

PLAN ENHANCEMENTS



As your incumbent carrier, we know how valuable employee benefits are to you and your employees. In support of this, we have committed to matching your current plan exactly. In addition to matching the current plan design, we have identified several plan enhancements to enrich your life insurance program. We offer the life insurance enhancements at no additional cost beyond the premium paid. You have the flexibility to choose any, or all, of the following enhancements:

Special Guaranteed Issue Enrollment Opportunity for Current Insureds

In an attempt to increase supplemental life participation, we are offering an annual guaranteed issue enrollment opportunity. Current insureds may elect or increase coverage by \$10,000 without evidence of insurability, provided that the resulting amount of insurance does not exceed the guaranteed issue limit of \$250,000. Increases above the guaranteed issue limit are also available, however require evidence of insurability.

Our guaranteed issue offer for all eligible employees will be accompanied by our best practices educational and enrollment materials. These materials will be included at no additional cost. By accepting the guaranteed issue offer we require that our best practices are followed to ensure employees understand the special guarantee issue opportunity, allowing them to make the best decision for themselves and their families, while at the same time ensuring the long-term health of your group term life insurance plan.

Increased Supplemental Life Maximum for Employee

We propose increasing the supplemental life maximum to \$500,000 to help keep pace with increasing salaries and insurance needs. The guaranteed issue limit will be increased to \$250,000 for newly eligible employees.

Increased Supplemental Life Maximum and Guarantee Issue for Child

We propose increasing the supplemental child life maximum to \$15,000 (subject to state guidelines). The guaranteed issue limit will be increased to \$15,000 for newly eligible children. Employees do not need to be enrolled in supplemental life to elect child supplemental life coverage (subject to state guidelines).

Extended Child Life Eligibility

While Life and AD&D benefits do not fall within the scope of health care reform, it may ease administration to have child age eligibility match health care reform age eligibility rules. We can write the child age requirements of the policy to provide coverage from live birth to 26 years of age, regardless of student status. Additionally, there is no reduction to coverage for children less than 6 months.