

For groups  
with 2-99  
employees

# Life insurance for small businesses

Quick reference guide

## UnitedHealthcare Specialty Benefits<sup>SM</sup>: Delivering more - for less

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

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

### More options

#### 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 benefit amounts
- ▶ Supplemental Employee Life and AD&D are packaged together and have same benefit amounts
- ▶ Supplemental Dependent Life and AD&D are packaged together and have same benefit amounts

### More 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
- ▶ 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: 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

### More value-added services

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

#### 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

#### 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.

### More savings

#### Packaged Savings<sup>®</sup> program

- ▶ Bundle our comprehensive medical plans with eligible specialty products - dental, life, disability and vision. The more you bundle, the more you can save.
- ▶ When you combine medical plus eligible life plans, your administrative credits may be \$1.00 per employee per month.
- ▶ Packaged Savings credits remain in place as long as the eligible coverages remain in-force.



## More 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 23 years if 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 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 waived and life coverage 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

- ▶ 2-9 eligible employees: Three options available
  - Spouse: \$7,500; Child: \$3,750
  - Spouse: \$4,000; Child: \$2,000
  - Spouse: \$2,000; Child: \$1,000
- ▶ 10-99 eligible employees: Three or five options available, depending on platform
  - Spouse: \$10,000; Child: \$5,000\*
  - Spouse: \$7,500; Child: \$3,750
  - Spouse: \$5,000; Child: \$2,500\*
  - Spouse: \$4,000; Child: \$2,000
  - Spouse: \$2,000; Child: \$1,000

\* Not available for combined administration with Medical

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.

# Life insurance for small businesses

(Groups with two-99 employees)

## *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 – 15 lives

### 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 waived and life coverage 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

### Participation levels

- ▶ 10-50 eligible employees: Minimum participation – 30%
- ▶ 51-99 eligible employees: Minimum participation – 15 lives

### 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.

## About us

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

UnitedHealthcare Specialty Benefits offers a broad array of specialty insurance products.

UnitedHealthcare Specialty Benefits is a brand of UnitedHealth Group, a Fortune 21 company.

For information, contact a sales representative or visit [www.uhcspecialtybenefits.com](http://www.uhcspecialtybenefits.com).

UnitedHealthcare Life and Disability products are provided by or through Unimerica Insurance Company, United HealthCare Insurance Company or their affiliates. See the Packaged Savings marketing collateral for terms and conditions of the program. PEPM savings is given as a monthly administrative credit, based on the number of enrolled UnitedHealthcare medical subscribers. May not be available in all states or for all group sizes. Packaged price is available as long as eligible benefits remain in-force. Credits will be withdrawn when any medical or specialty coverages terminate. Specialty products and programs may not be available in all states or for all group sizes. Components subject to change.

