



for independent professionals

Group Life and AD&D Insurance



Life and AD&D Insurance Provider

General Information

- Free Basic Coverage
 - \$10,000 in coverage for both Life and Accidental Death and Dismemberment (AD&D) insurance is FREE to all Full Time (32+ hrs/week) Solo W-2, Inc. employees.
- Option to Buy Up
 - Solo W-2, Inc. Division Managers have the option to have their Division purchase additional Life Insurance – *in addition to the free \$10,000* at deeply discounted group rates. Rates are based only on age
 - Coverage up to \$100,000 is guarantee issue.
 - Premiums for additional insurance coverage between \$10,000 and \$500,000 are paid with tax-exempt dollars out of your Division’s revenue stream. Premiums for the portion of insurance coverage over \$50,000 are subject to very favorable IRS Table I tax rates.

Aetna Basic Life and AD&D

Eligibility:	All full time employees (32+ hours/week)
Coverage amount:	\$10,000.00 Life / \$10,000 AD&D
Division Payment:	\$0.00 (zero) - FREE
Paycheck Deduction:	\$0.00 (zero) - FREE
Age Reduction	By35%@65; By60%@70; By75%@75
Accelerated Death Benefit	50% of the employee’s coverage amount to the employee and/or spouse in the event of life expectancy of 12 months or less. Maximum \$5,000. Minimum \$5,000.
Disability Provision	Premium Waiver 60 to the earlier of Social Security Normal Retirement Age (SSNRA) or retirement.
AD&D Ultra	Provides 24 hour protection for accidents that cause loss of life, limb, or sight, plus other benefits (e.g. passenger restraint and airbag, education, child care, repatriation, and coma).
Conversion Privilege	Allows covered employees the opportunity to convert their term life insurance coverage to a whole life individual insurance policy.
Aetna Benefits Checkbook	For amounts \$10,000 and over automatically deposits benefit into an Aetna Benefits Checkbook account in the beneficiary’s name. There are no withdrawal penalties, per check charges or service fees. Interest compounds daily at a competitive rate and is credited monthly to the account. (1)
Aetna Beneficiary Solution	Offers beneficiaries the opportunity to consult with Financial Planning specialists and assist beneficiaries in their financial decision making process.
Legal Reference Programs	Provide access to a variety of free and discounted legal services and information including, downloadable legal forms, discounted will preparation services and legal consultations. (2)

Exclusions

Refer to Qualifications and Assumptions Page

Aetna Supplemental Life and AD&D

Eligibility: All full time employees (32+ hours/week)

Coverage Amount: Increments of \$10,000 to a maximum of \$500,000

Division Payment:

Age Bands	Rate per Thousand
Under 30	\$0.06
30-34	\$0.09
35-39	\$0.11
40-44	\$0.15
45-49	\$0.22
50-54	\$0.37
55-59	\$0.59
60-64	\$0.69
65-69	\$1.27
70 +	\$2.06

Paycheck Deduction: None

Guaranteed Issue Amount: 3x basic annual salary or \$100,000, whichever is less

Age Reductions, Accelerated Death, Disability Provision, and Rate Guarantee are the same as listed under the Basic Life Features.

Aetna Supplemental Dependent Life

Eligibility: Dependents of all employees covered under the Supplemental Life Plan

Coverage Amount: *Spouse:* Increments of \$10,000 up to \$100,000.

Amount may not exceed 50% of the employee's Supplemental Life Amount

Child: \$10,000

Eligible between 14 days and up to 19 years, or up to and including age 23 if full time student (unless otherwise mandated by the state.)

Division Payment: *Spouse:* Same as Employee age graded rates

Child: \$0.18/\$1,000

Paycheck Deduction: None

Disability Provision: Not available, Death Benefit only

Guarantee Issue: *Spouse:* \$20,000

Child: all guarantee issue

Basic Life & AD&D Qualifications and Assumptions

AD&D Exclusions: bodily or mental infirmity; a disease, ptomaine or bacterial infection, not a direct result of an accident; medical or surgical treatment, not needed as a direct result of an accident; suicide or attempted suicide; an intentionally self-inflicted injury; war or act of war; voluntary inhalation of poisonous gases; commission of or attempt to commit a criminal act; use of alcohol, drugs or intoxicants, except as prescribed by a physician; contact with nuclear or atomic energy; and air or space travel, unless a passenger without duties

Please note that compliance with ADEA is the responsibility of the plan sponsor.

Life benefits are underwritten by Aetna Life Insurance Company (ALIC).

Supplemental Life Qualifications and Assumptions

Annual Enrollment: During the employer's annual enrollment period, enrolled employees may elect to change the amount of their Life Insurance coverage. Employees who have previously declined coverage may also enroll at this time. All changes or enrollments that occur during this period, however, are subject to the evidence rules outlined in this Proposal.

Evidence of Insurability: Satisfactory Medical Evidence of Insurability is required for amounts exceeding the guaranteed issue amount, late applicants, increases in coverage and reinstatement of coverage. Increases in coverage that do not exceed the guaranteed issue amount and do not increase coverage by more than one increment are not subject to Medical Evidence of Insurability.

Suicide Exclusion: The exclusion applies during the first 2 years of the person's coverage. The exclusion also applies to increased Supplemental and Dependent Life coverage amounts that are elected at annual benefit election time (or at the time of a family status change) for the 2-year period that immediately follows the buy-up.

Dependent Life also includes an exclusion for dependents in full-time military service.