

Target Market Determination (TMD): TAL Employee Insurance Plan

Issuer of this TMD: Mercer Superannuation (Australia) Limited

Issuer ABN: 79 004 717 533

AFSL: 235906

Date of TMD: **5 October 2021**

TMD Version No: 1

Next Review Date: No later than **4 October 2024** (unless a review trigger occurs prior, in which case the review trigger will trigger an earlier review of this TMD).

This Target Market Determination (**TMD**) sets out the target market for the TAL Employee Insurance Plan (the **product**), triggers to review the target market and certain other information. It forms part of the product issuer’s design and distribution arrangements.

This document is **not** a product disclosure statement, and is **not** a summary of the conditions, features or terms of the product. The terms and conditions of cover provided under the product are set out in the TAL Employee Insurance Plan Product Disclosure Statement and Policy Document, along with any Employer Plan Schedule. Consumers who may become beneficially entitled under the product should carefully read those documents before deciding to change cover or to continue to hold an interest in the TAL Employee Insurance Plan. This document does not take into account any person’s individual objectives, financial situation or needs. If a person has any questions about the TAL Employee Insurance Plan, please speak with a financial adviser or contact us.

The product is structured through TAL Super, a member’s interest in TAL Super is governed by the Master Deed of the Mercer Super Trust. TAL Super provides members with access to life insurance through superannuation.

Description of the TAL Employee Insurance Plan (s994B(5)(b))	
Product description (RG274.68 (b))	<p>The TAL Employee Insurance Plan is a risk only superannuation product. It is designed to provide insurance benefits to consumers as part of an employee insurance plan provided by TAL Services Limited (Employer). The benefits are provided through an insurance policy which is owned by the product issuer, under which the employees are designated as insured persons. The product provides the following insurance cover:</p> <ul style="list-style-type: none"> • Life insurance, which provides a lump sum payment in the event of death or terminal illness. • Total and Permanent Disablement (TPD) insurance, which provides a lump sum payment in the event of sickness or injury that results in permanent inability to work (as set out in the PDS in relation to the definition of TPD).
Key attributes	
For full details on key attributes, refer to the PDS or contact us for eligibility criteria, terms and conditions. Additional limitations may apply depending on personal circumstances.)	<p>As the TAL Employee Insurance Plan is a risk only superannuation product, it does not provide for any savings or investment. No refunds are provided when the product ends, and it does not accumulate a cash value. The premium paid provides protection if the insured event happens.</p> <p>Key attributes include:</p> <ul style="list-style-type: none"> • <i>A benefit is payable</i> in the event of the death, terminal illness or the total and permanent disablement of an insured person. Insurance cover ends after any benefit is paid. • <i>The payment of premiums</i> – The Employer makes superannuation contributions to the product to meet the cost of the premiums for the insurance cover. These contributions are in addition to any superannuation guarantee, salary sacrifice or any other mandated employer contributions the Employer makes on an employee’s behalf and will count towards an insured person’s superannuation contributions cap each year. • <i>Eligibility criteria</i> – certain persons may be ineligible for cover if they do not meet the eligibility criteria for this product. Eligibility criteria include age and employment status with the Employer. • <i>This is not an accumulation superannuation account, and will not provide a balance in a member’s superannuation account for retirement</i> • There may also be other product specific exclusions and customisable benefits (set out in the PDS)
Description of target market for the TAL Employee Insurance Plan (s994B(5)(b) and RG 274.68 (a))	
<i>Likely objectives, financial situation and needs of</i>	<p>This product is designed for consumers who have a need, or may in the future have a need, to:</p> <ul style="list-style-type: none"> • pay for outstanding financial commitments, or provide for dependants in the event of death or terminal illness;

<i>consumers in the target market.</i>	<ul style="list-style-type: none"> • protect against the permanent loss of future income in the event of being permanently unable to work due to sickness or injury, and/or; • ensure outstanding financial commitments, the needs of dependants and ongoing living expenses can be covered in the event of being permanently unable to work due to sickness or injury. <p>The product is suitable for members who do not intend to use TAL Super to accumulate wealth for retirement or hold investment options as part of their superannuation product. Contributions made to TAL Super are only used for the purposes of paying insurance premiums. TAL Employee Insurance Plan through TAL Super is not a savings plan and therefore members do not have an account balance in TAL Super and therefore there is no investment component</p>
<i>Financial situation of consumers in the target market</i>	Premiums for the insurance cover are the only costs of the product. Premiums are paid by the Employer, by way of a superannuation contribution to the product on the members behalf. There is no additional or direct cost to consumers in the target market. This product is designed for consumers who are employed by the Employer who is paying for the cost of the insurance benefits provided under the product.
<i>Demographic and eligibility requirements</i>	This product is designed for consumers who: <ul style="list-style-type: none"> • are employed by the Employer; and • are within the relevant age requirements of the policy.
An explanation of the appropriateness of the product for the target market (s994B(8))	
(RG 274.68 (c))	Broadly, the target market comprises consumers who have or expect to have outstanding financial commitments that will not be satisfied in the event of their own death, terminal illness or total and permanent disablement and who are provided with insurance as a benefit of their employment with the Employer. As the product is only available to employees of the Employer and pays a lump sum on death or terminal illness it is therefore likely to meet the needs, or go towards meeting the needs, of those in the target market.

TAL Employee Insurance Plan Distribution Requirements (s994B(5)(c))	
Specify any conditions and restrictions on retail product distribution conducted in relation to the product (distribution conditions), other than a condition or restriction imposed by or under another provision.	<p>The product:</p> <ul style="list-style-type: none"> • may be distributed without personal financial product advice. • may only be made available to employees of TAL Services Limited (or its Related Bodies Corporate)
Why these distribution conditions and restrictions will make it more likely that the	Consumers are more likely to be in the target market if the product is distributed in alignment with the distribution conditions. Entry criteria for the product will also broadly control how consumers in the target market may access the product.

consumers who take up the product are in the target market.	
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TAL Employee Insurance Plan Review Triggers (s994B(5)(d) – (h))

Specify events and circumstances (review triggers) that would reasonably suggest that the determination is no longer appropriate. (s994B(5)(d))	<p>Review Trigger 1: A significant change in law that materially affects the product design, distribution of the product or class of products that includes this product.</p> <p>Review Trigger 2: Product performance is materially inconsistent with the product issuer’s expectations of the appropriateness of the product to consumers having regard to product claim ratios and the number of paid, denied and withdrawn claims.</p> <p>Review trigger 3: Significant or unexpectedly high number of complaints regarding product design, claims and distribution conditions that would reasonably suggest that this TMD is no longer appropriate.</p> <p>Review trigger 4: The product issuer determines that a significant dealing in the product outside the target market (except for an excluded dealing) has occurred.</p> <p>Review Trigger 5: The use of Product Intervention Powers in relation to the distribution or design of this product where the product issuer considers this to be a reasonable indication that this TMD is no longer appropriate.</p>
Specify the <i>maximum period</i> from the start of the day the determination is made to the start of the day the first review of the determination under section 994C is to finish. (ss994B(5)(e))	Subject to intervening review triggers, no more than 3 years.
Specify the <i>maximum period</i> from the start of the day a review of the determination under section 994C is finished to the start of the day the	Subject to intervening review triggers, no more than 3 years.

<p>next review of the determination is to finish. (s994B(5)(f))</p>	
<p>Specify a <i>reporting period</i> for reporting information about the number of <i>complaints</i> about the product. (See s994F(4).</p>	<p>Reporting period for complaints is half yearly, with reports required within 10 business days of the reporting period.</p>
<p>Specify the types of information, event or circumstance that may arise and would reasonably suggest to the product issuer of this TMD that the <i>determination is no longer appropriate</i>. (s994B(5)(h))</p> <p>For each kind of information, specify:</p> <p>(i) The regulated person/s or regulated persons that are required to report the information to the insurer who made the determination.</p> <p>(ii) A reporting period for reporting the information under subsection 994F(5).</p>	<p>Issuer:</p> <ul style="list-style-type: none"> • Relevant regulation, legislation and/or ASIC instruments relating to the change in law. • During the review period, the actual measures, and, where applicable the actual relation to the expected measure of product claims ratio and the number of paid, denied and withdrawn claims • Relevant Product Intervention order <p>Reporting Period (for Issuer): Issuer holds this information and may access this when available.</p> <p>Distributor:</p> <ul style="list-style-type: none"> • Complaints and the nature of the complaints regarding product design, product availability, claims and distribution conditions. Including if there are no complaints (Complaints Information). • Any dealing in the product which the regulated person becomes aware of is not consistent with the TMD, including dealings which are significant dealings (Outside TMD dealing). <p>Reporting period (for Distributors): <i>Complaints information:</i> Six monthly, with reports required within 10 business days of the reporting period. <i>Outside TMD dealing:</i> within 10 business days of becoming aware of any Outside TMD dealing if the distributor becomes aware of any Outside TMD dealing.</p>