



Welcome to Amazon!

We are glad to inform you that you are eligible to make your Benefits elections once you are on-boarded with Amazon and this documentation will provide you with insights about Benefits.

Please read this document carefully as you are required to review the details and take action in regards to supplementary mandatory benefits within first full employment month.

Discovery Health Medical Aid

Discovery Health is the medical scheme chosen by Amazon South Africa to provide health cover for its regular employees. All new hire regular employees are required to join Discovery Health as Principal members within the first 30 days of employment. If you are already on Discovery Health, you will need to complete the Transfer Request Form and submit it to Benefits Operations Team within 30 days from your joining day. If you are enrolled in your Spouse's Medical Coverage and you would like to continue with the same, you will need to provide your Spouse's current year Medical Aid Certificate to the Benefits Operations Team within 30 days from your joining day

- Employees can choose from various [plans](#) available with Discovery Health according to their needs.
- Amazon provides a subsidy towards Discovery Medical Benefits.

You will receive an auto activation SMS from Discovery on the first Friday after your date of joining.

Your Action: Once you receive SMS from Discovery with your username and password on the registered phone number, please log on to the Discovery website using the username and password and complete your online application.

Note: It is Mandatory for you to be a member of Discovery Health Medical Aid Scheme within first 30 (thirty) calendar days of your employment with Amazon. Should you fail to register with Amazon's Medical Aid Scheme or provide your Spouse's Medical Coverage current year Certificate, you will be enrolled in the lowest Discovery Medical Aid Plan by default.

If you need to speak with our consultants before making your Medical Aid selection, you can contact Cleo Jansen at Jansenc@aforbes.com or Destiny Harris at Harrisd@aforbes.com or Hayley Cornelissen at CornelissenH@aforbes.com from Alexander Forbes, who are our consultant for Discovery Health.

Vitality Benefits Cover

[Discovery Health Vitality](#) is an optional health program that employees can join. Vitality encourages and rewards employees for living healthy. If you are a current Discovery Member, you can transfer your account together with your Vitality membership to the Amazon account, once you've joined.

Gap Cover

Admed Supreme Gap cover is an optional benefit, which provides tariff shortfall on in-hospital specialist claims, cancer-related claims, specific out-of-hospital costs, private ward, and cover for international claims and scope and scans. You will be able to register to Gap Cover Benefit once on-boarded with Amazon.

Momentum Provident Fund

Provident Fund offers retirement savings as well as benefits such as group life insurance, disability, funeral, family assistance, and a basic education benefit. This is a mandatory benefit.

- Employees must make a minimum contribution of 1% of their annual base salary and Amazon will match their contribution up to 7.5%. If you fail to enroll in the Provident Fund Benefit within the first month of your employment, you will be defaulted to 7.5% of Provident Fund starting the first full salary month.
- Group Life Insurance covers one annual base salary of the employee.
- Members can increase their Life Insurance cover up to a maximum of 12x annual base salary as well as enhance their Family Protector benefits.
- Funeral Benefit covers R15 000 for employee/spouse/child (14+ years) and R7 500 for child aged below 14 years.
- Disability Income Benefit covers 75% of your monthly base salary (subject to approval).
- Employees are eligible for Family Assistance and a basic Education Benefit as well as access to [Study Master](#).

For more details, please review Day One Email, which will be sent to you once you are on-boarded with Amazon.