

MINOR BENEFICIARIES IN EMPLOYER-OWNED GROUP LIFE POLICIES

When a group life benefit is due to a beneficiary under the age of 18, Old Mutual Group Assurance cannot make payment directly to the minor. However, the company will honour the wishes of the employee to help safeguard the child's financial interests.

WHO RECEIVES THE GROUP LIFE BENEFIT?



1. IF A NOMINATION FORM IS COMPLETED:

Your employee must complete a Nomination Form to specify a beneficiary for their benefit. If the beneficiary is a minor when the employee passes away, Old Mutual will process the claim as follows:

- a) If the Nomination Form includes specific instructions by the employee on how to pay the benefit to the minor, we will follow those instructions. For example, if the employee says that the payment to the *minor should go into a trust fund** or to the minor's informal guardian, we will follow that instruction
- b) If the Nomination Form does not say how the minor beneficiary should be paid, the payment will be made to the minor's legal or natural guardian.



2. IF NO NOMINATION FORM HAS BEEN COMPLETED:

The benefit will be paid into the estate of the person who died.

USEFUL INFORMATION:

- The minor's parent, as shown on their birth registration documents, acts as the **natural guardian**. The court appoints a **legal guardian** to look after the minor child.
- If the employee does not give specific instructions on the Nomination Form, the minor's legal or natural guardian may request payment into a trust or beneficiary fund.
- We cannot pay benefits to informal caregivers (someone who looks after the minor without being a natural or legal guardian) unless the employee names them in the Nomination Form.
- We only pay a benefit into a trust, beneficiary fund or similar structure if the Nomination Form clearly instructs us to do so.
- * An unmarried person younger than 18 years.
- ** Before a benefit can be paid into a trust fund the trust deed will need to be checked to confirm that the minor is the only beneficiary of that trust fund.



UPDATING THE NOMINATION FORM:

- Please ask your employees to update their Nomination Form regularly and include clear instructions if they nominate a minor as a beneficiary.
- If you, as the employer, want to use a beneficiary fund to pay benefits to minors, please make sure the Nomination Form includes this option.



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GROUP ASSURANCE**

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Old Mutual Life Assurance Company (SA) Limited is a licensed FSP and Life Insurer.