



cornmarket
group financial services ltd

Here to help you

The Environmental Protection Agency/ National Roads Authority Income Continuance Plan



Plan Summary

Important: Please print and/or save this booklet for future reference

“Perhaps the greatest threat to your livelihood is ill health”



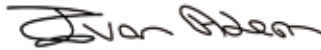
Ivan Ahern

If you fall ill, your sick pay provides you with an income for a limited period only. With the new Public Sector sick leave arrangements, this period is now even shorter than before. Once your sick pay runs out, your income will fall dramatically or cease entirely; a situation that many members unfortunately find themselves in. Have you ever considered how you and your family would cope, if you fell ill and lost your income as a result?

The Environmental Protection Agency/National Roads Authority Income Continuance Plan, administered by Cornmarket, provides members with the financial security they deserve.

The 2015 Plan review brought good news that the Plan has made provision for the new Public Sector sick pay arrangements. This is an extremely important benefit for Plan members, and a great deal of work was done to ensure that this great benefit was secured. The Plan has grown to become an important benefit for employees, and it is well placed to provide vital protection for members, at an affordable cost, for many years to come.

Almost everything in your life depends on your income. Please don't risk your future financial security. If you haven't already joined the Plan, I would urge you to do so now.



Director,
Cornmarket Group Financial Services Ltd.

Cornmarket's role as Administrators

Cornmarket – working for you

Cornmarket has been administering the EPA/NRA Income Continuance Plan since 2006. The Plan helps to guarantee a realistic level of income in the event of loss of salary due to disability arising from illness or injury.

Our role includes:

- 1 Negotiating with the insurers (currently Friends First) to obtain the most competitive rates and to secure the best possible benefits.
- 2 Assisting EPA/NRA members who wish to make a claim from the Plan, by guiding them through every stage of the claims process.
- 3 Promoting the Plan to EPA/NRA employees.

A Claims Service you can trust

Cornmarket has its own dedicated, in-house Income Continuance Claims Team. The team members are specialised, well-informed and easy to talk to, and will do all they can to help in a member's time of need. They provide a vital 'hand-holding' function from start to finish of the claims process.

So should you need to make a claim, you can rest assured that it will be dealt with in the efficient, professional and sensitive manner that you deserve.

The Plan in action

Through its various Income Continuance Plans, Cornmarket has helped protect the financial security of more Public Sector employees than any other company in Ireland. But the real testament to the quality of these Plans is the amount being paid out to beneficiaries, which is now counted in hundreds of millions of Euro. Here's what just two of the people who have benefited from our Income Continuance Plans have to say.



Jackie O'Neill,
Plan Beneficiary,
Co. Cork.

"While in work in March 2013, I had a brain aneurism which put me out of work. Only for the Plan I'd have nothing to pay the bills or the mortgage, I honestly believe I would be homeless without it. Making the claim was very straightforward. I was on the phone to a representative from Cornmarket and I really felt they were there to help me, and they did. It was very easy. If you need your wages to pay your bills, you really have to have something there to back it up. No-one knows what tomorrow will bring, so you need some form of protection. I think Income Protection is just invaluable."



John Bargary,
Plan Beneficiary,
Co. Limerick.

"After having a family I felt I had to have some form of financial security. At the time, I didn't expect anything to happen to me, but I felt that joining Income Protection was a good idea for my family and I. Then came a time where I found myself out of work for 4 years, as I was constantly experiencing chronic pain. If I didn't have Income Protection, I wouldn't have been able to keep up with my mortgage payments and I probably wouldn't be sitting in my house right now! Since the changes to Public Sector sick pay, it's much more important to have Income Protection. Without it, you could find yourself in a very bad financial situation."

Please contact Cornmarket on (01) 470 8054 for full details of the Plan.

Why you need the EPA/NRA Income Continuance Plan

Although many members feel that they will never need the protection that the Plan provides, sadly our experience has been that even the healthiest person can suffer unexpected illness or have a serious accident. What is more, the changes to Public Sector Sick Leave arrangements which came into effect on 31st March 2014 mean a dramatic drop in your paid sick leave. Since the changes have been implemented, EPA/NRA employees without Income Continuance face greater financial uncertainty should they fall ill as they will be taken off the payroll sooner than before.

Thankfully, the Plan has made provision for these changes and will pay out Plan benefits earlier than before, in line with members' needs. The Plan provides essential protection for all EPA/NRA employees and membership has never been more vital.

What happens to your income if you fall ill under the new sick leave arrangements?

Standard Sick Leave

Under Public Sector sick leave arrangements introduced in 2014, typically you have access to paid sick leave of 13 weeks (92 days) at full pay in one year, followed by 13 weeks (91 days) at half pay. This is subject to a maximum of 26 weeks (183 days) in a rolling 4 year period. If you exceed 183 days paid sick leave you may receive Temporary Rehabilitation Remuneration for a further 18 months (548 days), subject to the terms of the Public Sector sick leave arrangements.

Extended Sick Leave for Critical Illness*

Under the Public Sector sick leave arrangements, there is a Critical Illness Protocol whereby employees may be granted extended paid sick leave of 26 weeks (183 days) at full pay in one year, followed by 26 weeks (182 days) at half pay, subject to a maximum of 52 weeks (365 days) in a rolling 4 year period.

If you exceed 365 days paid sick leave, you may receive Temporary Rehabilitation Remuneration for a further 12 months (365 days). Temporary Rehabilitation Remuneration may be extended for a further period up to a maximum of 2 years (730 days).

Temporary Rehabilitation Remuneration

Temporary Rehabilitation Remuneration is based on your accrued pension benefits that would have applied had you actually retired on ill health grounds. It may be granted where there is a realistic prospect of an individual returning to work. However, any added years arising from purchase of service arrangements are not taken into account, as no retirement has actually taken place.

Ill Health Early Retirement Pension

Alternatively, if you retire on the grounds of ill health you may be entitled to an Ill Health Early Retirement Pension. Even if you have many years of service, your Ill Health Early Retirement Pension will only be a fraction of your salary. In addition, those paying PRSI at the 'A' rate may be entitled to a State Illness Benefit, but at just €9,776 p.a. (2015 level), the State Illness Benefit provides a small income only.

The reality is that long-term illness inevitably means a severe drop in living standards. The need for some kind of additional income is vital.

How the Plan works – Disability Benefit

Once your salary has reduced to half pay or Temporary Rehabilitation Remuneration is being paid, the Plan aims to pay you an income of up to 75% of your salary less any other income (e.g. half pay, Temporary Rehabilitation Remuneration, Ill Health Early Retirement Pension, State Illness Benefit) to which you may be entitled.

The Plan goes on paying you until you recover, are deemed fit to return to work by Friends First, die, or right up to your 65th birthday, if you are permanently disabled.

If a member making a claim decides not to apply for Ill Health Early Retirement Pension (perhaps because he/she intends to return to work) and Friends First agrees that there is a reasonable expectation of returning to work, then Friends First may pay a benefit of 75% of salary less any State Illness Benefit/Temporary Rehabilitation Remuneration for a maximum of 2 years. This means no deduction will be made from the benefit paid under the Plan for an amount equivalent to Ill Health Early Retirement Pension, as no Ill Health Early Retirement Pension is being claimed. If a member retires subsequently and an Ill Health Early Retirement Pension is paid, the additional amount that was paid under the Plan since the effective date of early retirement must naturally be repaid to the insurer.

* There are certain criteria used to determine whether an illness qualifies for extended paid sick leave.

Important: You must remain an EPA/NRA employee to remain an eligible member of the Plan. If you leave the EPA/NRA you must inform Cornmarket in writing, as you can no longer stay in the Plan, and you will not be able to claim from it.

Membership of the Plan is more vital than ever.

Example of how the Plan works

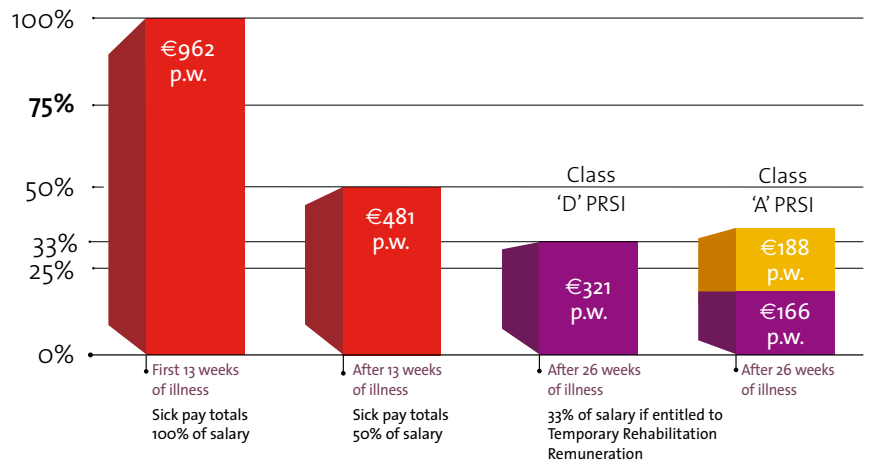
The example below is based on a Public Sector employee, who is a member of the Superannuation Scheme with 20 years' service earning €50,000 per annum, who is now unable to work due to disability arising from illness or injury. It is assumed that standard Public Sector sick leave arrangements apply (i.e. 13 weeks full pay in one year, followed by 13 weeks half pay), extended paid sick leave under the Critical Illness Protocol does not apply and Ill Health Early Retirement Pension is granted after 2 years.

- Sick Pay
- Plan Benefits
- Temporary Rehabilitation Remuneration
- State Illness Benefit
- Ill Health Early Retirement Pension
- State Invalidity Pension

An example of what happens when sick pay runs out

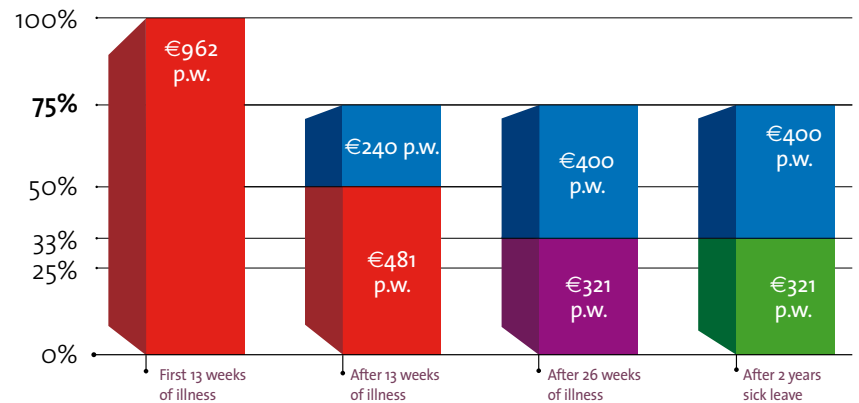
Staff recruited to the Public Service on or after 6th April 1995 pay class A PRSI. Their Superannuation Plan pension is integrated to take account of the value of the Contributory State Pension in calculating the pension payable.

In the event of illness, they may typically claim State Illness Benefit.

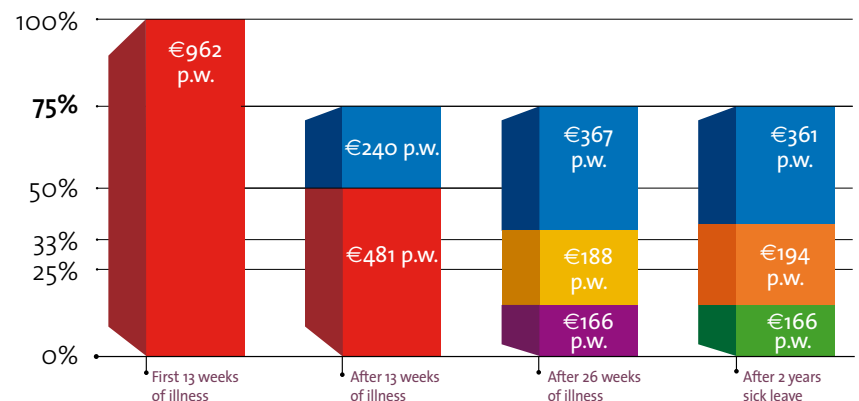


Examples of how the Plan works

D Rate PRSI Example



A Rate PRSI Example



Additional protection for you and your family

The main purpose of the Income Continuance Plan is to provide you and your family with financial support in the event that you fall ill and find yourself unable to work. The Plan provides additional benefits in the form of:

Life Cover

Death Benefit

Should you die, the issue of financial support may be even more pressing for your family. Mortgage payments, day-to-day living expenses, credit card bills, etc. will still have to be met by those you have left behind.

The Plan recognises this fact by providing an important extra benefit in the form of Death Benefit (typically equivalent to twice your annual salary). As with your Disability Benefit, this Death Benefit is salary linked – so it changes each year in line with your salary.

This benefit ceases on your 65th birthday or when you retire (other than on grounds of ill health) or leave the Plan, if earlier.

Important information regarding the payment of Death Benefit

The Revenue rules permit the payment of a tax-free lump sum cash payment of up to four times salary in the event of death in service before retirement. In the majority of cases, therefore, the full amount of the benefit under this Plan will be payable in a tax-free lump sum form.

Any tax-free lump sum death benefit will be payable by the Trustees of the Plan to one or more Dependants* chosen in accordance with the Plan Rules. You may, however, wish to assist the Trustees in exercising their discretion by indicating the person(s) to whom you would wish the lump sum to be paid by completing a Letter of Wishes.

Any balance of death benefits that cannot be paid as a tax-free lump sum will be applied to provide a pension for your surviving dependants, subject to certain restrictions.

*Dependant means your Spouse or Civil Partner or Child or any other person, who, in the opinion of the Trustees, is wholly or substantially dependent upon you for the ordinary necessities of life, or was so dependent during the two years immediately preceding the date of death.

Making a claim

Please contact Cornmarket's claims team on (01) 408 4018 for more information on claiming from the Plan.

Accidental Death Benefit

In the event of accidental death, a benefit of €15,000 is payable in addition to the normal Death Benefit of typically twice annual salary.

This benefit ceases on your 65th birthday, or when you retire (other than on grounds of ill health) or leave the Plan, if earlier.

'Accidental Death' is defined as 'death as a direct result of a bodily injury arising from an external and accidental cause which leaves a visible bruise or wound'.

Children's Death Benefit

In the event that a member's child between the ages of 0 and 21 dies, a death benefit of €4,000 will be paid to the member.

Please contact Cornmarket for terms and conditions and general exclusions.

What happens at retirement?

Our experience has been that the vast majority of members still need some element of Life Cover (Death Benefit) even after they retire. For this reason, members will automatically move into the Cornmarket Retired Members' Life Cover Plan* on retirement, without having to undergo any medical underwriting.

Contributions for this Plan will not commence until your membership has been transferred into the Retired Members' Life Cover Plan at retirement.

The cost of this Plan is 0.5% of the Full-Time Equivalent Pensionable Salary. Full-time Equivalent Pensionable Salary (FTEPS) takes into account basic salary at retirement plus any fluctuating pensionable earnings averaged over the 3 years prior to retirement.

The benefit payable is set out in the table below. Cover and premiums cease at age 85.

Age at Death	Lever of cover
50-56	150% x salary**
60-69	100% x salary
65-69	75% x salary
70-74	50% x salary
75- 84	20% of salary

Members who wish to opt-out from the Plan can do so by calling Cornmarket on (01) 408 4195.

*Underwritten by Irish Life Assurance plc.

**Salary is defined as Full-Time Equivalent Pensionable Salary and is determined at the date of retirement.

Affordable for every member

How much does the Plan cost?

As membership is so vital, the Plan is designed to be affordable for every member. It is remarkably good value because it is negotiated on a special 'group basis' for members of the EPA/NRA. The contribution rate is currently set at just 1.14% of gross salary and, for most members, is conveniently deducted from your salary by your employer.

Please bear in mind that it is your responsibility to ensure that the correct deductions have, in fact, been made by your employer and that deductions are cancelled where appropriate.

A helping hand from Revenue

You are eligible at your highest rate of tax on the contribution that you pay. As you make your contributions through salary, tax relief is applied automatically.

This means for most members the cost of membership is between €6 and €8* a week after tax.

Note: The Death Benefit is provided under an AVC arrangement and, therefore, qualifies for tax relief.

*Based on an EPA/ NRA staff member on a salary between €35,000, (paying income tax @ 20%) and €110,000 (paying income tax @ 40%).

Plan cost:

Disability Benefit	0.91%
Death Benefit	0.23%
Total cost	1.14%

Rates include Government Insurance Levy of 1%.

Example of new cost:

Income	Weekly Gross	Weekly Net
€35,000	€7.65	€6.12*
€45,000	€9.83	€5.90**
€55,000	€12.02	€7.21**
€60,000	€13.11	€7.86**

*Real contribution rate of 0.91% paying income tax @ 20%.

**Real contribution rate of 0.68% paying income tax @ 40%.

Please note: This rate (based on the benefits in place at the 2015 review) is guaranteed until the next Plan review on 1st October 2018.

How to join the Plan

Who is eligible to join?

To be eligible to apply for membership of the Income Continuance Plan you must be:

- 1 Under age 65 *and*
- 2 In pensionable employment with the EPA or NRA *and*
- 3 Working for 8 hours or more per week.

All eligible new employees are automatically included in the Plan upon commencement of employment unless they opt not to join. Existing employees must complete an application form to join the Plan.

Please note: Members on paid or unpaid maternity leave are eligible to join the Plan.

Job/work sharers

Eligible job sharing/work sharing employees of the EPA/NRA who satisfy the eligibility conditions listed opposite may also apply to join the Plan. The level of contribution and benefits which apply for them may differ from those relevant for permanent full-time members.

Important: You must remain an employee of the EPA/NRA to remain an eligible member of the Plan. If you leave the EPA/NRA you must inform Cornmarket in writing as you can no longer stay in the Plan and you will not be able to claim from it.

HOW TO JOIN

The EPA/NRA Income Continuance Plan helps members maintain the standard of living they deserve. If you haven't already joined the Plan, don't put it on the long finger.

Apply to join now, simply call us on (01) 470 8054

Cover begins as soon as Friends First accepts you as a member of the Plan.



Frequently Asked Questions

1 When does my membership begin?

All new employees are automatically accepted into the EPA/NRA Income Continuance Plan. Existing staff must complete an application form. Your cover begins from the date Friends First accepts your application to the Plan.

Members receive a formal acceptance letter confirming they have been included as members of the EPA/NRA Income Continuance Plan. In some cases medical evidence may be required before membership of the Plan can be confirmed. This may involve providing further details over the telephone or attending a medical examination at Friends First's expense.

Please note: Friends First have agreed that periods of sick leave prior to joining the Plan will be taken into account in the calculation of the expiry of the deferred period.

2 What is the deferred period?

The deferred period is the waiting period before the Plan benefit becomes payable. For the purpose of this Plan, from 2014, the deferred period is 13 weeks (92 days) disability in a 12 month period or 26 weeks (183 days) in a rolling 4 year period, where Standard Sick Leave has been granted. For cases where Extended Sick Leave has been granted, the deferred period is after 26 weeks (183 days) disability in a 12 month period or 26 weeks (365 days) in a rolling 4 year period.

3 When does my membership end?

Membership of the Plan ends:

- On your 65th birthday as far as the Disability Benefit and the Death Benefit are concerned (assuming you have not retired) *or*
- If you no longer fulfil the eligibility requirements as set out *or*
- If you leave the EPA/NRA *or*
- If your contributions to the EPA/NRA Plan cease (please bear in mind that the responsibility to ensure that the correct contributions to the Plan are paid rests with you)
- On your retirement (other than on the grounds of ill-health) *or*
- On your death,

whichever is the earliest

Upon retirement, you are automatically included in the Cornmarket Retired Members' Life Cover Plan unless you decide to opt out.

Important: You must remain an employee of the EPA/NRA to remain an eligible member of the Plan. If you leave the EPA/NRA you must inform Cornmarket in writing as you can no longer stay in the Plan and you will not be able to claim from it.

4 What is the definition of salary?

For the purpose of this policy, salary is defined as:

- (i) In the case of an Insured Person who is a member of a Superannuation Scheme, their basic annual salary plus the average of any allowances received in the preceding 3 years which are taken into account for sick pay and/or for the purposes of that Superannuation Scheme *and*
- (ii) In the case of an Insured Person who is not a member of a Superannuation Scheme, their basic annual salary plus the average of any allowances received in the preceding 3 years which would be taken into account for sick pay and for the purposes of a Superannuation Scheme had that Insured Person been a member of a Superannuation Scheme.

5 When does benefit payment under the Plan begin?

Once Friends First has accepted your claim and you have completed the relevant deferred period, benefit payment will commence.

Please remember that it can take a number of weeks to process your claim. As soon as you become aware that, due to disability from illness or injury, your salary is likely to reduce to half pay or cease altogether, please let us know. Ideally, we should be informed about **8-9 weeks** in advance to enable the Insurance Company to assess your claim and gather the relevant medical and employer information. As we understand that this may not always be possible, Friends First may not be able to pay your benefit at the time that your salary reduces or ceases. In such cases your benefit may, depending on the particular circumstances, be backdated to the date when your salary reduced to half pay or stopped altogether, where the claim is subsequently admitted.

6 For how long will I be paid benefit under the Plan?

The Plan will continue to pay benefit for as long as you are totally unable, due to disability from illness or injury, to carry out your normal occupation and you are not following any other occupation. Disability Benefit payments will stop when either:

- You recover *or*
- It has been determined by Friends First, based on medical evidence, that you are no longer prevented from carrying out your normal occupation *or*
- You return to work *or*
- You die *or*
- You reach your 65th birthday,

whichever is the earliest.

In certain cases benefits may be paid where the member returns to work but at a reduced level of earnings due to partial disability.

Notice period if claim is ended: In the case of claimants who have been in receipt of benefit for at least one year, where medical evidence indicates that a member is fit to return to work, Friends First will give 3 months' notice before ending the payment of benefit. This only applies to those cases where a claim has been in continuous payment for 12 months or more.

7 How disabled do I have to be to qualify for benefit under the Plan?

To qualify for disability benefit under the Plan, Friends First must be satisfied that you are totally unable to carry out your duties under your normal occupation by reason of disablement due to illness or injury, and that you are not engaged in any other occupation for profit or reward or remuneration.

The Policy Definition of a Period of Disability

A period throughout which a member is totally unable to carry out his/her normal occupation due to a recognised illness or accident, and during which the member is not involved in carrying out any other occupation for profit, reward or remuneration of any kind whatsoever (whether sedentary or otherwise) and whether or not entirely different from his/her normal occupation.

8 What if I take a career break, take unpaid leave or change my working hours?

If you intend taking a career break, take unpaid leave or change your hours (e.g. Job Sharing) please contact Cornmarket on (01) 408 4195 to discuss the options available.

9 Are there any exclusions under the Plan?

Friends First will not be liable under this Policy in respect of any member who immediately prior to a Period of Disability is not engaged in a full-time, permanent part-time or a job sharing remunerated occupation.

There will be no entitlement to Benefit under this Policy if the circumstances giving rise to a claim for Benefit are either directly or indirectly attributable to:

- Any form of war whether declared or not
- Participation in a riot, insurrection or civil commotion
- The taking of alcohol or drugs (otherwise than under the direction of a registered medical practitioner)
- A wilfully self-inflicted injury or the deliberate neglect of health by failure to seek or follow medical advice.

10 What benefits do members on a temporary contract get?

A claim in respect of a member on a temporary contract is treated in the normal manner as outlined in questions 5 and 6. If a member cannot work due to illness or injury and their contract expires before the expiry date of the deferred period (13 weeks in any 12 month period), their claim will be considered subject to the usual medical evidence requirement. For example, if a member suffers an illness with 3 months or less remaining on their contract, and remains disabled to the end of the deferred period, their claim will be considered in the normal manner.

11 What if I have unearned income?

In general, investment and rental income will not be taken into account when making a claim under the Plan. Benefit from any accident or sickness policy will however be taken into account, except once-off lump sum benefits paid under a critical/serious illness policy. Additionally other income received from other sources (for example another employment) shall be considered in the financial assessment of your claim.

12 What happens in the event of judicial separation or divorce?

If you obtain a judicial separation or divorce, are a member of the EPA/ NRA Pension Scheme (not retired) and you are also a member of the EPA/NRA Income Continuance Plan, an application can be made to the court to obtain a Pension Adjustment Order. This Order will set out the death benefit of the Plan. Further information in relation to the operation and impact of a Pension Adjustment Order may be obtained from the Pensions Authority.

13 Under what circumstances can the Plan be amended?

Benefit levels and the rate of contributions under the Plan are reviewed on a regular basis. The next review of the Income Continuance Plan for members of the EPA/NRA is 1st October 2018. These reviews are designed to provide Cornmarket with an opportunity to canvass the market to ensure that the best deal is being provided for members. Likewise, the reviews provide the insurer with an opportunity to adjust the benefit levels and/or the rate of contribution in the light of relevant factors such as membership level, age profile, and the claims experience of the EPA/NRA Income Continuance Plan.

14 What are the maximum benefits under the Plan?

75% of your salary* as paid by your employer

less

a) Any amount of salary, earnings, profit, reward, or remuneration which you are in receipt of from your normal occupation or any other occupation or business

and

b) The Ill Health Early Retirement Pension/Temporary Rehabilitation Remuneration entitlement calculated on the normal basis as set down by your employer, irrespective of whether you are receiving this amount or not**

and

c) An amount equal to the State Illness Benefit payable to a single person, if you are entitled

and

d) Any benefit you are receiving under the Social Welfare Acts other than sickness, disability or treatment benefits

and

e) Any benefit you are entitled to under any other insurance against accident or sickness or other similar arrangement (where appropriate such an amount will be annualised), except benefits paid under a Lump Sum Critical/Serious Illness

and

f) Any annualised amount awarded by a court of law, an agreed settlement sum or ex-gratia payment attributable to loss of earnings arising out of any action relating to your disablement

or

The maximum Income Continuance Benefit – currently €250,000 per annum.

*Please refer to Page 8, Q4 for the definition of salary.

** However, in some cases the insurer may agree to pay a full 75% of salary without deductions for Ill Health Early Retirement Pension/Temporary Rehabilitation Remuneration if they think there is a reasonable expectation of you returning to work.



Please Contact Cornmarket on (01) 470 8054
for full details of the Plan.

Claiming from the Plan – a step-by-step guide

Cornmarket's role is to help guide members through the claims process. We have considerable experience in this area and, on behalf of claimants, work closely with the relevant insurance companies to ensure that all legitimate claims are promptly paid. We are here to talk you through the process and explain any additional documentation that you may be required to provide.

1 Contact Cornmarket

Cornmarket is not automatically notified of your absence from work through illness. This means as soon as you become aware that, due to illness or injury, your salary is likely to reduce to half pay or cease altogether, please let us know. Ideally, we should be informed about **8-9 weeks** in advance to enable Friends First to assess your claim and gather the relevant medical and employer information. As we understand that this may not always be possible, Friends First may not be able to pay your benefit at the time your salary reduces or ceases. In such cases the benefit will be backdated where the claim is subsequently admitted. You can contact us by:

- Calling the Claims Team on **(01) 408 4018**
- Writing to us at:
SPS Claims Department,
Cornmarket Group Financial Services Ltd.,
Christchurch Square, Dublin 8
- Emailing: spsclaims@cornmarket.ie.

2 Your Claims Pack

Once you have informed us that you wish to make a claim, you will be issued with a claims pack containing all of the information that is required to enable Friends First to assess your claim.

3 Processing your Claim

Upon receipt of your completed claim form, Friends First will begin assessing your claim.

4 Medical Examination

Medical evidence will be assessed by Friends First. In some cases the insurer will request that you attend an independent medical examination (at Friends First's expense) to confirm you are indeed totally unable to carry out your normal job because of your disability.

5 Additional Medical Evidence

In all cases Friends First will require additional medical evidence from doctors and/or specialists who have attended you. You may possibly be requested to attend a further medical examination (at Friends First's expense).

6 Decision on your Claim

Once all the medical evidence and documentation has been received, the insurer will make a decision on your claim.

7 Your Benefit

Once a new claim is accepted, payment of the benefit is made every four weeks in arrears. Benefit payments are subject to income tax.

Your benefit will continue to be paid for as long as you remain unfit to carry out your normal occupation because of disability from illness or injury. Benefit payments will stop when:

- You recover *or*
 - When Friends First decides, based on medical evidence, that you are no longer prevented from carrying out your normal occupation due to disability arising from illness or injury *or*
 - You return to work *or*
 - You die *or*
 - Your 65th birthday,
- whichever is the earliest.

In certain cases, benefit may be paid where you return to work at a reduced level of earnings due to partial disability. From time to time, Friends First will require medical evidence confirming that you remain unfit to work.

8 Claimants' Tax Return Service

Claimants of the Scheme, whose claim is in payment for a minimum of 3 months, have the option to avail of the Claimants' Tax Return Service provided by Midas.

Midas is a tax-based service and not a regulated financial product. Cornmarket Retail Trading Ltd. is a wholly-owned subsidiary of Cornmarket Group Financial Services Ltd.

**Please Contact Cornmarket on (01) 470 8054
for full details of the Plan.**

Important:

Short-term claims: As a result of recent changes to Public Sector sick pay arrangements there is a likelihood of an increase in short-term claims. With some short-term claims, the medical evidence required may not be as detailed as that required for a long-term claim.

Late Notification of Claims: It is not often possible to retrospectively assess the validity of a claim in cases where a significant period of time (approx. 3 months) has elapsed since your salary reduced or ceased. For this reason, it is vital that you register your claim promptly in line with the guidelines given (**8-9 weeks** before your salary reduces to half pay or ceases altogether). In the case of late notification of a claim, cases will be assessed on individual merit and the insurer reserves the right to decline to assess the claim.



The Environmental Protection Agency/ National Roads Authority Income Continuance Plan

This Plan Summary provides an outline only of the main benefits of the EPA/NRA Income Continuance Plan as of November 2015, and is issued subject to the provisions of the policy, and does not create or confer any legal rights. The information contained herein is based upon our current understanding of the Public Sector sick leave arrangements and Revenue law and practice as of November 2015.

The EPA/NRA Income Continuance Plan is governed by the master Policy Document No. 708221 issued by Friends First. Members of the Plan may request a copy of the policy document from the Head Office of the EPA/NRA or the Dublin office of Cornmarket Group Financial Services Ltd.

The Death Benefit is provided under Group Life Assurance Plan No. 710976 issued by Friends First, which is a Defined Contribution Scheme for the purposes of the Pensions Act 1990, as amended, is designed to qualify as an exempt approved scheme under Chapter 1 of Part 30 of the Taxes Consolidation Act 1997 and is established under Trust with formal Rules. All benefits payable under the Plan are provided by means of one or more insurance policies with Friends First plc.

The Revenue Approval number is SF 84677. The Pensions Authority register number is PB242540.

This booklet provides a simple explanation of the operation of the Life Assurance Plan but you should bear in mind that it cannot overrule the Trust Deed and Rules which govern the Plan. These may be inspected by arrangement with your employer.

Cornmarket is committed to providing a high level of service and has a complaint handling procedure in place. Should you feel that you have not received a satisfactory level of service, please write in the first instance to Jane Horan, Assistant Manager, Compliance Department, Cornmarket Group Financial Services Ltd, Christchurch Square, Dublin 8.

If you are dissatisfied with the outcome of your complaint through Cornmarket, you may also submit your complaint to the Financial Services Ombudsman's Bureau, 3rd Floor, Lincoln House, Lincoln Place, Dublin 2, or logon to www.financialombudsman.ie