LIFE™

COMMERCIAL | 2-9 EMPLOYEES

SmartChoice®

Life and AD&D

Small group coverage with big plan features

Strengthen your benefits package and give employees the protection they want. With group term life insurance underwritten by Reliance Matrix[1], you can give your employees a safety net to ensure their loved ones are financially protected if the unexpected happens.

PLAN BENEFITS AND FEATURES	
Benefit schedules	One or two times earnings[2] to a defined maximum Flat amount of coverage for all
Maximum benefit	$200,000
Minimum benefit	$10,000
Non-medical maximums	$50,000 for 2 to 5 insured employees $100,000 for 6 to 9 insured employees These maximums reduce by 50% for employees age 70 or older on their effective date of coverage
Benefit reduction schedule	Benefit reduces 50% at age 70 and terminates at retirement
Accidental death & dismemberment benefit	Pays an additional benefit for the accidental loss of life or for specific losses resulting from an accident
Seat belt benefit	An additional AD&D benefit of $10,000 is payable if the insured dies in an auto accident while wearing a seat belt
Accelerated benefit	50% of life insurance amount payable to terminally ill insured
Premium waiver	Available to insured employees who become totally disabled prior to age 60 and remain disabled for 9 consecutive months
Conversion privilege	Life insurance may be converted to an individual policy without evidence of insurability when coverage either terminates or reduces
Contributions	Employers can pay all of, part of, or none of the premium
Carve outs	Permitted for 2 or more eligible employees within a class
Rate guarantee	Initial rate guarantee for 36 months

Eligibility

Employer eligibility: Most employers are eligible to participate. A list of ineligible businesses is shown below. Companies with employees residing on an employer's premises are also ineligible.

Employee eligibility: Eligible employees are those actively working full time for a minimum of 30 hours per week year-round (non-seasonal) who satisfy the employer's minimum service requirement. Eligibility may be modified to include part-time employees working a minimum of 20 hours per week, provided less than 25% of the eligible employees are working less than 30 hours per week.

The following groups are ineligible for the SmartChoice Life plan*:

SIC CODE(S)	INDUSTRY CLASSIFICATION
0971	Hunting & Trapping
1011-1241	Metal & Coal Mining
1311-1499	Oil/Gas Extraction, Mining & Quarrying
2111-2141	Tobacco Products
2892	Explosives
3292	Asbestos
3482-3489	Ordnance & Accessories
4311	U.S. Postal Service
4512-4581	Air Transportation
5921	Liquor Stores
7381	Detective, Guard or Armored Services

SIC CODE(S)	INDUSTRY CLASSIFICATION
7922-7929	Theatrical Producers/Entertainers
7941-7999	Amusement & Recreation Services
811	Private Households
8021	General Dentistry Groups
8621	Groups exclusively comprised of Contracted (1099) employees
8641	Fraternal Organizations and Professional Associations
8999	Services, Nec
9221-9229	Public Safety
9511-9512	Environmental Administration
9711	National Security
9721	International Affairs

**Excludes groups where 50% or more of the employees are related and living in the same household.*

PARTICIPATION REQUIREMENTS

The following minimum participation requirements must be met:

- 2 eligible employees – both must be insured
- 3 to 5 eligible employees – all but one must be insured
- 6 to 9 eligible employees – all but two must be insured

CONTRIBUTION LEVELS

Provided all participation requirements are met, employees may contribute up to 100% of premium. If the employer pays 100% of the premium, all eligible employees must be insured.

GROUP POLICY EFFECTIVE DATE

The SmartChoice Life and AD&D effective date is the first of the month following receipt of all application submission materials.

ACCIDENTAL DEATH & DISMEMBERMENT BENEFIT

The AD&D benefit will be paid for bodily injuries resulting directly from an accident. Covered losses must occur within 365 days of the accident. The full benefit is payable for the loss of any of the following: life, both hands, both feet, the sight of both eyes, speech and hearing, one hand and one foot, one hand and the sight of one eye, one foot and the sight of one eye. One half benefit is payable for the loss of any of the following: one hand, one foot, speech or hearing, the sight of one eye. Benefits will not be paid for a loss: 1) caused by suicide or intentionally self-inflicted injuries; or 2) caused by or resulting from war or any act of war, declared or undeclared; or 3) which sickness, disease or myocardial infarction, including medical or surgical treatment thereof, is a contributing factor; or 4) caused by an accident that occurs while in the armed forces of any country.

Life insurance through work is more than financial protection.It’s proof of your commitment to your people. Contact your broker or sales representative for a quote today.

[1] Reliance Matrix is a brand name for the underwriting companies Reliance Standard Life Insurance Company, First Reliance Standard Life Insurance Company and for the third-party administrator (TPA) Matrix Absence Management, Inc.

[2] Definition of Earnings: Basic salary exclusive of overtime, bonuses and other special forms of compensation. Commission earnings will be based on the average earnings for the prior 24 months

Insurance is proved by group policy form LRS-6422, et al. issued to the Reliance Standard Employer Trust sitused in Delaware. In South Dakota, Oregon or Maine, the policy is issued to the employer. Certain plan designs may not be available in all states.

DeltaLife plans are available when bundled with group dental plans from Delta Dental of Arizona.