

Supplemental and Voluntary Life Insurance

	Supplemental Life 2 to 9 employees	Voluntary Life 10 to 50 employees	51+ employees
Basic Life Coverage	Required	Not required	Not required
Minimum Participation Requirement	None	3 enrolled employees	10 enrolled employees
Face Amounts	Increments as follows: \$10,000; \$25,000; \$50,000; \$75,000; or \$100,000	\$10,000 to \$300,000 maximum; increments of \$10,000 Option: Salary multiple plans if in-force Annual buy up option of one increment with no EOI, up to Guaranteed Issue	\$10,000 to \$500,000 maximum; increments of \$10,000 Option: Salary multiple plans if in-force Annual buy up option of one increment with no EOI, up to Guaranteed Issue
Guaranteed Issue	On-time enrollees: \$100,000 Late entrants: EOI required	\$100,000 Late entrants: Modified open enrollment	\$100,000 Late entrants: Modified open enrollment
Dependent Coverage	None	Spouse: Increments of \$10,000 to \$150,000 not to exceed 50% of employee benefit; Guaranteed Issue: \$50,000; Child: \$10,000	Spouse: Increments of \$10,000 to \$250,000 not to exceed 50% of employee benefit; Guaranteed Issue: \$50,000; Child: \$10,000
Domestic Partnership	Not Applicable	Included	Included
Student Limited Age	Not Applicable	Age 26 (no student requirements)	Age 26 (no student requirements)
Reduction in Benefit	35% of original amount at age 65; 50% of original amount at age 70	35% of original amount at age 65; 50% of original amount at age 70; can match current age reduction if different	35% of original amount at age 65; 50% of original amount at age 70; can match current age reduction if different
AD&D	None	Included	Included
Conversion	Included	Included	Included
Portability	Included	Included	Included
Retirees	Not Eligible	Not Eligible	Not Eligible
Premium Waiver	Premium waiver to Social Security normal retirement age if disabled prior to age 60	Premium waiver to Social Security normal retirement age if disabled prior to age 60	Premium waiver to Social Security normal retirement age if disabled prior to age 60
Living Benefit Option	Included	Included- See proposal	Included- See proposal
Rates	Attained age; 5 year age bands; Rate guarantee 2 years;	Attained age; 5 year age bands; Rate guarantee 2 years; Rated based on demographics	Attained Age; 5 year age bands; Rate guarantee 2 years; Rated based on demographics
Enrollment Type	Open Enrollment to new employer groups only	Modified Open Enrollment	Modified Open Enrollment