



Complimentary Retrenchment Support Benefit Campaign Terms and Conditions (“Terms”)

1. Complimentary Retrenchment Support Benefit:

If the policy owner is retrenched and remains unemployed for a minimum period of 30 consecutive days from the date of retrenchment **(i)** during first 2 policy years of the eligible ILP plan; or (ii) up to the policy anniversary immediately after the policy owner’s 65th birthday of the eligible ILP plan, whichever earlier, provided the policy remains in force, we will pay a retrenchment support benefit of **SGD/USD1,000 (“RSB”)**. The eligible ILP plans are as set out in Table A below and the currency of the \$1,000 payout will follow the currency in which the policy is denominated.

In the event that the policy owner has more than one eligible ILP plan, the coverage start date will be based on the first policy issued during the period **from 1 October 2020 to 31 December 2020 (both dates inclusive)**. For the avoidance of doubt, each policy owner shall only be entitled to a one-time payment of SGD/USD1,000 regardless of the number of eligible ILP plans purchased.

Table A: Eligible ILP Plans

Eligible ILP Plans	Minimum Investment Period (MIP)
InvestReady - Wealth (II)	3 years*
	5 years
	10 years
	10 years (USD)
	10 years Flexi
	10 years Flexi (USD)
ManuInvest Duo	20 years Flexi
	10 years
	15 years
	20 years

*MIP 3 years Flexi Plans are excluded

- To be eligible for the complimentary RSB, the policy owner must be below sixty-five (65) years old (age as at last birthday) on the policy issuance date of the eligible ILP plan(s).
- The complimentary RSB is only applicable to policy owners with eligible ILP plan(s) issued between **1 October 2020 to 31 December 2020 (both dates inclusive)**.
- You must apply for this RSB using the Application for Complimentary Retrenchment Support Benefit form within 6 months from the date of retrenchment. The form can be found on <https://www.manulife.com.sg/en/self-serve/forms.html>. We will assess your application and will in our sole and absolute discretion decide if you are eligible to receive this RSB. We may ask you to submit any evidence as we may require in order to assess your eligibility to receive this RSB after you have submitted the application. For avoidance of doubt, this RSB is not applicable to corporate owned policies or policies which have been assigned to a corporation.

5. **The RSB will not be payable if:**
- (i) you are aware of the retrenchment before the policy issue date of the eligible ILP plan;
 - (ii) you are self-employed, or is an independent contractor or sole proprietor at the date of retrenchment;
 - (iii) the employer is your spouse, or relative of yours;
 - (iv) you or a relative of yours, (a) hold a substantial interest in, or (b) are in a position to exercise control over the appointment and termination of employees in the company, corporation, limited liability partnership, society, association or partnership (or such other similar body whether incorporated or unincorporated) which employs you;
 - (v) the retrenchment arises out of your:
 - a. retirement; or
 - b. resignation; or
 - c. termination or suspension due to willful or deliberate misconduct or unlawful behavior; or
 - d. natural expiry of the employment contract; or
 - e. leave of absence whether paid or unpaid; or
 - f. military discharge; or
 - g. any voluntary forfeiture of income by you; or
 - (vi) you suffer from retrenchment from a full-time employment which you have not worked for at least 6 consecutive months immediately prior to the retrenchment.
6. **Waiting Period:**
You will only be eligible for RSB:
- (i) after 90 days from the **policy effective date of the eligible ILP plan** or the date of most recent reinstatement, whichever is later; and
 - (ii) if you remain unemployed for a minimum period of 30 consecutive days from the date of **retrenchment** (as mentioned in the **retrenchment** letter issued by **your** employer).
7. Retrenchment means:
- (i) in the case of Singapore Citizens and Singapore Permanent Residents:
your employer has terminated your full-time employment due to redundancy and has ceased to make regular contribution to your CPF. You must not be receiving any income from any other employment (whether full-time or part-time).
 - (ii) in the case of foreigners holding a valid employment pass issued by the Ministry of Manpower of Singapore:
your employer has terminated your full-time employment due to redundancy and your employment pass is cancelled by the employer. You must not be receiving any income from any other employment (whether full-time or part-time).
- The term “retrenched” shall be construed accordingly.
8. Full-time employment means:
- (i) In the case of Singapore Citizens and Singapore Permanent Residents
you are working for at least 35 hours per week with an employer on a permanent basis for at least 6 consecutive months immediately preceding the retrenchment and is contributing on a regular basis to your Central Provident Fund (CPF) Ordinary Account.
 - (ii) In the case of foreigners holding a valid employment pass issued by the Ministry of Manpower of Singapore
you are working for at least 35 hours per week with an employer on a permanent basis for at least 6 consecutive months immediately preceding the retrenchment and must have a valid employment pass issued by the Ministry of Manpower of Singapore.



9. Manulife reserves the right to replace the Complimentary RSB with benefit(s) of similar or other value without prior notice.
10. The complimentary **RSB** shall terminate automatically on the earliest of the following events:
 - (i) the expiry of 2 years from the date of issue of the Eligible ILP Plan;
 - (ii) the date when a claim on RSB is admitted;
 - (iii) the policy anniversary immediately after the policy owner's 65th birthday;
 - (iv) when the Eligible ILP Plan is cancelled within 14 days' free-look period, lapses, is assigned, is surrendered, or otherwise terminated; and/or
 - (v) when Manulife receives the policy owner's written request for termination of the Eligible ILP Plan.
11. Manulife is not liable for any losses, claims, demands, expenses and/or other liabilities, whatsoever in relation to the Complimentary RSB.
12. You consent under the Personal Data Protection Act 2012 to the collection, use, disclosure of your personal data by/to Manulife and such other third party as Manulife may reasonably consider necessary for the purpose of this Campaign and you confirm that you agree to be bound by the terms of Manulife privacy policy, a copy of which can be found on <https://www.manulife.com.sg/personal-data-protection.html>.
13. By taking part in this Campaign, you accept that all decisions made by Manulife in connection with this Campaign (including the interpretation of the Terms of this Campaign) shall be final and binding on all participants. No appeals will be entertained. In the event of any inconsistency between these Terms and any brochure, marketing or promotional material relating to this Campaign, these Terms shall prevail.
14. All applications for this Campaign are subject to such policy terms and conditions as Manulife may impose.
15. Manulife shall have the sole and absolute discretion to exclude any person from participating in this Campaign, without providing any reason and without prior notice.
16. Manulife reserves the right at its sole and absolute discretion to amend, add, withdraw, supplement, terminate, cancel or suspend this Campaign or to vary the Terms of this Campaign at any time without notice or reason or liability.
17. You agree to indemnify Manulife and hold it harmless against all losses, claims, demands, expenses and other liabilities (including legal fees) suffered or incurred by Manulife as a result of any breach of these Terms or of applicable laws by you including, without limitation, any representation made by you which is not authorised under these Terms or otherwise in writing by Manulife, or any claim made by you.
18. Manulife shall be excused from performance under this Campaign and shall not be in default in respect of any obligation hereunder to the extent that the failure to perform such obligation is due to a force majeure event, beyond the control of Manulife.
19. Nothing in these Terms is intended to constitute, create, give effect to, or otherwise recognise a joint venture, partnership or relationship of principal and agent of any kind.
20. The invalidity, unlawfulness or unenforceability of any provision in these Terms in any respect under applicable law shall not affect the validity, legality or enforceability of the remaining provisions hereof.



21. A person who does not participate in the Campaign shall have no right under the Contracts (Rights of Third Parties) Act (Cap. 53B Singapore Statutes) to enforce any of these Terms.
22. The Terms of this Campaign will be governed by and construed in accordance to the laws of Singapore and you agree to submit to the exclusive jurisdiction of the courts of Singapore.
23. This Campaign cannot be used in conjunction with other promotions or campaigns carried out by Manulife, unless otherwise permitted by Manulife in its sole and absolute discretion.
24. All information is correct as at 13 November 2020.