

Life Insurance for small businesses

Quick reference guide

For groups with 2-99 employees



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UnitedHealthcare Specialty Benefits unites a comprehensive portfolio of specialty insurance products that can be purchased efficiently and cost-effectively alongside medical for groups with 2-99 employees. (Products may also be purchased stand-alone.)

Our life insurance portfolio now includes various benefit options, flexible plan designs and value-added services. We are also committed to administrative ease and implementation support.

Product scope

Basic Life insurance

- Life insurance paid by the employer
- Available in flat amounts or multiples of salary
- Includes Accidental Death and Dismemberment (AD&D)*
- Basic Dependent Life also available
- For groups with 2+ eligible employees

Supplemental Employee Life insurance

- Employees can buy more life insurance than the Basic amount provided by the employer
- Rates are typically age-banded
- Must be sold with Basic Life
- Includes AD&D*
- For groups with 10+ eligible employees

Supplemental Dependent Life insurance

- Employees can purchase optional coverage for a spouse and child(ren)
- Must be sold with Supplemental Employee Life
- Includes AD&D*
- For groups with 10+ eligible employees

Accidental Death and Dismemberment (AD&D)*

- Provides employee with additional insurance coverage for loss of life or injuries sustained in an accident on or off the job*
- Basic Life and AD&D* are packaged together and have same loss of life benefit amount
- Supplemental Employee Life and AD&D* are packaged together and have same loss of life benefit amount
- Supplemental Dependent Life and AD&D* are packaged together and have same loss of life benefit amount

Features

- Accelerated benefit** provides an advance payout of benefits for covered persons who are terminally ill and not expected to live for more than one year
- Waiver of premiums for disabled employees under age 60**
- Conversion to an individual life insurance policy, under certain circumstances
- AD&D seat belt benefit pays an additional percentage of AD&D* benefit, up to \$10,000 when the insured individual was wearing his or her seat belt at the time of an automobile accident; the AD&D seat belt and air bag benefit pays an

additional percentage of AD&D* benefit each, up to \$20,000 for seat belt and air bag, combined, if a seat belt was being used, and a manufacturer-installed airbag was deployed, at the time of the automobile accident

- Convenient one-source account team
- Toll-free access to customer service
- State-of-the-art claims technology

Benefit options may vary by state or group size. Groups with 2-5 lives who purchase Life must also purchase Medical.

* Limitations for AD&D may include, but are not limited to: Disease, bodily or mental infirmity, suicide or intentionally self-inflicted injury, commission of an assault or felony, war, use of any drug unless prescribed by physician, driving while intoxicated, engaging in any hazardous activities, or travel in a private aircraft

**Not available for Dependent Life

Value-added services

Automatically included with life insurance at no additional cost to employer or employee.

Travel Assistance services

- Assists domestic and foreign travelers with a variety of emergency travel-related services, such as medical assistance, emergency transportation and pre-trip information
- Access to OnCall Travel Assistance customer service center via toll-free or collect telephone call or the Internet, available 24/7 from anywhere in the world
- Covers up to 90 days on any one trip when traveling 100+ miles from home or office

Services provided by OnCall International

Will and Trust Preparation services

- Access to information on will preparation, including articles, forms and calculators
- Online, self-service will preparation tool
- Online or telephone assistance for document preparation

Services provided by CLC, Inc.

Beneficiary services

- Grief consultation and financial/legal assistance services for beneficiaries, including 24/7 phone line, referrals for face-to-face counseling and access to credentialed clinicians, financial consultants and attorneys
- Communications kit with support resources

Grief services offered by OptumHealth Behavioral Solutions (OptumHealth is a brand of UnitedHealth Group)

Contact Us

For more information, contact a UnitedHealthcare Specialty Benefits sales representative or visit www.uhcspecialtybenefits.com

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UnitedHealthcare Specialty Benefits unites health and financial well-being for individuals and organizations, through integrated and personally relevant products, services and technologies.

Wealth Management Account

Life insurance benefit amounts over \$5,000 are placed in a Wealth Management Account to allow the beneficiary time to decide how to use the insurance proceeds.* Wealth Management Accounts provide:

- Security of an FDIC-insured account
- Convenience of checks and Wealth Management Account Debit MasterCard®
- Competitive interest rates
- Flexibility of frequent transactions

Services provided by OptumHealth Bank, Member FDIC.

*Fees may apply under special circumstances and may reduce earnings on account.

Flexible plan designs

Basic Life and AD&D

Eligibility

- All full-time employees working a minimum of 30 hours per week
- Dependent child(ren) must be age 14 days to 19 years, or up to 25 years of age if a full-time student

Employer contribution and participation levels

- **Non-contributory** (fully paid by employer): 100% employer-paid
 - 100% participation required
- **Contributory** (partially paid by employee): Minimum 25% employer-paid
 - 75% participation required

Benefit amounts

Flat Option, depending on group size

- 2-5 eligible employees: \$15,000 - \$50,000 in \$5,000 increments
- 6-19 eligible employees: \$15,000 - \$175,000 in \$5,000 increments
- 20-50 eligible employees: \$15,000 - \$250,000 in \$5,000 increments
- 51-99 eligible employees: \$15,000 - \$350,000 in \$5,000 increments

Salary-Based Option, depending on group size

- 2-5 eligible employees: 1x or 2x salary to a maximum of \$50,000
- 6-19 eligible employees: 1x or 2x salary to a maximum of \$50,000, \$100,000 or \$175,000
- 20-50 eligible employees: 1x or 2x salary to a maximum of \$50,000, \$100,000, \$175,000 or \$250,000
- 51-99 eligible employees: 1x or 2x salary to a maximum of \$50,000, \$100,000, \$175,000, \$250,000 or \$350,000

Guarantee issue

- 2-5 eligible employees: \$25,000
- 6-19 eligible employees: \$50,000
- 20-50 eligible employees: \$100,000
- 51-99 eligible employees: \$175,000

Accelerated benefit

- Provides an advance payout of benefits for eligible covered persons who are terminally ill and not expected to live for more than one year
- Pays 50% (up to \$50,000) of life insurance amount to employee
- End benefit and associated premium reduced by the accelerated benefit payout
- No charge for loss of interest in the event of a payout. Not available for dependent life.

Waiver of premium

- If eligible employee becomes totally disabled before age 60, premiums are waived and life coverage is continued until age 65 (annual proof of disability required)

Benefit reduction

- Reduction to 65% at age 65, and to 50% at age 70

Life conversion

- May convert to an individual whole life insurance policy when losing life coverage under the group plan, under certain circumstances

Basic Dependent Life

Benefit amounts

- 2-99 eligible employees: Three options available
 - Spouse: \$7,500; Child: \$3,750
 - Spouse: \$4,000; Child: \$2,000
 - Spouse: \$2,000; Child: \$1,000

Standard exclusions and limitations apply in most cases.

Benefit options, exclusions and limitations may vary by state or group size.

Accelerated Benefit, Waiver of Premium and Benefit Reduction are not available with Dependent Life.

Portability is not available for Basic Life.

Supplemental Employee Life and AD&D

Availability

- Available for employees only for groups with 10+ employees
- Must be sold with Basic Life
- Automatically includes AD&D

Participation levels

- 10-50 eligible employees: Minimum participation - 30%
- 51-99 eligible employees: Minimum participation - 25%

Benefit amounts and plan maximums

- Flat Option: Flat increments of \$25,000, not to exceed plan maximums
- Salary-Based Option: 1x or 2x salary, not to exceed plan maximums:

Plan maximums

- 10-19 eligible employees: \$100,000
- 20-50 eligible employees: \$200,000
- 51-99 eligible employees: \$300,000

Guarantee issue

- 10-50 eligible employees: \$25,000
- 51-99 eligible employees: \$75,000

Accelerated Benefit

- Pays 50% (up to \$50,000) of life insurance amount to employee

Waiver of Premium

- If eligible employee becomes totally disabled before age 60, premiums are waived and life coverage is continued until age 65 (annual proof of disability required)

Benefit Reduction

- Reduction to 65% at age 65, and to 50% at age 70

Portability

- Included as long as termination of coverage is not due to disability
- Application must be received within 31 days of termination

Conversion

- May convert to an individual whole life insurance policy when losing life coverage under the group plan, under certain circumstances

Supplemental Dependent Life and AD&D

Availability

- Available for spouse and children for groups with 10+ employees
- Must be sold with Supplemental Employee Life
- Automatically includes AD&D

Benefit amounts

- Spouse amount: \$10,000 or \$20,000
- Child amount: \$5,000 or \$10,000

Guarantee issue

- Spouse amount: \$20,000
- Child amount: \$10,000

Portability

- Included as long as termination of coverage is not due to disability
- Application must be received within 31 days of termination

Conversion

- May convert to an individual whole life insurance policy when losing life coverage under the group plan, under certain circumstances

Standard exclusions and limitations apply in most cases.

Benefit options, exclusions and limitations may vary by state or group size.

Accelerated Benefit, Waiver of Premium and Benefit Reduction are not available with Dependent Life.

Portability is not available for Basic Life.



For more information, contact your UnitedHealthcare Specialty Benefits sales representative or visit www.uhcspecialtybenefits.com

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