

PRUDENTIAL BSN

TAKAFUL



PruBSN Employee Benefit

YOUR COMMITMENT, THEIR WELL-BEING

INCOME
REPLACEMENT
**COMPREHENSIVE
CORPORATE PACKAGE**
CRITICAL ILLNESSES
TOTAL AND
PERMANENT
DISABILITY
LIFE COVERAGE
ACCIDENT AND
SICKLEAVE
FINANCIAL
ASSISTANCE
& SUPPORT

TAKAFUL
FOR ALL. FOR LIFE

LET THEM KNOW THAT THEY MATTER

Nowadays, it's a challenge to recruit and retain outstanding talent. As an employer, you want to be competitive in providing the most comprehensive employee benefits. You want your people and future employees to know that their well-being is taken care of while working in your organisation.

At PruBSN, we understand your concern. With **PruBSN Employee Benefit**, we offer you an exclusive employee benefit plan to fulfil their needs.

Providing Financial Assistance



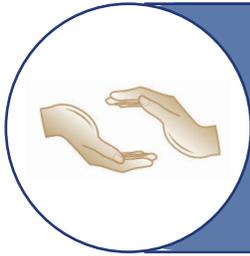
FOR THEIR LOVED ONES

Loss of life is a tragedy but life goes on for their spouse and children. Ensure that their immediate family is taken care of by easing their financial burden.



FOR THEIR EMOTIONAL WELL-BEING

Losing a spouse or children is an emotional experience. Provide support by giving compensation to help them cope with the event.



FOR THEIR PHYSICAL WELL-BEING

Accidents may happen and cause physical disability that hinder them from working as usual. Ease their worries by giving them replacement income to adapt to the situation.



FOR THEIR MEDICAL NEEDS

Being diagnosed with life-threatening illnesses can turn their lives upside down. Aid them by giving them the opportunity to get the right care when they are diagnosed with a critical illness.

What you need to know about PruBSN Employee Benefit

1. What is PruBSN Employee Benefit?

PruBSN Employee Benefit is a single contribution yearly renewable group takaful plan. It is designed with four types of coverage – **Employee Term Takaful (ETT)**, **Employee PA (EPA)**, **Employee Crisis Protector (ECP)** and **Employee Takaful Income (ETI)** – that provides coverage in the event of loss of life, disablement, accidents and critical illness.

Plan	Benefits	Details
ETT	Death	A lump sum amount is payable in the event of loss of life due to natural or accidental causes.
	Total and Permanent Disability (TPD)	A lump sum amount is payable in the event of TPD due to natural or accidental causes.
	Compassionate allowance	For basic sum covered of RM50,000 and above: i. RM1,000 one time payout in the event of loss of spouse ii. RM500 per payout in the event of loss of a child (maximum 3 payouts)
EPA	Death or Permanent Disability	A lump sum amount is payable in the event of loss of life or permanent disability due to accidental causes.
ECP	Critical Illness	A lump sum amount is payable in the event that an employee is diagnosed with covered critical illness. Payment of ECP will reduce the ETT benefit.
ETI	Annual Income	In the event that an employee suffers TPD, ETI is paid annually for ten (10) years or until the loss of life of an employee, whichever is earlier. The first annual payment will be payable one (1) year after the event.

2. What are the options available for PruBSN Employee Benefit?

Plan	Plan A	Plan B	Plan C	Plan D	Plan E
ETT	RM20,000	RM50,000	RM100,000	RM200,000	RM500,000
EPA	RM20,000	RM50,000	RM100,000	RM200,000	RM500,000
ECP	RM10,000	RM25,000	RM50,000	RM100,000	RM250,000
ETI	RM2,000	RM5,000	RM10,000	RM20,000	RM50,000
Compassionate allowance	No	Yes	Yes	Yes	Yes

3. Who can take up PruBSN Employee Benefit?

This plan is available for a group with a minimum of five (5) employees between the age of seventeen (17) and sixty-five (65). Maximum renewal age is sixty-nine (69) years old. Your employees will be the covered members of this plan.

4. How does PruBSN Employee Benefit work?

The contribution is payable by the employer. All benefits are payable to the employer who will be responsible to disburse them to the employee or their beneficiary.

5. What are the charges and deductions involved in PruBSN Employee Benefit?

The details of charges and deductions are listed in the table below.

Type of charges and deductions	Details
<i>Wakalah</i> Charge	30% of the gross contribution. This charge allows Prudential BSN Takaful Berhad (PruBSN) to pay commission and distribution related expenses as well as management expenses.
Stamp Duty	Stamp duty charge of RM10 for new master certificate and each time you renew the certificate with PruBSN.
<i>Tabarru`</i>	The contribution less <i>Wakalah</i> Charge will be put into the <i>Tabarru`</i> Fund.

Important Notes

1. This brochure does not form a contract between you and PruBSN. Please refer to the Product Disclosure Sheet before participating in the plan. The full Terms and Conditions are set out in the certificate documents. Please ask for a sample of the Terms and Conditions should you need detailed information of the plan.
2. Unless stated otherwise in this brochure, Age refers to Age Next Birthday.
3. You need to renew the certificate annually, before expiration of the certificate. PruBSN may revise the renewal contribution rates, revise the terms and conditions or decline the certificate renewal based on claims experience and other justified circumstances.
4. **PruBSN Employee Benefit** does not provide any benefit amount from the *Tabarru'* Fund on expiry of the certificate.
5. Payment for EPA is based on to the scale of benefits as stated in the certificate documents.
6. If you cancel the certificate before the expiry date, you are entitled to a surrender value (if any) from the *Tabarru'* Fund.
7. **PruBSN Employee Benefit** is premised on a mutual assistance (*Ta'awun*) arrangement where a portion of your contribution is deducted and pooled into the *Tabarru'* Fund together with the contribution of other participants to provide for mutual financial benefits payable to all the eligible takaful participants. Based on the *Wakalah bi al-ujrah* principles, PruBSN will manage your takaful plan in return for the *Wakalah* charge stated above.
8. ***Tabarru'*** is an arrangement where a portion of your contribution is donated into a fund to assist covered members in need through the benefits entitled to them.
9. You, as the owner of the plan are entitled to receive any distributable surplus inclusive of investment profit (if any) at the end of each financial year. Together with other master certificate holders, you are entitled to at least 50% of the surplus and PruBSN will receive the balance of up to 50% as performance fee for managing the *Tabarru'* Fund. The exact amount of distributable surplus will be determined annually and is subject to approval by both the Shariah Committee and the Board of Directors of PruBSN.

Exclusions

1. Death due to suicide, while sane or insane, within the first twelve (12) months from the original covered member's effective date.
2. Disability due to attempted suicide or any self-inflicted injury or any sickness while sane or insane.
3. War, invasion, act of foreign enemy, civil war or civil commotion.
4. Any disability, illness or disease which is the direct or indirect result of sero-positive infection of HIV, AIDS or any similar AIDS-related syndrome.
5. Any disability, injury or illness which occurs prior to the covered member's effective date.
6. Service in or being attached to the armed forces or the police force.
7. Involvement in any dangerous sports or hobbies.
8. Symptoms of critical illness before or within sixty (60) days from the covered member's effective date for an angioplasty and other invasive treatments for coronary artery disease, cancer, coronary artery by-pass surgery, heart attack or serious coronary artery disease.
9. Symptoms for all other critical illnesses, before or within thirty (30) days from the covered member's effective date.

The exclusion and limitations above are not exhaustive. You should refer to the certificate document for further information.

Appendix 1

List of Critical Illnesses

1. Alzheimer's disease / Severe Dementia
2. Angioplasty and other invasive treatments for coronary artery disease
3. Bacterial meningitis
4. Benign brain tumour
5. Blindness
6. Brain surgery
7. Cancer
8. Cardiomyopathy
9. Chronic aplastic anaemia
10. Coma
11. Coronary artery by-pass surgery
12. Deafness
13. Encephalitis
14. End-stage liver failure
15. End-stage lung disease
16. Full Blown AIDS
17. Fulminant viral hepatitis
18. Heart attack
19. Heart-valve surgery
20. HIV infection due to blood transfusion
21. Kidney failure
22. Loss of independent existence
23. Loss of speech
24. Major head trauma
25. Major organ / bone marrow transplant
26. Medullary cystic disease
27. Motor neuron disease
28. Multiple sclerosis
29. Paralysis of limbs
30. Parkinson's disease
31. Primary pulmonary arterial hypertension
32. Serious coronary artery disease

33. Stroke
34. Surgery to aorta
35. Systemic lupus erythematosus with severe kidney complications
36. Third degree burns

Appendix 2

Contribution Rate

Entry Age	Plan A (RM)	Plan B (RM)	Plan C (RM)	Plan D (RM)	Plan E (RM)
17 – 30	38	95	187	370	917
31 – 35	44	110	217	429	1,066
36 – 40	61	151	297	591	1,472
41 – 45	89	222	439	875	2,183
46 – 50	138	345	685	1,366	3,410
51 – 55	212	532	1,058	2,113	5,278
56 – 60	344	862	1,719	3,433	8,579
61 – 65	515	1,288	2,573	5,142	12,848
66 – 69 (Renewal only)	870	2,177	4,350	8,696	21,735

The contribution rates are for a standard risk of occupation class 1. The actual contribution amount shall depend on your employee's age, health status, occupation class and plan type. For actual contribution rates please refer to the quotation.

WHAT IS TAKAFUL?

An arrangement based on mutual assistance under which takaful participants agree to contribute to a common fund providing for mutual financial benefits payable to the takaful participants or their beneficiaries on the occurrence of pre-agreed events.

Section 2(1) of the Islamic Financial Services Act 2013

Takaful is derived from Arabic word '*Kafala*' which means **“Joint guarantee” or guaranteeing each other.**

Takaful literally means responsibility, guarantee, collective assurance and mutual undertaking. Broadly speaking, takaful is founded on the cooperative arrangement (*Ta'awun*) based on principles of mutuality and solidarity, encompassing the elements of joint indemnity and common interest.

There are three (3) aspects of mutuality embodied in takaful, namely mutual help/assistance, mutual responsibility and mutual protection.

When a person participates in a takaful scheme, he does not only seek protection for himself but also jointly cooperate with other participants to mutually contribute to one another in case of need.

/// **MUTUAL ASSISTANCE** ///

/// **MUTUAL PROTECTION
FROM LOSSES** ///

/// **MUTUAL RESPONSIBILITY** ///

In essence, takaful is based on the principle of **“*Ta'awun*” (mutual cooperation /assistance)**

as such the act of participation is

***Tabarru'at* (charitable) in nature.**

PRUDENTIAL BSN

TAKAFUL

PruBSN Employee Benefit is a Shariah-compliant product.

Prudential BSN Takaful Berhad is a registered Takaful Operator under the Islamic Financial Services Act 2013 and is regulated by Bank Negara Malaysia.

For more information/enquiries, please contact:

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Prudential BSN Takaful Berhad is a member of Perbadanan Insurans Deposit Malaysia (PIDM). As a member of PIDM, some of the benefits covered under the takaful certificates offered by Prudential BSN Takaful Berhad are protected against loss of part or all of takaful benefits by PIDM, in the unlikely event of the failure of the Takaful Operator. For further details of the protection limits and the scope of coverage, please obtain a PIDM information brochure from Prudential BSN Takaful Berhad or visit PIDM website (www.pidm.gov.my) or call PIDM toll free line (1-800-88-1266)

Important: You must ensure that you are satisfied that this product will best serve your needs and that the contribution payable under the certificate is an amount you can afford.