

GET THE FACTS - QUICK REFERENCE GUIDE

VOLUNTARY LIFE INSURANCE PLANS

Life insurance benefits often form the cornerstone of an employee benefits package. This 100% voluntary offering can be sold as a standalone plan or as a supplement on top of a Basic Life plan. With the ability for employees to buy-up \$25,000 annually with no medical evidence as well as helpful flat benefit amounts, this plan becomes a simple yet vital employee benefit.

Here are the facts on the Voluntary Life Plan from **The Hartford's Employee Choice BenefitsSM**.

PLAN DESIGN & BENEFIT INFORMATION		OPTIONS AVAILABLE
Eligibility Basics	<ul style="list-style-type: none"> • 50+ Lives • Employee (EE) - 20 hours/week; Under age 80 • Spouse (SP) - Under age 80 • Child(ren)(CH) - Under age 26¹ • No retirees, temp or seasonal employees 	<ul style="list-style-type: none"> • Work hours can be set by the employer; minimum is 16/week • Term age range is 65-85 • CH age range is 18-26
Benefit Reductions	50% at age 70	<ul style="list-style-type: none"> • ADEA 1 • ADEA 2 • ADEA 3 • 35% @ 65, 50% @ 70
Funding Options	100% EE-paid (Voluntary)	<ul style="list-style-type: none"> • Can be sold as a standalone plan • Can be sold along with a 100% employer-paid Basic Life plan (non-contributory)
Coverage Amounts	<ul style="list-style-type: none"> • \$25,000 - \$250,000 • Flat Amounts; no salary multiplier • Increments of \$25,000 • Annual buy-up option of one increment with no Evidence of Insurability (EOI) 	
Guarantee Issue <i>(Based on eligible lives)</i>	<ul style="list-style-type: none"> • Less than 500 Lives: \$100,000 • 500-999 Lives: \$150,000 • 1,000-4,999 Lives: \$200,000 • 5,000+ Lives: \$250,000 	
Coverage Election	<ul style="list-style-type: none"> • EE Only • EE & CH • EE & SP • EE & Family 	
Spouse Benefit	<ul style="list-style-type: none"> • 100% of EE benefit • Guarantee Issue Limit of \$50k 	
Child Benefit	\$10,000	\$15,000
UNDERWRITING GUIDELINES		OPTIONS AVAILABLE
Underwriting Type	<ul style="list-style-type: none"> • First Time Buyer • Inforce Takeover² 	
Participation	<ul style="list-style-type: none"> • 10 enrolled lives • 10% participation to honor rate guarantee 	
Rate Structure	<ul style="list-style-type: none"> • Attained Age • 5-year age bands 	
Rate Guarantee Period	2 years	1 and 3 years
Enrollment Type	Annual Open Enrollment	

continued



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STANDARD PRODUCT PROVISIONS		OPTIONS AVAILABLE
Accidental Death & Dismemberment (AD&D)	Included: <ul style="list-style-type: none"> • Mirrors EE Plan Design • 24-Hour Coverage • Enhancement Benefits included 	
Portability	Included: <ul style="list-style-type: none"> • EE amount up to \$250k • SP/CH port included • 50%, 75% or 100% of face amount available at the time of port • Must be under age 65 	
Conversion	Included	
Premium Waiver	Included: <ul style="list-style-type: none"> • 9 month Elimination Period • To SSNRA if disabled prior to age 60 	<ul style="list-style-type: none"> • To SSNRA if disabled prior to age 60, 5 years if after age 60 • To SSNRA if disabled prior to SSNRA
Living Benefit Option (Accelerated Death Benefits)	Included: <ul style="list-style-type: none"> • 12-month or less life expectancy • 80% of benefit may be accelerated • \$3,000 minimum payment 	
ADDITIONAL SERVICES		
Funeral Planning and Concierge Services³	A suite of online tools to guide employees through key decisions before a loss, including help comparing funeral-related costs. After a loss, this service includes family advocacy and professional negotiation of funeral prices with local providers-often resulting in significant financial savings. In addition, Express Pay is offered for expedited claims payments in as little as 48 hours.	
Estate Guidance[®] (online will preparation) ⁴	A service that helps employees protect their family's future by creating a customized and legally binding will online. Online support is also available from licensed attorneys.	
Beneficiary Assist^{®4}	Compassionate expertise to help employees or their loved ones cope with emotional, financial and legal issues that arise after a loss. Includes unlimited phone contact with professionals, as well as five face-to-face sessions.	
Travel Assistance⁵	Toll-free 24/7 emergency assistance for employees, spouses and eligible dependents when traveling 100 miles or more from primary residence for 90 days or less. Services include pre-trip information, emergency medical assistance across the globe and emergency personal services.	
Identity Theft Protection & Assistance⁵	24/7 access to Identity Theft protection whether home or away. Protection is provided two ways: educational materials to help prevent identity theft and access to caseworkers who can help victims resolve problems that result from identity theft.	

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¹ Healthcare Reform Definition – not available in all states.

² For Inforce Takeover – Assumes plan replaces prior carrier's inforce plan rounded to the next higher \$25,000

³ Funeral Concierge Services are offered through Everest Funeral Package, LLC (Everest). Everest is not affiliated with The Hartford and is not a provider of insurance services. Everest and its affiliates have no affiliation with Everest ReGroup Ltd., Everest Reinsurance Company or any of their affiliates. The Hartford is not responsible and assumes no liability for the services provided by Everest Funeral Package, LLC as described in these materials.

⁴ Estate Guidance[®] and Beneficiary Assist[®] services are offered through The Hartford by ComPsych[®]. ComPsych is not affiliated with The Hartford and is not a provider of insurance services. The Hartford is not responsible and assumes no liability for the goods and services provided by ComPsych. EstateGuidance is a registered trademark of ComPsych. Beneficiary Assist[®] is a registered trademark of The Hartford.

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