

Insurance and pensions

Start-up package for entrepreneurs /





Simple and practical /

Many young entrepreneurs face questions about insurance when they start their own business. Your advisor from AXA would be happy to explain everything you need to know and put together a straightforward insurance and pension package that is tailored to your needs.

People who are confident of their qualifications and abilities and who want to assume personal responsibility are increasingly likely to start their own business. At the same time it is important not to be overwhelmed by the administrative burden that this entails. AXA's Start-up package will save you a lot of time, because it offers comprehensive advice and streamlined administration.

While independence presents opportunities, it also raises a lot of questions. What should be included in your occupational benefits plan and your private pension? What about employee benefits for your staff? Do you need property and liability insurance? AXA's Start-up package for new business owners offers coverage that matches your specific situation and helps you master the challenges of independence.

The Start-up package at a glance

Insurance and pension coverage

You and your advisor from AXA will work together to analyze your company's situation and find a mandatory and voluntary insurance package that meets your requirements. This includes:

- Personal insurance (accident and daily sickness benefits),
- Occupational benefits, and private pensions,
- Property and liability insurance, and
- Legal protection insurance.

Legal advice

- Legal advice by telephone to the value of CHF 100
- MyRight.ch with interactive contract templates and online legal support

Seminar for entrepreneurs

CHF 100 discount on a 16-lesson Migros seminar about starting your own business.

Start-up guide

All you need to know about how to found, manage and financially protect a small business.

Package discounts

A discount when you purchase more than one policy from AXA.

What types of insurance do you really need? /

During the initial phase of a company start-up, you will want to be certain that every franc you invest is going to help your company thrive and expand. That's why it's especially important to ensure that your insurance solutions are efficient and take full account of the priorities of your business.

Risk analysis

As a young entrepreneur you will ask yourself the following questions:

- What insurance do I need?
- What risks cannot be insured?
- What risks are irrelevant?

Your advisor at AXA will help you to evaluate your personal and professional situation.

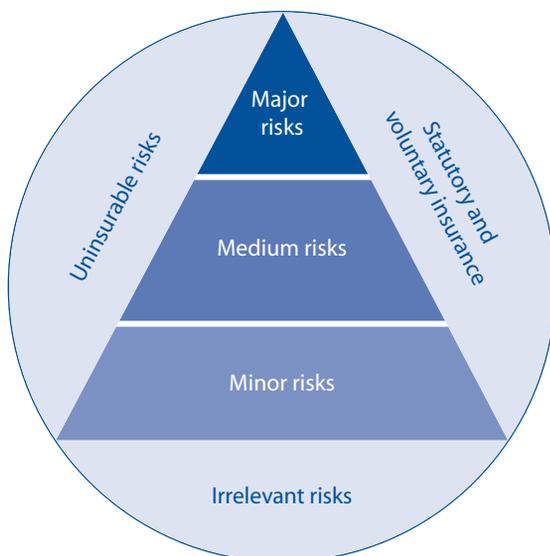
Mandatory insurance

The provisions for mandatory insurance don't always apply and are not the same for all companies. In other words, there are differences depending on the business's legal form and sector. We can help you take the right decisions at an early stage.

Customized insurance

Which voluntary insurance will add value to your business? When does it make sense to purchase additional coverage? Questions like these can be answered only on a case-by-case basis. AXA will work with you to find a solution that is in the best interests of you and your company.

Risk situation



Risk management



You can find further advice on how to avoid or reduce risks in the document **“Questions about and recommendations on risks”** at AXA.ch/startup (in German, French and Italian).

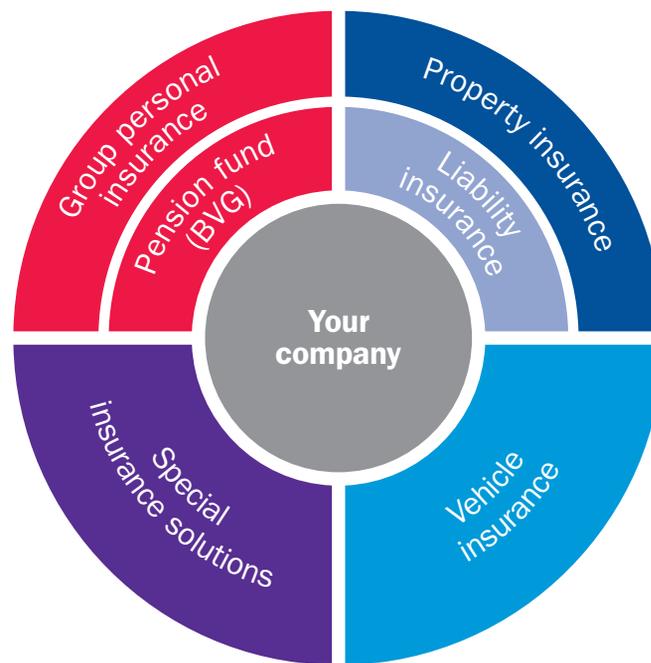
All-inclusive package that offers the right degree of protection /

Protecting your new company will be an important concern, which means you will need insurance. Customized business insurance will help to protect your balance sheet and income statement against potential negative impacts. And once you have a clear overview of your benefits you will know exactly where you stand.

Targeted advice

Together with your advisor, you will analyze the risk and pension situation for your company. AXA will then draw up a needs-oriented solution aimed at optimizing your financial security.

Scope of advice offered





Personal insurance

Insuring all your accident and daily sickness benefits under one contract means that you benefit not only from simplified administration but also from an attractive package discount. Combining the different forms of coverage into a single contract enables optimum coordination of the insured benefits and helps avoid overinsurance or gaps in your coverage. We therefore recommend that you combine your insurance into one transparent, needs-oriented package covering:

- Daily sickness benefits insurance for employees
- Compulsory accident insurance under the UVG
- Accident insurance for employees, supplementary to UVG coverage
- Accident insurance for clients and visitors
- Accident and health insurance for company owners

Pension fund (BVG)

A simple and uncomplicated introduction to occupational benefits insurance

Property insurance

A property insurance policy provides protection against damage, destruction or loss of goods and facilities resulting from fire, natural forces, water, theft, or glass breakage. It includes:

- Loss of earnings and additional costs in connection with property damage
- Cost of cleanup and disposal, accounts receivable, employee and visitor effects
- Damage to installations and machinery
- Damage to transported goods
- Damage to buildings

Accounts receivables insurance

This covers invoices that have been issued but not settled. As the company owner, you will be protected if your clients are unable to pay. You will also benefit from a credit check, professional debt enforcement, and a guaranteed indemnity three months after you file a claim.

Liability insurance

Liability insurance covers you against third-party claims based on statutory liability provisions that are brought against the insured or the company or that arise from the building or land you own. It also defends you against unjustified claims.

Vehicle insurance

Vehicle insurance protects your motor vehicles against claims relating to liability, full or partial accidental damage, and accident.

Legal protection

This insurance protects your legal rights and covers the costs arising from disputes.



Personal insurance for you and your employees /

For your personal insurance, AXA offers you a comprehensive package that covers all aspects of your business and provides benefits that are tailored to your needs. What is covered by mandatory social insurance? And when does it make sense to purchase supplementary insurance?

The first question to ask is: What actually needs to be covered by social insurance? The answer is: All employees. As the owner of a limited company or corporation, you are subject to the same insurance obligations that apply to all employees. On the other hand, if you're self-employed, the only mandatory forms of insurance are AHV, disability (IV), and income replacement (EO). For self-employed persons, it is therefore especially important to analyze the necessity of setting up a voluntary pension plan.

Efficient partnership

AXA will look after all the administration so that you can concentrate on what is most important. AXA's services include:

- Annual electronic transfer of salary notifications
- Online claims notification
- Online forms and administrative services

Contribution rates for mandatory insurance

		Applicable salary	Employer/employee	Self-employed person
AHV/IV	Old age, survivors' and disability insurance	The whole salary	5.15% / 5.15%	Max. 9.7%
EO	Income replacement, maternity allowance			
ALV	Unemployment insurance	Annual salary up to CHF 126,000	1.1% / 1.1%	No contributions
FAC	Family compensation fund	The whole annual salary	Varies by canton (e.g. Zurich: 1.2%)	Mandatory in some cantons
UVG	Insurance for occupational (OA) and non-occupational accidents (NOA)	Annual salary up to CHF 126,000	OA/NOA rate	Voluntary
BVG	Occupational benefits insurance	Max. effective salary of CHF 84,240 less coordination deduction of CHF 24,570 equals max. pensionable salary of CHF 59,670	7%–18% of savings contributions plus risk insurance and Guarantee Fund contributions. The employer must pay at least half of these.	Voluntary



Persons subject to insurance coverage

	Employees and owners of a limited company or corporation	Sole proprietor or partner (self-employed persons)
Voluntary	<ul style="list-style-type: none"> ■ Daily sickness benefits* ■ Supplementary accident coverage ■ Extra-mandatory BVG benefits 	<ul style="list-style-type: none"> ■ Daily sickness benefits ■ Accident coverage for company owners ■ BVG benefits ■ Private pension
Mandatory	<ul style="list-style-type: none"> ■ AHV/IV/ALV insurance ■ Accident ins. under the UVG* ■ Mandatory insurance under the BVG** 	<ul style="list-style-type: none"> ■ AHV/IV*
	<p>* Mandatory for companies in the construction and catering sectors with a collective labor agreement.</p> <p>* Companies involved in construction and related activities and manufacturing companies must be insured with SUVA. Persons working more than 8 hours a week also have accident coverage outside working hours.</p> <p>** Becomes mandatory as soon as the annual salary reaches CHF 21,061.</p>	<p>Larger Pillar 3 deduction possible; option to insure under Pillar 2.</p> <p>* Unemployment insurance not possible</p>

Overview of personal insurance

	Description	Recommendation	AXA's offer
UVG	All employees must be insured against occupational accidents. Employees who work more than 8 hours a week must also be insured against accidents outside working hours (i.e. non-occupational accidents). Self-employed persons can take out UVG coverage voluntarily.	The maximum pensionable salary is CHF 126,000. We recommend that you consider taking out supplementary insurance for any salary that exceeds this amount.	Personal insurance "Professional"
BVG	Mandatory insurance applies to employees with annual salary of more than CHF 21,060 starts on January 1 after the year in which they turn 18. Self-employed persons can take out insurance voluntarily with a collective foundation, their professional association's pension fund, or the National Substitute Pension Plan.	We will be glad to advise you about the possibilities that exist for extra-mandatory coverage for disability, old age, and death so that you and your employees are sufficiently protected and are able to take advantage of tax breaks.	BVG Basic / Plus / Family
Daily sickness benefits	Mandatory only in the case of special collective labor agreements (in the construction and catering sectors, for example). An independent employer can take out insurance along with his/her employees.	Unless you have daily sickness benefits insurance, you may find yourself facing a serious shortfall in income. For their part, employers insure against the risk of having to continue to make salary payments in the event of illness.	Personal insurance "Professional"
Private pension	In your situation it may make sense to take out a private pension plan as a way of supplementing AHV/IV and BVG benefits. Pillar 3a with tax deductions of max. CHF 6,739 or Pillar 3b as a flexible pension. As a self-employed person without a Pillar 2 plan, you can deduct a higher amount under Pillar 3, up to 20% of the income or a maximum of CHF 33,696.	As the company owner, you will need to review your situation as regards pensions and taxes. As a self-employed person, it is particularly important that you work with your advisor to analyze your coverage in the event of disability or death.	Private pension

Your advantages /

MyRight.ch legal support (in German, French and Italian)

Penetrating the thicket of laws and regulations is virtually impossible unless you are a lawyer. As a Start-up client, you can turn to MyRight.ch, the smart assistant from AXA-ARAG.

MyRight.ch – legal information online

You can access legal information online, free of charge, and without restrictions. The website offers:

- Checklists with sample templates that you can download
- Personalized contracts that you can draw up interactively
- Answers to important basic questions

AXAjur – legal information by phone

Faced with a standard problem that calls for a single answer?

You are entitled to obtain legal information worth CHF 100 about the following areas by phone over the next three years.

- Labor law
- Other contract law (contracts subject to the Swiss Code of Obligations, excluding company law and securities law)

Start-up guide (in German, French and Italian)

The “My own business” guide will answer the most pressing questions you will face during the start-up phase – from choosing the right legal form for your business, all the way through to business plans, finances, and protection for the owner, employees and company.

You can order the guide by returning the order card or by e-mail: professional@axa-winterthur.ch.



**Seminar for entrepreneurs
(in German, French and Italian)**

Migros-Klubschule offers a seminar on starting out on your own (in German only). Here you can learn the basics for getting your business up and running.

You will learn how to plan and take the first steps correctly when starting your own business.

The seminar gives you an in-depth appreciation of the processes and environment in which small and medium-size companies operate. It also looks at company law, the commercial register, the legal forms under which businesses can operate, and the basic legal requirements.

As a Start-up client, you will benefit from a CHF 100 discount on registration.

Starting a small business

Content	The pros and cons of starting your own business, business plan, legal forms (corporation, limited company, or sole proprietor) and commercial register, insurance (AHV, ALV, IV, EO, FAC, SUVA) and pensions, advertising and marketing, finances and taxes
No. of sessions	16
Entry requirements	None
Target group	Individuals who intend to start their own small business
Qualification	Certificate of attendance
Location	As shown on www.klubschule.ch
Provider	Klubschule Migros



Questions frequently asked by entrepreneurs /

How do I register with the AHV?

You will receive the registration forms automatically after you have entered yourself in the commercial register. In other words, you don't have to do anything for the time being. If you have a sole proprietorship that does not need to be entered in the commercial register, you will need to notify the compensation fund (AHV/IV/EO) if you make a profit of more than CHF 2,300* annually (Art. 19 of the AHV ordinance). The compensation fund will then decide whether you are "independent" as defined by the law on social insurance. The AHV publishes a summary sheet that defines these criteria for self-employed persons.

I would like to withdraw my pension fund and Pillar 3a assets in order to start my own business. What does this involve?

Only those who are registered as self-employed with the compensation fund can withdraw their assets from the occupational benefits insurance. The same applies to assets from a Pillar 3a account. Self-employment refers to sole proprietors or partners. Owners of corporations or limited companies have employee status and are not allowed to withdraw their Pillar 2 and Pillar 3a assets.

For this reason, entrepreneurs often first set up a sole proprietorship, which they then change into a corporation or limited company at a later date. The application to withdraw assets must be filed within one year of the date on which you become self-employed.

How are the assets I withdraw from my pension fund and Pillar 3a account taxed?

The federal and cantonal authorities will tax the assets you withdraw as income, but at a lower rate.

Repayment of withdrawn pension fund assets

You are under no obligation to repay the pension fund assets you withdraw, not even if you change the legal form of your company or close it down. You can, however, voluntarily repay the funds if you have an active occupational benefits plan that allows you to purchase additional benefits.

What possibilities do tax-privileged pension plans offer me as a self-employed person, i.e. as a sole proprietor or partner?

If you have employees who are covered under a BVG plan, you can take out insurance under the same plan, with one of AXA's collective foundations for example. On the other hand, if you have no employees you may be able to enroll with the pension fund of your professional association or the National Substitute Pension Plan. In addition, you can take out a Pillar 3a plan offering a reduced tax rate, just like an employee.

Instead of a pension plan, you can also open a Pillar 3a account for your benefits provision. This enables you to pay in as much as 20% of your income (max. CHF 33,696*). Your advisor will help you decide which type of pension and what level of benefits make the most sense for your situation.

Can a self-employed person voluntarily take out insurance against unemployment?

Self-employed persons are not eligible for unemployment insurance, not even on a voluntary basis. On the other hand, they do not have to pay any premiums.

How can I protect myself against the financial risks I may face if my employee falls ill?

Employers can cover their obligation to continue salary payments in the event of an employee's illness as defined in Art. 324 of the Swiss Code of Obligations by taking out daily sickness benefits insurance.

Including your spouse in the pension plan

Your spouse who works with you must be included in your occupational benefits plan if the salary exceeds CHF 21,060*. As the owner of a corporation you must be insured too if your salary exceeds this threshold. Self-employed persons can enroll voluntarily with their spouse's/employee's pension fund.

I'm about to take over the inventory of a current business. How is this insured?

Property insurance usually covers existing facilities on a new-for-old basis. We recommend that you find out the current value of any property you acquire. It is quite likely that the actual value of the property and facilities you are buying – should you have to replace them after a fire, for example – will be considerably higher than the amounts currently shown on your balance sheet.

Can I protect my earnings if my operations are disrupted because of fire or water damage?

Yes, you can take out business interruption insurance to cover the additional costs that arise in these situations.

See AXA.ch/startup for more information.

**Pension and insurance matters demand individual attention.
AXA shows you fresh alternatives and delivers relevant solutions.**

Arrange for an advisory meeting without obligations still today.

This is for information purposes only and not binding.

AXA Winterthur
General-Guisan-Strasse 40
P.O. Box 357
8401 Winterthur
24-hour telephone:
0800 809 809
AXA.ch
AXA Life Ltd

Under AXA.ch/SOM you will find us
also on the following platforms:

