relationship with a licensed financial adviser that you trust, then we encourage you to maintain that relationship.

