





Discovery Invest Group Retirement Plan

It is never too late to start saving and contributing towards retirement. The financial wellbeing of your employees plays an important role in their productivity. In addition, providing attractive retirement benefits helps attract and retain employees.

With ongoing enhancements to medical technology, people are living longer and retirement years are being lengthened. It is therefore critical that your employees' retirement benefits are suitably protected and enhanced.

Discovery Invest offers you the Group Retirement Plan, a product that provides a tax efficient and rewarding solution for employees in small and medium size enterprises.

Key benefits of the Discovery Group Retirement Plan

- It provides a tax efficient savings structure.
- You have access to a wide range of investment options.
- Enhanced investment values and protection against poor investment returns. If your employees are members of a Discovery LIFE PLAN (CORE Option) or an individual Discovery LIFE PLAN (FLEX Option) with the Financial Integrator™, they will have access to the Group Retirement Plan Investment Allocation Booster™ and the Group Retirement Plan Asset Protector™.
- Low costs due to access to Discovery Invest's unique
 Fee PayBack™ feature.

Please note that the availability of Fee PayBack™ is dependent on the fee structure chosen for the Group Retirement Plan.

A tax efficient savings structure

The Discovery Invest Group Retirement Plan is a tax efficient vehicle that employees can use to save for retirement. It is structured as a retirement annuity where contributions into the plan are tax deductible up to certain limits, and growth is tax free under current tax practice. At retirement, at least two-thirds of the proceeds will be used to purchase an annuity that will provide employees with regular income in retirement.

You have access to a wide range of investment options

The Discovery Invest Group Retirement Plan provides access to over 200 funds that can be used to structure your employees' portfolios. This list comprises a range of unique and innovative funds from Discovery Invest including:

- The Discovery Target Retirement Date Funds: Based on the selected target retirement date of the fund, professional investment managers adjust the fund's mix of asset classes over time as the retirement date approaches. Typically, the investment managers would move funds from a more aggressive approach, which has the potential for higher returns to one which is more conservative.
 - This approach is designed to enhance the potential for long term returns and helps to limit the investment risk. Once the fund reaches its target date, it will still be actively managed placing increasing emphasis on generating income and reducing risk into the employees retirement.
- A wide range of Discovery Funds suitable for various risk profiles. There are single-manager unit trust funds which offer flexibility and control for investors with specific investment objectives, while the multi-manager funds offer solutions for investors who want an additional layer of investment manager diversification.
- The Discovery Escalator and Geared Escalator Funds: These
 funds are designed to provide unlimited upside potential
 when markets perform well, while offering downside
 protection when markets fall. You are protected at a level
 of at least 80% of the highest value the Escalator Fund has
 ever reached. The fund is calculated with reference to a mix
 of assets that dynamically rebalance between an underlying
 riskier asset and a cash component on an ongoing basis.
 - Discovery Invest provides a range of Escalator Funds with various unit trusts and indices as the underlying riskier asset that you may choose from. In addition, the Geared Escalator Funds provide the ability to borrow within the fund to enhance returns in high performing markets.

Access to unique investment boosters

The Discovery Invest Group Retirement Plan Investment Allocation Booster™

Discovery uses the power of Integration to reward employees who manage their health through Vitality and have an individual Discovery LIFE PLAN (FLEX Option) with the Financial Integrator™ or a Discovery LIFE PLAN (CORE Option) funded by the company. By channelling the mortality and morbidity savings on the individual and company benefits generated by health management into employee's retirement plans, Discovery is able to boost contributions through the Investment Allocation Booster™.

The Investment Allocation Booster™ gives employees on the Discovery Invest Group Retirement Plan significant increases on their individual retirement plan contributions into qualifying Discovery Funds. Their Vitality status, as well as the number of members within the company's Group Retirement Plan determines the boosts an employee will receive to their monthly Retirement Plan contributions. The boosts can be as high as 5% of every monthly contribution:

Monthly Retirement Plan contribution boosts						
Number of employees in Group Retirement Plan at start of policy month	Blue/ Non Vitality	Bronze	Silver	Gold	Diamond	
6 to 10	0%	0.5%	1%	1.75%	2.5%	
11 or more	0%	1%	2%	3.5%	5%	

The Discovery Invest Group Retirement Plan Asset Protector™

The Group Retirement Plan Asset Protector™ protects employees from poor investment returns by guaranteeing that the investment returns earned on their Retirement Plans will at least match inflation. Should an employee experience poor investment returns, Discovery Invest will top-up the Retirement Plan at the earlier of death or the initially selected retirement age, so that their investment return matches inflation. This guarantee will apply on any funds selected.

* Note: the maximum increase that will be applicable to an individual's retirement fund will depend on their initially selected term to retirement and their initial monthly contribution as follows:

Term	Maximum addition to fund		
Less than 10 years	Not available		
≥ 10 years but < 15 years	15 x contribution		
≥ 15 years but < 20 years	25 x contribution		
≥ 20 years but < 25 years	50 x contribution		
≥ 25 years but < 30 years	60 x contribution		
≥ 30 years but < 35 years	70 x contribution		
≥ 35 years	80 x contribution		

For example a member contributing R1 000 per month with a term of 20 years will receive a maximum increase to his/her Retirement Plan fund of R50 000 (R1 000 x 50) at death or retirement.

* Note: If a member modifies his/her retirement date or contribution, the Group Retirement Plan Asset Protector™ as well as the maximum addition will be recalculated.

Discovery's unique Fee PayBack™

The Discovery Invest Group Retirement Plan also offers the Fee PayBack™ benefit, which refunds 55% of all Discovery Invest administration fees since inception of the policy plus growth on those fees at the end of 10 years and every five years thereafter. In addition, a pro-rated Fee PayBack™ at the employees actual retirement date will be paid. This will significantly enhance retirement values.

Technical Details

- The Group Retirement Plan Investment Allocation Booster™ and Group Retirement Plan Asset Protector™ will only be available to Group Retirement Plan members who:
 - are members of a Discovery LIFE PLAN funded by their company, or
 - have a Discovery individual LIFE PLAN with the Financial Integrator™.
- The fee for the Investment Allocation Booster™ and the Group Asset Protector™ is 0.25% + VAT of the fund value per year.
- The average contribution to the Group Retirement Plan must be at least R500 per employee per month and the minimum contribution per individual employee is R150 per month.
- Employees may choose to invest in any of the funds on the Discovery Invest platform, but the Group Retirement Plan Investment Allocation Booster™ will only be provided on contributions invested in qualifying Discovery Funds. The following are qualifying Discovery Funds:
 - All Discovery Funds
 - All Target Retirement Date Funds
 - All Escalator and Geared Escalator Funds based on Discovery Funds and indices
 - Discovery risk profiled multi-manager funds.
- Individuals who leave a Group Retirement Plan, but continue to contribute to their individual Retirement Plans will continue to receive the Investment Allocation Booster™ and the Group Asset Protector™ benefits. This is subject to those individuals having an individual Discovery LIFE PLAN with the Financial Integrator™.



Get the best life assurance products for your employees

Employees are the single most valuable asset for any company. Discovery Life can help you attract and retain the best talent through the valuable benefits it offers. The Discovery LIFE PLAN can be structured to suit the needs of your company. When combined with the Discovery Group Retirement Plan, employees gain access to additional investment benefits and a comprehensive risk and retirement benefit solution is provided. Vitality can also be added. This wellness programme is designed to help your employees get healthier.

There are three categories of cover: CORE Benefits, PLUS Benefits and FLEX Benefits. Selected benefits are underpinned by Vitality.

CORE Benefits

CORE Benefits allow your company to cover the most essential employee risk needs including disability and death; these benefits are funded by you as a company. You can buy the **Life Cover Benefit**, the **Income Continuation Benefit**, or both for employees.

PLUS Benefits

Companies can increase the level of cover by offering additional benefits to employees through the PLUS Benefits option. These benefits include the **Funeral Cover Benefit**, the **Capital Disability Benefit** and the **Severe Illness Benefit**.

FLEX Benefits

Employees can extend their risk protection through the FLEX Benefits option and add more cover at their own cost. Employees can purchase any of the following benefits: Life Cover Benefit, Capital Disability Benefit and Severe Illness Benefit.

Vitality

Vitality is a wellness programme that helps your employees to get healthier by giving them the knowledge, tools and motivation to improve their health. The programme rewards employees for responsibly managing and improving their health which inevitably increases their productivity in the workplace.

Selected benefits are linked Vitality.

Protect the financial security of your employees' family in the event of their death

The Life Cover Benefit, which protects your employees and their families by providing a lump sum payment in the event of the employees death; also consists of the Global Education Protector™ and Mortgage Protector™.

If an employee dies, the **Global Education Protector™** pays an annual amount for the education of his or her children. Discovery Life will pay for the education of an employee's children from pre-school up to completion of an undergraduate degree qualification. The Private School Upgrade™ feature allows an employee's children to upgrade from a public school to a private school.

When you choose the Life Cover Benefit and the Income Continuation Benefit, your employees automatically qualify for the **Mortgage Protector™**. This benefit will pay the employee's monthly bond repayments for up to 24 months if they become disabled or die, this benefit is linked to Vitality.

Comprehensive cover with our Income Continuation Benefit

Disability, whether temporary or permanent, can place a huge financial strain on an employee and his or her family. Discovery Life offers the Income Continuation Benefit to not only protect an employee's salary, but have the additional benefits that will ensure employees are fully protected.

This benefit pays a monthly income if the employee experiences a loss of income after an injury or illness leaving them incapable of working. There are two benefit options available: the Core and Comprehensive option; these determine the benefit features applicable to the Income Continuation Benefit selected.

The Mortgage Protector[™], Performance Bonus Protector[™], Dynamic Spend Protector[™] and Contribution Protector[™] are all available through the **Income Continuation Benefit** (these benefits are dependent on the Core or Comprehensive option selected and some are Vitality-linked as indicated in the table below).

Feature	Core option	Comprehensive option
100% upgrade on permanent disability In the event of permanent disability, Discovery Life pays up to 100% of an employee's salary.	Not available	Available
Mortgage Protector™* This benefit will pay an employee's monthly mortgage repayments for up to 24 months if they become disabled or die, the number of instalments paid will depend on the employee's Vitality status. *Discovery Life members who have both the Life Cover Benefit and the Income Continuation Benefit qualify for the Mortgage Protector Benefit™.	Available	Available
Performance Bonus Protector™ Pays up to 75% of an employee's past bonuses if they become permanently disabled. This benefit is linked to Vitality.	Up to a 50% maximum	Up to a 75% maximum
Dynamic Spend Protector™ Benefit dynamically enhances your employees' benefits through DiscoveryCard, boosting discounts and cash backs. This benefit is linked to Vitality.	Not available	Available
Contribution Protector™ Pays an employee's monthly contributions for selected Discovery products including the Discovery LIFE PLAN, Discovery retirement Optimiser™ and the Discovery Health Plan. Contributions to other medical schemes will also be paid, subject to maximums set by Discovery Life.	Payments for up to 12 months	Payments for up to 24 months

Insuring your employees' lifestyle against the impact of a severe illness

Most employees that experience a severe illness find themselves financially unprepared for the adjustments associated with the illness. These burdensome costs can be managed with Discovery Life's **Severe Illness Benefit**, providing a lump sum payment against the impact of a severe illness affecting any of the major bodily systems.

Remain financially secure in the event of becoming disabled

The financial risk of disability can be managed with a lump sum payout from Discovery Life's **Capital Disability Benefit**, to ensure your employee's remain financially secure in the event of them becoming disabled.

Easing the financial burden during a difficult time

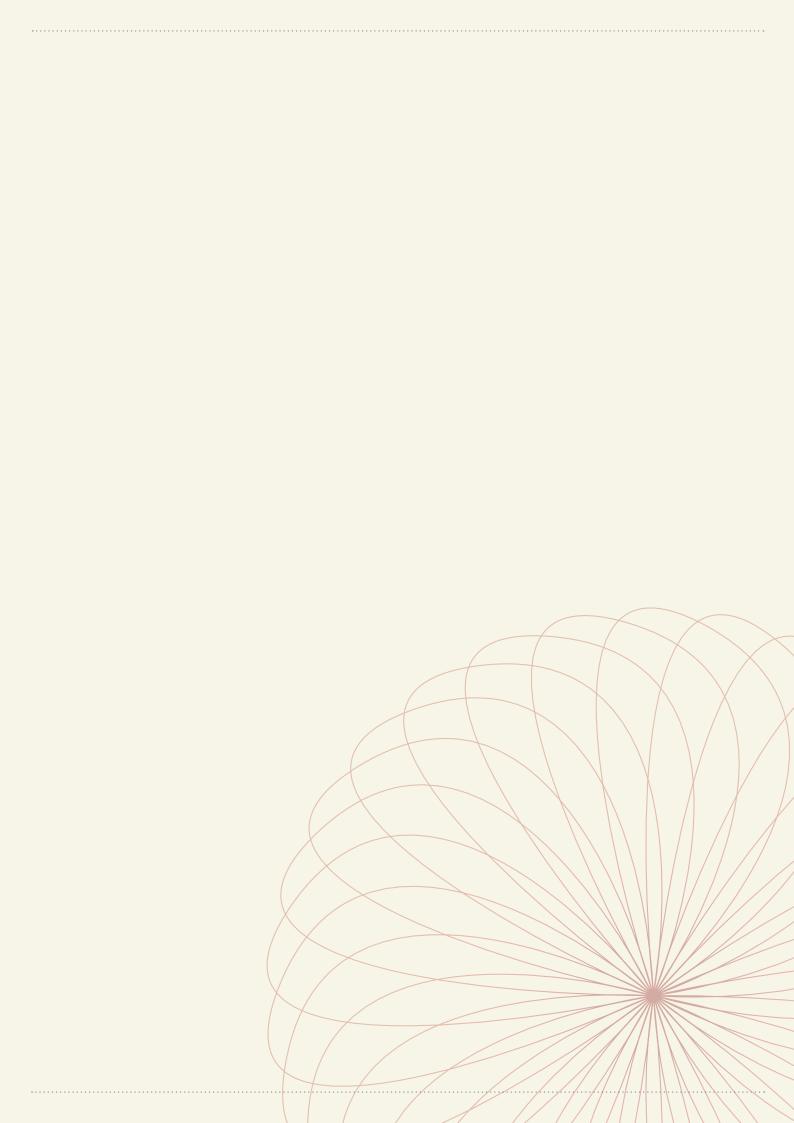
The **Funeral Cover Benefit** provides a lump sum payment to cover the cost of a funeral in as little as 48 hours. Discovery Life provides cover of up to R18 000 and the benefit extends to three spouses and five children.

Simplified underwriting

Discovery Life has developed the Free Cover Limit Multiplier™ to reduce medical underwriting for employees that are members of Vitality.



Your financial adviser will be your first point of contact. Alternatively, you can contact us on 0860 67 5777. Lines are open Monday to Friday from 8:00 to 17:00



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If you want more information about the funds explained in this brochure, you can refer to the interactive fund fact sheets and the fund lists available on our website (www.discovery.co.za).

This brochure is only a summary. Full details can be found in the Retirement Plan Fact File. Descriptions of each investment fund, including charges that apply are found on the fund's fact sheet and our Meeting your investment needs brochure.

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