

**Rate Information**

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**Voluntary Coverage**

All Rates listed are Monthly per \$1,000 of coverage

Age-band	Employee		Spouse	Dependent Children
	Non-tobacco	Tobacco	Uni-tobacco	Unit
0-24	0.036	0.044	0.080	0.319
25-29	0.046	0.056	0.082	0.319*
30-34	0.065	0.082	0.106	<i>*Dependent children coverage is available up to age 26.</i>
35-39	0.101	0.131	0.147	
40-44	0.151	0.208	0.220	
45-49	0.232	0.320	0.346	
50-54	0.336	0.493	0.514	
55-59	0.474	0.629	0.768	
60-64	0.599	0.768	1.077	
65-69	0.871	1.078	1.522	
70-74	1.647	2.021	2.880	
75+	5.146	5.881	8.902	
<b>AD&amp;D</b>	0.024		0.029	0.034

The rates above are for the plan(s) described in this proposal, subject to the conditions specified. Rates are based on information entered on the quote input screen and final rates may differ if the information changes.

**Proposed Plan - Voluntary**

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Employee Coverage - Benefits available in \$1,000 increments from a minimum of \$10,000 to a maximum of \$500,000, subject to an individual's maximum of 5.0x salary.

Spouse Coverage - Benefits available in \$1,000 increments from a minimum of \$5,000 to a maximum of 100% of the employee amount.

Dependent Children Coverage - Benefits available in \$1,000 increments to a maximum of \$10,000. The maximum benefit payable to children less than 6 months of age is \$1,000 regardless of the benefit amount purchased. One rate covers all children in the same family.

Waiver of Premium - Based on employee's total disability that occurs before age 65, lasts to age 65 or retirement with a 270 day elimination period. Total disability means unable to perform any occupation.

Accidental Death and Dismemberment (AD&D) - Available at the same face amount of Life coverage. Will be provided for all covered persons (employee, spouse and dependent children) receiving Life coverage. Must have Life coverage to receive AD&D coverage.

## **Built-in Benefits**

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### **Two Year Rate Guarantee**

#### **LifeWorks Employee Assistance Program**

- Provides online, telephonic, and in-person services to all employees with GTL coverage and includes will preparation assistance.

#### **Life Planning Financial and Legal Service**

- Provides terminally ill employees and designated beneficiaries financial, legal, and emotional support in dealing with death and loss.

### **Portability**

- Employees and their spouse and dependent children may continue coverage when the employee leaves his job, reduces hours below the minimum required or retires.
- All ported insurance will move to special ported rate tables.
- Evidence of insurability is not required at time of port.

### **Conversion**

- Right to convert to an individual level premium whole life plan then in use by us without proof of good health.

### **Accelerated Death Benefit**

- An insured can advance up to 75% of their death benefit to a maximum of \$150,000 if diagnosed with a terminal illness and given 12 months or less to live.
- Benefit amount discounted for 12 months.

## **Eligibility Guidelines**

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All active employees working a minimum of 20 hours or more per week on a regular basis.

Eligible spouses and dependent children (up to age 26) also qualify for coverage if employee purchases coverage.

*Coverage may be delayed for spouses and dependent children if they are totally disabled. Being totally disabled includes being unable to perform activities of daily living, being cognitively impaired, confined in a hospital or similar institution, or the existence of any life threatening conditions.*

Participation Requirements: Greater of 10 lives or 20%. For 2,253 eligible lives, the minimum participation is 451 enrolled employees. This participation requirement must be maintained to keep the plan in force.

Guaranteed Issue at Initial Enrollment only

\$150,000 for Employees

\$25,000 for Spouses

\$10,000 for Dependent Children

*Amounts above Guaranteed Issue, up to the plan maximum, are available with evidence of insurability.*

### **AD&D Benefit Schedule**

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Full Benefit for the loss or loss of use of any of the following

- Life
- Both hands or both feet or sight of both eyes
- One hand and one foot
- One hand and sight of one eye
- One foot and sight of one eye
- Speech and hearing

Half Benefit for the loss or loss of use of any of the following

- One hand or one foot
- Sight of one eye
- Speech or hearing loss

One-Quarter Benefit for the loss or loss of use of thumb and index finger on the same hand

Seatbelts and Airbags Benefit

### **AD&D Exclusions**

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Suicide or intentional self-inflicted injury

Active participation in a riot

Commission of a felony or engaging in an illegal occupation

Use of controlled substances, except drugs prescribed by a physician and taken as prescribed

Disease of the body, mental infirmity or diagnostic, medical or surgical treatment

Presence of that percentage of alcohol in the blood which raises a presumption the individual was under the influence of alcohol

Exposed to war or any act of war

Serving in the armed forces of any country or authority

Occupational injury

Investigational or experimental medical procedures

Travel in any experimental or test device for aerial navigation

Travel in any device for aerial navigation, owned by or on behalf of the employer

### **Group Term Life Exclusions**

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Insurance delayed for employees not in active employment because of injury, sickness, temporary layoff, or leave of absence on date of insurance otherwise effective.

24 month suicide exclusion applies to initial amounts of insurance and any increases.

Spouses and dependent children are eligible to apply for coverage under guaranteed issue at the initial enrollment, but their coverage will not be effective if they are totally disabled. Being totally disabled includes the inability to perform activities of daily living, being cognitively impaired, confined in a hospital or similar institution, or the existence of any life threatening conditions. The inability to work does not determine total disability. The employee can pay premiums on insurance for their dependents with no health questions asked; however coverage is not effective until they are no longer totally disabled.

## **Benefit Reduction Due to Age**

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When an employee turns 70, coverage reduces to 65% of the face amount in effect just prior to age 70.  
When an employee turns 75, coverage reduces to 50% of the face amount in effect just prior to age 70.  
Policies issued to individuals over age 70 initially are automatically reduced in accordance with the schedule above.

Spouses experience the same reduction schedule, but it is based on the spouse's age.

## **Premiums**

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Employee and spouse initial premiums are based on current age and will change as the insureds age, based on five-year age bands. Dependent children premiums are based on the cost of coverage for one child, regardless of the number of children insured.

## **Annual Earnings**

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Annual earnings means your gross annual income from your employer in effect just prior to the date of loss. It includes your total income before taxes, but does not include deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account. It does not include income received from commissions, bonuses, overtime pay, any other extra compensation from this employer, or income received from sources other than your employer.

## **Important Notice**

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This quote is based on the data provided and is guaranteed for 90 days. If the ZIP code, industry or case size is different at enrollment time, these rates may not apply. Cost and rates for the employees to be insured under this plan on the effective date must be approved and accepted by Colonial Life's home office.

The proposal is intended to explain the Group Term Life plan. It does not constitute the contract. If this proposal is accepted, a contract outlining the coverage will be issued. Any discrepancies between this proposal and the contract will be resolved by the wording contained in the contract.

Provisions shown are based on the home office state of the employer (IN). Applicable to policy form GTL1.0-P-IN and certificate GTL1.0-C-IN. If any differences are required, the insureds' certificates will be based on the state in which they work.

Where used, the term spouse also includes a legally separated spouse. You may not cover your spouse if your spouse is enrolled for coverage as a named insured.

This quote tool is intended for proposal use with employers. Colonial Life products are underwritten by Colonial Life & Accident Insurance Company, for which Colonial Life is the marketing brand. Colonial Life is a registered service mark of Colonial Life & Accident Insurance Company.

Colonial Life is committed to helping working Americans and their families minimize personal financial risk with a comprehensive offering of voluntary benefits through the workplace. Colonial Life compensates producers to facilitate the sale and delivery of these valuable benefits. This compensation might include commissions as well as various incentives and awards.

We support disclosure of compensation programs for our products, and your benefits counselor can provide you with complete information about these programs. You may also learn additional information about our compensation programs by contacting our Plan Administrator Service Center at 1-800-256-7004.

Plan Effective Date – Actively at Work Employees – Existing coverage is transferred on a “no loss – no gain” basis. This means that an employee or participant will not be penalized or lose the benefits/provisions already attained before switching insurance carriers, nor will they gain any additional benefits/provisions for which they have not yet satisfied the requirements or are not yet eligible for.

**Important Notice, cont.**

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Plan Effective Date – Disabled Employees – Employees who are away from work due to a disability who are not covered under a prior carrier’s premium waiver feature may have existing coverage transferred on a “no loss – no gain” basis. To do this Colonial Life requires the receipt of a list of disabled employees. This list should include life coverage amount, date of birth, sex and disability reason. Based on the review of this list Colonial Life reserves the right to make adjustments to the proposal.

Newly Eligible Employees – If ill or injured, and away from work on the date that coverage would become effective, the effective date of coverage is delayed until the employee returns to full-time work for one full day.