

VOLUNTARY GROUP TERM LIFE

Employers want to provide comprehensive benefit programs, but as costs go up there are fewer dollars available to pay for them. To meet this need, Companion Life has developed a flexible, low-cost program of Voluntary, employee-funded benefits. **Now employees can choose the benefit that's just right for them - at premiums they can afford.** By offering a valuable Voluntary program, the employer can **significantly enhance the company's benefit portfolio at no additional cost!**

- Group Life Insurance is a major component of the economic security program of the typical American family.
- Voluntary Life Insurance provides high benefit levels to supplement Basic Group Life Insurance and personally-owned policies.
- Convenient payroll deduction makes Voluntary coverage very attractive to employees. The low cost makes it a real bargain!

BENEFITS AND PROVISIONS

Employees may elect a **basic program of \$10,000, or increments of \$5,000 up to a maximum of \$500,000**, subject to guaranteed issue schedule. Spouses may elect increments of \$5,000 up to a maximum of \$150,000, subject to guaranteed issue schedule. The spouse's Voluntary Life benefit cannot exceed 50% of the employee's Voluntary Life amount.

An employee's Voluntary Life benefit may not exceed **seven (7) times annual salary**.

An attractive **Accidental Death and Dismemberment (AD&D) Plan** is included in this Voluntary Group Term Life Plan. Our AD&D benefit is selected at the group level.

A minimum of 25% (but not less than 10 lives) of eligible employees must participate in this Voluntary Group Term Life program for Guaranteed Issue to apply.

If participation requirement is not met, employees may purchase up to \$100,000 of coverage at the same rates. Minimum enrollment is 5 employees. All coverages are subject to medical information. Contact Companion Life for a proposal on this benefit alternative.

Guaranteed Issue is based on participation levels and the number of eligible employees at the time of enrollment. No amount is issued without medical information for employees or spouses aged 70 or older applying for Voluntary Life Benefits.

Voluntary Life benefit amounts will reduce to 65% of the original amount at age 65, to 50% at age 70, to 35% at age 75, to 20% at age 80. Benefits terminate at retirement. The spouse's Voluntary Life benefit amount will reduce in accordance with the spouse's age.

VOLUNTARY GROUP TERM LIFE

MONTHLY PREMIUM COST

Preferred Industries Only

THE COMPANION CHOICE PLUS PLAN To determine your monthly premium, simply find your age bracket on the left side and follow that line to the right. The amount shown will be your monthly premium rate per \$1,000 of coverage. AD&D coverage is included in the premiums shown. The amount of AD&D coverage must be equal to the amount of Voluntary Life benefits the employees select for themselves and their covered spouses. Our AD&D benefit is selected at the group level.

Group Name: SCACPA Trust Offering

Age Category	Monthly Premium Rate per Thousand Dollars of Insurance Coverage	Coverage Amount and Monthly Premium*						
		Rates per \$1,000	\$10,000	\$25,000	\$50,000	\$75,000	\$100,000	\$150,000
Under 30	\$0.10	\$1.00	\$2.50	\$5.00	\$7.50	\$10.00	\$15.00	\$20.00
30-34	\$0.11	\$1.10	\$2.75	\$5.50	\$8.25	\$11.00	\$16.50	\$22.00
35-39	\$0.13	\$1.30	\$3.25	\$6.50	\$9.75	\$13.00	\$19.50	\$26.00
40-44	\$0.17	\$1.70	\$4.25	\$8.50	\$12.75	\$17.00	\$25.50	\$34.00
45-49	\$0.26	\$2.60	\$6.50	\$13.00	\$19.50	\$26.00	\$39.00	\$52.00
50-54	\$0.45	\$4.50	\$11.25	\$22.50	\$33.75	\$45.00	\$67.50	\$90.00
55-59	\$0.66	\$6.60	\$16.50	\$33.00	\$49.50	\$66.00	\$99.00	\$132.00
60-64	\$1.25	\$12.50	\$31.25	\$62.50	\$93.75	\$125.00	\$187.50	\$250.00
65-69	\$1.94	\$19.40	\$48.50	\$97.00	\$145.50	\$194.00	\$291.00	\$388.00
70+	\$3.56	\$35.60	\$89.00	\$178.00	\$267.00	\$356.00	\$534.00	\$712.00

To determine your initial monthly premium within your age category, simply find your age bracket on the left side and follow the line to the right.

Premium Rates for an insured will increase on the policyholder's next anniversary following the date the insured enters the next age bracket. In addition, Companion Life reviews premiums annually and rates are subject to change.

*Employee coverage must be elected in \$5,000 increments, minimum amount \$10,000, the maximum amount per employee is \$500,000 subject to Guarantee Issue schedule.

Spouse coverage must be in \$5,000 increments, not to exceed 50% of employee amount. The maximum spouse benefit is \$150,000, subject to Guarantee Issue schedule.

Child(ren) monthly rate is \$0.25 per thousand dollars of coverage amount selected.

Dependent Child Benefit - Employee option of: \$2,500, \$5,000, \$7,500, and \$10,000.

(AD&D Coverage is not available for children)

The above rates include \$0.03 per thousand for voluntary AD&D Coverage.

EXAMPLE

Employee, Age 41 \$350,000 Selected (350 x .17 = 59.50)
Spouse, Age 35 \$25,000 Selected (25 x .13 = 3.25)
Two Children \$5,000 Selected (5 x .25 = 1.25) **Rates**
without voluntary AD&D Coverage

Monthly Premium

\$59.50
\$ 3.25
\$ 1.25

Total \$ 64.00

GUARANTEED ISSUE SCHEDULE

GUARANTEED ISSUE IS BASED ON PARTICIPATION LEVELS AND THE NUMBER OF EMPLOYEES ELIGIBLE TO PARTICIPATE AT THE TIME OF ENROLLMENT

ELIGIBLE LIVES	REQUIRED PARTICIPATION	MINIMUM NUMBER OF ENROLLEES	GUARANTEED ISSUE	
			EMPLOYEE	SPOUSE
10 - 49	25%	10	\$100,000	\$25,000
50 - 99	25%	15	\$125,000	\$50,000
100 - 199	25%	25	\$175,000	\$50,000
200 - 499	25%	50	\$225,000	\$50,000
500+	25%	125	\$250,000	\$50,000

Note: All Coverage for children is Guaranteed Issue

MINIMUM PARTICIPATION IS 25%
 BUT NOT LESS THAN 10 LIVES

GUARANTEED ISSUE IS NOT AVAILABLE FOR INDIVIDUALS AGE 70 OR OLDER