



PLAN ENHANCEMENTS

We understand how valuable employee benefits are to you and your employees. In support of this, we have identified several plan enhancements to enrich your life insurance program. In addition to matching the requested plan design, our life insurance proposal offers plan enhancements at no cost beyond the premium paid. You have the flexibility to choose any, or all, of the following enhancements:

Increased Supplemental Life Maximum for Employee

We propose increasing the supplemental life maximum from \$300,000 to \$500,000 (limited to five (5) times salary) to help keep pace with increasing salaries and insurance needs. We recommend increasing the maximum benefit to allow for increased coverage.

Increased Supplemental Life Maximum for Spouse

We propose increasing the supplemental spouse life maximum from \$150,000 to \$500,000 (limited to five (5) times salary) and limited to 100% of total basic and supplemental amount for which employee is eligible. The guaranteed issue limit will be increased from \$30,000 to \$50,000 for newly eligible spouses. Employees do not need to be enrolled in supplemental life to elect spouse supplemental life coverage.

Increased Supplemental Life Maximum and Guarantee Issue for Child

We propose increasing the supplemental child life maximum from \$10,000 to \$15,000, limited to 100% for which employee is eligible. The guaranteed issue limit will be increased from \$10,000 to \$15,000 for newly eligible children. Employees do not need to be enrolled in supplemental life to elect child supplemental life coverage.

Remove Age Reductions for Supplemental Life

We propose removing the supplemental life age reductions from the plan design. Because this plan will be part of The Municipal Pool, age reductions can be removed.

First Eligible Newborn Child Benefit

Our proposal includes a benefit to be paid if an employee's first eligible newborn child dies within 31 days of birth but prior to the employee enrolling for child life coverage.

Annual Open Enrollment for Child Life

Our proposal includes a special guaranteed issue opportunity for child(ren) during the initial enrollment period, as well as each year during the annual enrollment period. One low monthly premium covers all eligible dependent children in the family up to the maximum child life benefit amount.

Portability

In addition to offering conversion, portability allows employees who are no longer eligible under the group policy to continue basic and supplemental life coverage under a group plan. Spouse and dependent coverage may also be continued, if the employee continues his or her own coverage. There is no charge to the group plan or to active employees for this benefit.

Benefitcloud

Benefitcloud is a state of the art mobile solution that saves employers time and makes communication of all core and voluntary employee benefits easier. It provides year-round awareness, education, and support for employee benefits and empowers employees to make better health and financial decisions leading to improved plan performance. Please see the Benefitcloud Solution flyer for more detail.

Accelerated Death Benefit

We offer one of the most competitive and flexible accelerated death benefit provisions in the market. Terminally ill insureds with a life expectancy of 24 months or less can accelerate up to 100% of their combined basic and supplemental insurance – to a maximum of \$1,000,000. The minimum face amount eligible to be accelerated is \$10,000. We do not discount the benefit amount for early payment of the claim. This provision has no impact to the premium rates.
