



## BASIC GROUP TERM LIFE

Provides basic coverage to employees while giving them the opportunity to purchase voluntary term life. You can change the amount of basic life coverage once a year, on the anniversary date, by making the request to underwriting.

EMPLOYEE Basic Term Life			
Available coverage	<ul style="list-style-type: none"> <li>Flat amounts in \$1,000 increments</li> <li>Multiples of salary rounded to the next \$1,000</li> <li>Class schedules: No more than 2.5 times between the classes and 10 times between the highest and lowest classes</li> </ul>		
Minimum	\$15,000		
Maximum	Lesser of seven times annual salary or \$1 million, combined with voluntary life		
DEPENDENT Basic Term Life <sup>1</sup>			
	Option 1	Option 2	Option 3
Spouse <sup>2</sup>	\$20,000	\$10,000	\$5,000
Dependent child:			
• Ages 6 months to 26 years	\$5,000	\$2,500	\$1,000
• Ages 15 days to 6 months	\$1,000	\$500	\$500
• Birth through 14 days	No benefit	No benefit	No benefit
	Option 4	Option 5	Option 6
Spouse <sup>2</sup>	\$20,000	\$10,000	\$10,000
Dependent child:			
• Ages 6 months to 26 years	\$10,000	\$5,000	\$10,000
• Ages 15 days to 6 months	\$1,000	\$1,000	\$1,000
• Birth through 14 days	No benefit	No benefit	No benefit

- Option 1 is available for groups with five or more eligible lives. Options 2 & 3 are available for groups with two or more eligible lives.
- Guarantee issue amounts for spouse/children coverage are equal to the benefit selected. Coverage and eligibility terminates at age 65.

### Guaranteed issue amounts

For groups of two or more, Humana guarantees that eligible employees, spouses, and dependent children will receive a specified amount of life coverage without medical underwriting. Amounts vary with the number of full-time eligible employees.

Eligible lives	Maximum guaranteed issue amounts
2 – 4	Up to \$25,000
5 – 9	Up to \$50,000
10 – 24	Up to \$100,000
25 – 50	Up to \$175,000
51 – 74	Up to \$200,000
75 – 99	Up to \$250,000
100 – 299	Up to \$300,000

### Minimum participation requirements

The minimum employer contribution for groups with two or more eligible employees is 50% of premium.

Employer contribution	Participation
100% of premium	100%
50-99% of premium	50%

**Retirees:** Basic Term Life is not available to retired employees.



## VOLUNTARY / SUPPLEMENTAL TERM LIFE

Available to groups with five or more eligible employees. Employees receive group rates and pay premiums through payroll deductions.

EMPLOYEE Voluntary Term Life	
Available coverage	Flat amounts in \$1,000 increments
Minimum	\$15,000
Maximum	<ul style="list-style-type: none"> <li>• \$250,000 for groups with 5 to 50 employees<sup>1</sup></li> <li>• \$500,000 for groups with 51 or more employees</li> <li>• \$1 million, combined with Basic Term Life</li> </ul>
DEPENDENT Basic Term Life <sup>1</sup>	
Spouse:	
<ul style="list-style-type: none"> <li>• Available coverage</li> <li>• Minimum coverage</li> <li>• Maximum coverage</li> </ul>	\$1,000 increments up to 50% of employee amount \$5,000 \$250,000
Dependent child:	
<ul style="list-style-type: none"> <li>• Ages 6 months to 26 years</li> <li>• Ages 15 days to 6 months</li> <li>• Birth through 14 days</li> </ul>	\$5,000 or \$10,000 \$500 No benefit

(1) Other options available upon underwriting approval.

### Guaranteed issue amounts

Amounts are based on the number of full-time eligible employees. Guaranteed issue does not apply to employees age 65 and older or spouses age 60 and older.

Eligible lives	Employee	Spouse
5 – 9	None	None
10 – 24	Up to \$50,000	Up to \$25,000
25 – 29	Up to \$75,000	Up to \$35,000
30 – 50	Up to \$75,000	Up to \$35,000
51 – 74	Up to \$100,000	Up to \$50,000
75 – 299	Up to \$100,000	Up to \$50,000

### Minimum participation requirements:

Five enrolled employees or 25%, whichever is greater.

### Retirees:

Voluntary life is not available to retired employees.



## BASIC & VOLUNTARY PLAN PROVISIONS

### Rate guarantee

Rates guaranteed to not change for two years (three years, if offered).

### Age reduction options

Choose one of the schedules at time of sale. Beginning at age 65 or age 70 (Schedule 3), the employee's life coverage is reduced based on the benefit amount in force on their 64<sup>th</sup> or 69<sup>th</sup> (Schedule 3) birthday. This also applies to AD&D.

Age	Schedule 1	Schedule 2	Schedule 3
65	35%	35%	No reduction
70	55%	50%	50%
75	70%		
80	80%	No further reduction	
85	85%		

### Waiver of premium

- Employees who are disabled for at least six consecutive months before age 60 can continue life insurance coverage and waive the premium
- Employee is covered until age 65 if they remain totally disabled

### Guaranteed conversion

- If employee or dependent loses coverage due to the employee's loss of employment, loss of eligibility, or reduction for age, the coverage can be converted to an individual whole life insurance policy
- Maximum amounts to be converted vary based on the certificate
- If group coverage ends due to termination of the policy, conversion is available when the member's coverage has been in effect for at least three years
- Voluntary ported coverage also can be converted when the policy is terminated
- Conversion policy is issued without evidence of insurability and must be applied and paid for within 31 days of coverage termination

### Accelerated death benefit

- An employee diagnosed with a terminal illness that is expected to result in death within 24 months based on the plan offered can receive a portion of the insurance benefit
- Amount payable is 50% to a maximum benefit of \$250,000
- The advanced amount will reduce the life insurance benefit at the time of death (varies by state regulations)
- Humana must approve the benefit application

*Residents of AL, IL, IN, MA, MI, OH, OK, VA, and WA must have continuous coverage a minimum of 30 days to qualify for illness coverage. Residents of Texas must have continuous coverage a minimum of six months to qualify for illness coverage. For accidents, coverage begins on the effective date of the policy.*

### Portability of voluntary life

- An active eligible employee who leaves the group can continue voluntary life insurance by paying annual premiums to Humana if they are not yet age 70
- Only coverage in-force or a lesser amount can be ported
- Employee must exercise portability option with 31 days of termination
- Employees will be charged Humana's current portability rates when they leave

*Portability is state-specific and is not available in NJ, MN, and MA. For specific benefits of coverage, contact your sales representative or refer to your Certificate of Coverage.*



## ACCIDENTAL DEATH & DISMEMBERMENT BENEFITS (AD&D)

AD&D must be purchased with life benefits for employees (dependent children are not eligible for AD&D). AD&D provides a matching death benefit equal to the life schedule amount and includes the following features:

### Common carrier benefit

Paid after a covered accidental bodily injury sustained while riding as a fare-paying passenger in a common carrier. A common carrier is any land, air, or water vehicle operated with a valid license to transport passengers for hire.

### Seatbelt, airbag, helmet benefit

- **Seat belt benefit** – paid after death as a result of an auto accident while properly using a seat belt
- **Airbag** – paid after death as a result of an auto accident while driving a vehicle with a properly functioning airbag
- **Helmet** – paid after death as a result of a motorcycle accident while wearing a properly fitted and fastened motorcycle helmet

### Education benefit

Provides financial assistance for dependent children's higher education in the event of a covered parent's death.

### Childcare benefit

Provides financial assistance for expenses for dependent children's childcare in the event of covered spouse's death.

### Spouse training benefit

Provides financial assistance for spouse's studies at an accredited school in the event of covered spouse's death.

### Repatriation benefit

Provides financial assistance for transportation of the employee's body in the event of accidental death. Contract will establish mileage requirements from principal place of residence.

### Coma benefit

Paid if covered person is in a qualifying coma condition.

### AD&D provisions for employees and spouse<sup>1</sup>

If death or the following losses occur within 180 days of an accident, the following benefit will be paid:

Loss	Benefit amount equal to
Life	Full amount
Both hands and both feet	Full amount
Sight in both eyes	Full amount
One hand and one foot	Full amount
One hand or one foot, and sight in one eye	Full amount
One hand or one foot	50% of full amount
Loss of sight in one eye	50% of full amount
Loss of thumb and index finger on same hand	25% of full amount
Quadriplegia	Full amount
Paraplegia or hemiplegia	50% of full amount

(1) Benefits may vary by state. Please consult your policy for details

Residents of Texas must have continuous coverage a minimum of 30 days to qualify for AD&D coverage. For benefits details, refer to your Certificate of Coverage.

## The fine print

This material provided is a general summary for informational purposes only and does not address all your organization's specific issues related to healthcare reform. It is not intended or written to be used, and it cannot be used, as legal advice or a legal opinion. It should not be relied upon in lieu of consultation with your own legal advisors.

### **MEDICAL PLANS:**

#### **Provider disclaimer:**

Primary care and specialist physicians and other providers in Humana's networks are not the agents, employees or partners of Humana. They are independent contractors. Humana is not a provider of medical services. Humana does not endorse or control the clinical judgment or treatment recommendations made by the physicians or other providers listed in network directories or otherwise selected by you.

This medical policy does not provide any dental benefits to individuals age nineteen (19) or older. This medical policy provides pediatric dental coverage as required by the Affordable Care Act. If you want adult dental benefits, you will need to buy a dental policy that has adult dental benefits. This medical policy will not pay for any adult dental care, so you will have to pay the full price of any care you receive if you do not have a separate dental policy.

Wellness programs are not insurance products.

Offered by Humana Health Plan, Inc. and insured by Humana Insurance Company.

### **DENTAL PLANS:**

Insured or administered by Humana Insurance Company, or Offered by CompBenefits Dental, Inc

### **VISION PLANS:**

Insured by Humana Insurance Company

### **LIFE & DISABILITY PLANS:**

Insured by Humana Insurance Company or Kanawha Insurance Company

## LIMITATIONS & EXCLUSIONS

### Limitations and Exclusions:

Our benefit plans have limitations and exclusions and may have waiting periods and terms under which the coverage may be continued in force or discontinued. For costs and complete details of coverage, call or write your Humana insurance agent or broker.

Before applying for group coverage, please refer to the pre-enrollment disclosures for a description of plan provisions, which may exclude, limit, reduce, modify or terminate your coverage. These disclosures are available at <https://www.humana.com/insurance-through-employer/enrollment-center/pre-enrollment-disclosure> or through your sales representative.



Policy numbers: CC2003-P 18 S, CHMO 2004-P 18 S, CHMO 2004-P 18 POS S, CC2003-P 18 POS S, IL-70148-01 LG 9/15, IL-70148-01 SG 9/15, IL-70090-HC 1/14, IL-70090-HC 1/14 S, IL DPREPD Contract.001, 1687 IL, IL-70050-07 EM POLICY 5/06