

# Basic Employee Life and AD&D Plan Offerings

	Basic Employee Life and AD&D	
	<b>Case Requirements</b>	
<b>Availability</b>	<ul style="list-style-type: none"> <li>Must be sold with Medical</li> </ul>	<ul style="list-style-type: none"> <li>Selected types of businesses are ineligible (see SIC code list)</li> </ul>
<b>Employee Participation Requirements</b>	<ul style="list-style-type: none"> <li>Non-Contributory: 100%</li> </ul>	
<b>Employer Contributions</b>	<ul style="list-style-type: none"> <li>Non-Contributory: 100% employer paid</li> </ul>	
<b>Rating Methodology</b>	<ul style="list-style-type: none"> <li>Composition Rates</li> </ul>	<ul style="list-style-type: none"> <li>24-Month Rate Guarantee</li> </ul>
	<b>Eligibility Requirements</b>	
<b>Eligibility Waiting Period</b>	<ul style="list-style-type: none"> <li>The 1st of the month after date of hire</li> <li>The date of hire</li> <li>Waiting Period: X or 1st of month after X, where X = 30 days, 60 days, 90 days</li> <li>May be expressed in months</li> </ul>	
<b>Minimum Number of Hours</b>	<ul style="list-style-type: none"> <li>Full time = 20 hours/week</li> </ul>	
<b>Open Enrollment</b>	<ul style="list-style-type: none"> <li>Not available to Small Business</li> </ul>	
	<b>Benefit Specifics</b>	
<b>Benefit Amount – Flat</b>	<ul style="list-style-type: none"> <li>\$25,000 to plan maximum in \$5,000 increments</li> </ul>	
<b>Plan Maximums</b>	<ul style="list-style-type: none"> <li>5-9: \$50,000</li> <li>20-50: \$250,000</li> </ul>	<ul style="list-style-type: none"> <li>10-19: \$175,000</li> <li>51-99: \$350,000</li> </ul>
<b>Guarantee Issue</b>	Groups with: <ul style="list-style-type: none"> <li>5-9 eligible employees: \$25,000</li> <li>20-50 eligible employees: \$100,000</li> </ul>	<ul style="list-style-type: none"> <li>10-19 eligible employees: \$50,000</li> <li>51-99: \$175,000 or plan maximum</li> </ul>
<b>Age Reductions</b>	<ul style="list-style-type: none"> <li>65% at 65; 50% at age 70</li> </ul>	
<b>Waiver of Premium</b>	<ul style="list-style-type: none"> <li>Included: Must be disabled prior to age 60; premium waived to age 65</li> </ul>	
<b>Accelerated Death</b>	<ul style="list-style-type: none"> <li>Included: 50% to \$50,000</li> <li>12-month life expectancy</li> </ul>	
<b>Conversion</b>	<ul style="list-style-type: none"> <li>May convert to an individual whole life insurance policy when losing life coverage under the group plan under certain circumstances</li> </ul>	
<b>Portability</b>	<ul style="list-style-type: none"> <li>Not available</li> </ul>	
<b>Suicide Limitations</b>	<ul style="list-style-type: none"> <li>None</li> </ul>	
<b>AD&amp;D Amounts</b>	<ul style="list-style-type: none"> <li>AD&amp;D is always included with Basic Life</li> <li>Benefit amount matches the Basic Life benefit amount</li> </ul>	
<b>AD&amp;D Loss Periods</b>	<ul style="list-style-type: none"> <li>90 days</li> </ul>	
<b>Seatbelt Benefit</b>	<ul style="list-style-type: none"> <li>Seatbelt: 10% to \$10,000</li> </ul>	
<b>Retiree Coverage</b>	<ul style="list-style-type: none"> <li>Not available</li> </ul>	

## Discussion Points:

For Basic Life/AD&D, conversion to an individual life policy is required by state, and therefore arrangements must be made with an individual life insurance company to provide conversion policies. UHIC currently uses Gerber Life to issue individual conversion policies.