

MAXIS GLOBAL POOL

MAXIMISING GLOBAL ECONOMIES OF SCALE FOR AN EFFICIENT APPROACH TO INSURING EMPLOYEE BENEFITS

Managing multiple insurance contracts in different countries, each with its own specific market practices, renewal processes and regulations can be a challenge for multinational employers. How can you effectively manage your programme and offer the benefits your people need without breaking the bank?

Pooling has been an effective financial arrangement for managing global employee benefits (EB) programmes since it was first adopted in the 1950s.¹ It's still one of the most popular ways for multinational employers to manage their global EB risks.

MAXIS Global Pool solution combines your local insurance policies into an international pool with reinsurance. This uses global purchasing power to deliver stronger risk management, better global governance and receive potential dividends.²

A pool is a profit-sharing arrangement, which means that employers can receive a dividend, if the aggregate result of all the participating policies is positive.

How it all works (the technical bit!)

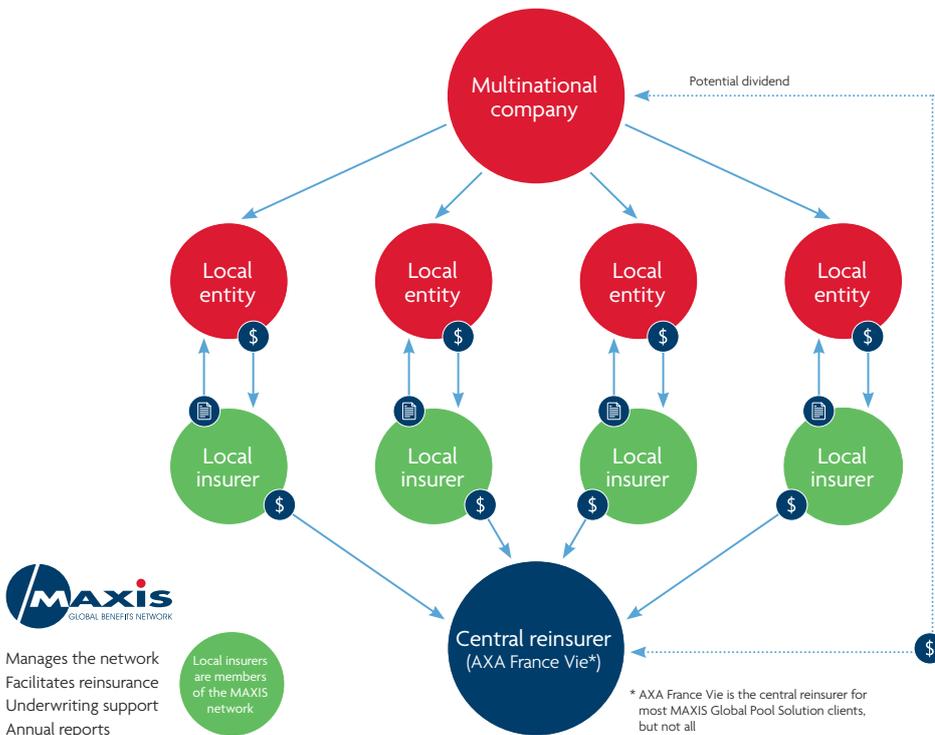
Employee benefits programmes are combined to form a global pool through reinsurance.

Annual dividends can be shared with the global employer, depending on the financial results of the pool.

In some circumstances, you can actively manage your pool, where we use your dividends to try and achieve a break-even pricing strategy.

Eligible coverages include any group policies, such as:

- life benefits
- accident benefits
- disability benefits
- medical and dental coverage.



¹ The first pooling arrangement by a MAXIS member was established by American Life Insurance Company, Wilmington, Delaware ("Alico") and Alico representative joined MAXIS GBN in 2009.

² A 'dividend' in the context of multinational pooling is the profit-sharing payment made when the reinsurer shares an applicable part of the underwriting profit with the multinational company"

Why choose MAXIS Global Pool Solution?

We can set up a new MAXIS Global Pool or help you move new policies into an existing pool with us. We offer:

- strong underwriting expertise, with in-depth knowledge of local risk factors through our local members.
- a consultative approach on the diversification of risk to balance the portfolio and reduce volatility.
- potential dividends if the pool balance is positive.
- different accounting approaches to suit all types of risk management such as indefinite loss carry forward, deficit write-off and programme protections.
- in-depth health & wellness reports and support – our MAXIS Global Medical Dashboard reports provide a holistic view of health issues by identifying country-specific trends and cost drivers. Our dedicated Health & Wellness team will help analyse report data and provide practical health and wellness recommendations.
- comprehensive financial data analysis in digitised interactive annual reports, showing all income and expenses across your policies, via our OneClient portal.
- stronger control with nearly 140 local members in over 120 key markets.
- insight, guidance and benchmarking knowledge during renewal process.
- dedicated account managers at global, regional and local level, working closely with you to support and help manage your programme.

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Frequently asked questions

Who is this solution for?

Multinational employers who are managing their employee benefits centrally.

How much EB premium do we need to have in our local policies to make a pool work for us?

You need to operate in at least two different countries and cover at least 300 employees to be eligible. You also need to have at least US \$10,000 in premium in each country, with a total of US \$300,000 across all countries.

What if we're not centralised enough to start a pool at this time?

No problem! We can start you off with a MAXIS Global Preferred Data Solution, which we can strategically grow towards becoming a pool. Many of our existing clients have followed this path.

What if we don't have an existing global employee benefits programme in place?

If you are at the start of your global employee benefits journey, we would recommend the MAXIS Global Pool or MAXIS Global Preferred Data Solution.

For more information on MAXIS Global Pool, visit maxis-gbn.com or contact your local MAXIS GBN representative.

