

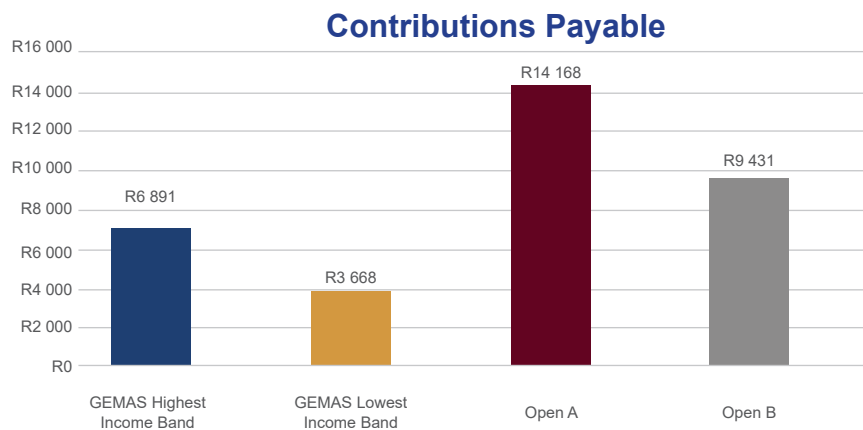
GEMAS

Grintek Electronics Medical Aid Scheme

Dear Member,

As you may be aware, health care costs have been increasing substantially over the years, and though we have been able to maintain consistent rates of contribution increases for many years, we now have no other option but to share some of these costs with employees to allow Grintek Electronic Medical Aid Scheme (GEMAS) to continue offering rich health benefits.

The contribution increase to GEMAS members is 12%, effective 1 January 2018. Despite the level of increase GEMAS still continues to offer its members a value for money proposition. The Scheme has reviewed a benefit richness comparison prepared by its independent actuaries and with confidence can confirm to its members that GEMAS compared favourably in both the benefits it provides and the contributions payable in respect thereof when compared to the large open market schemes in the market. The GEMAS contributions are calculated on the affordability of members, thus contributions are based on salary bands, the open market schemes do not make provision for this, a flat rate of contributions are paid irrespective of your salary. On average you will have to pay 30% to 35% more for the same level of benefits on an open scheme compared to GEMAS.



Calculated on an average family of 2 adults and 2 children per month for 2018

The Scheme benefits changes for 2018 include benefit limit increases. Some of the generous benefits provided by the Scheme include:

- Unlimited GP consultations (excluding procedures and materials) at 90% of Scheme tariff.
- Unlimited Conservative and restorative dentistry treatment at 90% of Scheme tariff.
- Unlimited Hospitalisation.
- GP and Specialist procedures in hospital paid at 250% of Scheme tariff.

A summary of the benefits and contributions is enclosed for your information.

The Trustees value your support and remain committed to meeting the needs of members for 2018.

May you and your family enjoy a safe and joyful festive season and a healthy 2018.

Kind regards

Yours sincerely

BW le Roux
Principal Officer
Grintek Electronics Medical Aid Scheme