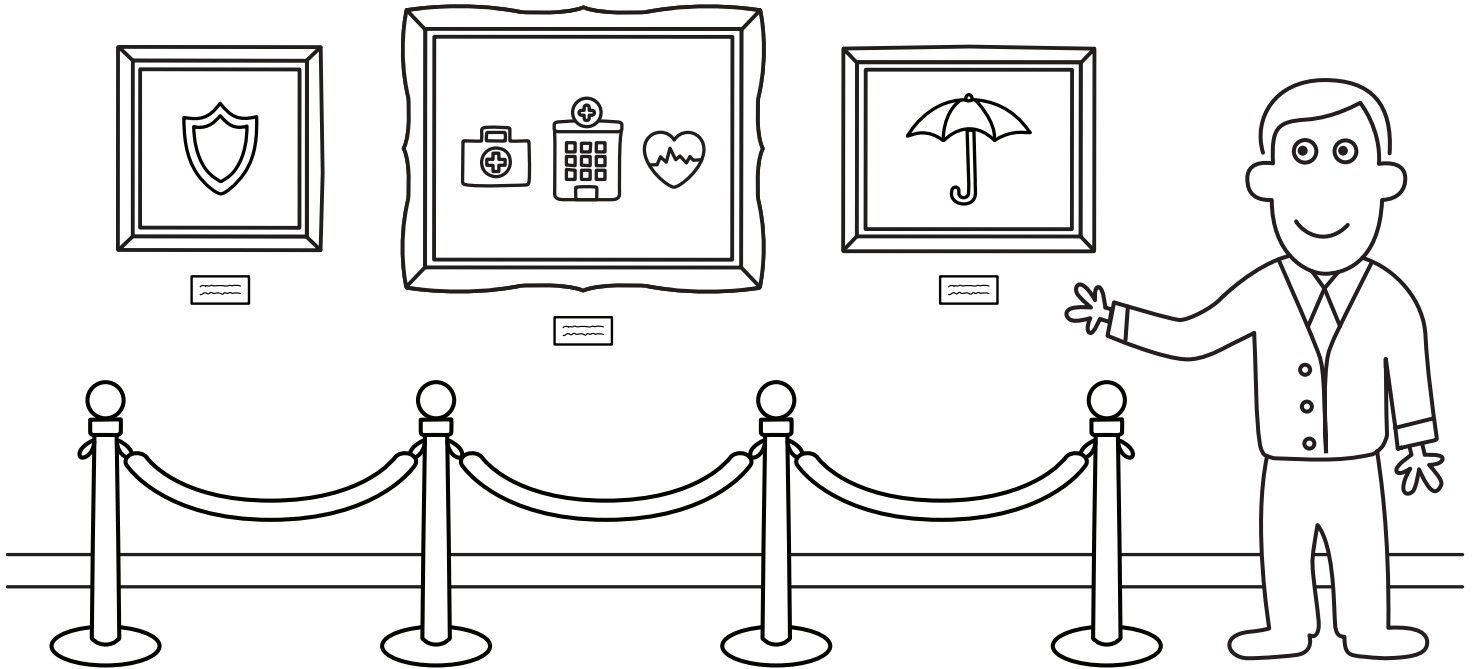


Voluntary Critical Illness Insurance



Draw on our flexible solutions.

Insurance coverage for recovery

More and more Americans are outliving cancer, stroke, heart disease and other critical illnesses. It's a mixed blessing. On the one hand, it's another chance at life and family. On the other, surviving a critical illness brings with it considerable financial demands at a time when life is already demanding.

There's life insurance for loved ones who live on. There's disability insurance to help recoup lost income when an illness keeps you from earning your paycheck. But what about the gaps—those additional expenses that come with battling a major disease, when you're least able to meet them? As a hedge against the lost income, out-of-pocket medical expenses and all the "little things" that add up, there is Voluntary Critical Illness Insurance (VCI) from Reliance Standard.

The VCI plan offers employers a valuable benefit at no direct cost, and employees an excellent opportunity to purchase valuable coverage in the increments right for their family, through convenient payroll deduction.

Key plan features include:

- ▶ Coverage from \$5,000 to \$50,000 for employees and spouses
- ▶ Dependent child(ren) coverage (Guaranteed Issue)
- ▶ Portability
- ▶ FMLA/MSLA continuation
- ▶ Nicotine user/Non-Nicotine user rates available
- ▶ Five-year and ten-year age-banded rates
- ▶ Wellness benefit standard, may be excluded
- ▶ May be purchased as 100% employee paid or contributory

The Coverage

- ▶ VCI provides a fixed, lump-sum benefit upon diagnosis of a critical illness, which can include heart attack, stroke, paralysis and more.
- ▶ Offering child specific diseases such as muscular dystrophy, cleft lip/palate, cystic fibrosis, down syndrome, type 1 diabetes, cerebral palsy and spina bifida.
- ▶ Standard benefit waiting period is 30 days.

The Benefit

- ▶ Employees may elect an amount of insurance from \$5,000 to \$50,000 in \$1,000 increments.
- ▶ Spouses under age 70 are eligible for an amount of insurance from \$5,000 to \$50,000 in \$1,000 increments (typically matches and may not exceed employee's approved benefit).
- ▶ No standalone spouse coverage—employee must be covered.
- ▶ Dependent children, when covered, receive a benefit equal to 25% of the employee's approved benefit up to \$12,500.

The Plan Design

No categories or grouping, more flexibility in plan design—better protection for employees and families.

Key plan features unique to VCI include:

Basic: Up to 100% of Amount of Insurance

- ▶ Payable for major critical illnesses including: Alzheimer's disease, benign brain tumor, coma, heart attack, invasive/life threatening cancer, loss of hearing, loss of sight, loss of speech, major organ failure, motor neuron diseases (such as ALS), multiple sclerosis, occupational HIV, occupational hepatitis, paralysis, Parkinson's disease, ruptured cerebral, carotid or aortic aneurysm, severe brain damage and stroke.

Partial:

- ▶ Partial Benefits at up to 25% are:
 - Coronary Artery Disease (with doctor recommendation of needing a bypass)
 - Carcinoma In Situ Cancer
- ▶ Partial Benefits at up to 5% are:
 - Skin Cancer

Childhood Triggers

- ▶ Cerebral palsy, cleft lip or palate, cystic fibrosis, down syndrome, muscular dystrophy, spina bifida and type 1 diabetes.

Wellness (Health Screening) Benefit

- ▶ Employer may elect to offer an optional lump sum benefit of up to \$100 (standard) payable in consideration of one approved health screening test in a 12-month period such as mammography, chest x-ray, various blood tests, colonoscopy, pap smear and others.

Recurrence Benefit

- ▶ An additional benefit (up to 100%) is payable for the same diagnosed critical illness as one already diagnosed and payable, provided the diagnoses are at least 6 months apart (standard).*

Subsequent Occurrence Benefit

- ▶ A benefit is payable for a different critical illness diagnosed from one already diagnosed, provided the diagnoses are at least 3 months apart (standard).

Concurrent Diagnoses

- ▶ When more than one covered critical illness is diagnosed at the same time, the highest applicable single-diagnosis benefit will be paid.

Other

- ▶ Portability is included; the standard pre-ex limitation is 12/12 subject to state requirements; other exclusions and limitations apply.

*This benefit is not payable for skin cancer.

Eligibility

- ▶ Eligible employees are all active full-time employees working a minimum of 30 hours per week. Spouses must be under the age of 70 at the date of application in order to apply for this coverage.
- ▶ Employees must be insured for dependents to be covered. A person may not have coverage as both an employee and as a covered dependent.

Guaranteed Issue (GI) and Amounts Above GI

- ▶ If an eligible employee or spouse applies for coverage within the initial enrollment period, an amount of coverage may be automatically accepted. All dependent child coverage is guaranteed issue.
- ▶ Applications for insurance over GI or applications made beyond the initial enrollment period are subject to evidence of insurability submitted to and approved by Reliance Standard.

Portability

- ▶ Employees may be able to keep their insurance (and any Dependent Insurance) if they become ineligible (for reasons other than retirement). They can elect lower benefit amounts at the time they port coverage, however the plan must include all the same coverages. Premiums are direct-billed to the insured.

Limitations

- ▶ **Pre-existing Condition Limitation**
Our Critical Illness plans include a "12/12" pre-existing condition limitation subject to state requirements. A pre-existing condition is any condition (whether diagnosed or not) for which an insured received treatment, consultation or services, including diagnostic procedures, or for which he/she took prescribed drugs or medicines within a specified period of time (12 months) before the individual effective date of coverage. Benefits would not be payable for a Critical Illness due to a pre-existing condition, should the insured be diagnosed with a Critical Illness due to such pre-existing condition within the first 12 months of coverage.

Exclusions

The following is a list of some of the exclusions. A critical illness benefit will not be paid under the following circumstances:

- ▶ Intentionally self-inflicted injuries
- ▶ Act of war, declared or undeclared
- ▶ Committing a felony
- ▶ Injury or sickness that occurs while the insured is confined in a penal or correctional institution
- ▶ Participation in a riot or insurrection
- ▶ Critical Illness which is diagnosed during the Benefit Waiting Period

For a comprehensive list of exclusions, please refer to the policy.

Do the math:

1.5 million

Americans declared bankruptcy last year.



60%

were due to medical bills.



Over 3/4

of those had health insurance.



1.4 million

Americans were diagnosed with cancer last year. American men and women have a 2 in 3 chance of living at least five years after a cancer diagnosis.

—AACII, 2010

