

## SMALL GROUP INSURANCE PLANS



### Small group insurance plans customized to meet your employees' needs

#### Live life. You're covered.®

For over 40 years, USABLE Life has been a trusted name among elite carriers in life and disability insurance. Our financial strength and stability provides you with the security you need in an insurance partner. We offer the advanced expertise and capabilities of a major carrier without treating you like just another number.

We work hard to deliver the highest quality of financial security to our customers when they need us the most and can be relied upon to pay claims quickly and accurately. It is our top priority to make a meaningful difference and provide an exceptional customer experience for you and your employees.

#### Customizable, flexible, and affordable — that's how small group insurance plans should work

USABLE Life's Group Term Life (GTL) and Accidental Death & Dismemberment (AD&D) insurance provide employees and their families financial security. Short Term Disability (STD) and Long Term Disability (LTD) insurance add an additional layer of protection for covered accidents, injuries, or illnesses.

By providing this insurance to your employees, you're helping to recruit and retain top talent. No two companies are alike, and your benefits plans should reflect that. Build a customized plan that meets your employees' needs. Here's how it works:

- Choose one or more products from the product tables
- Select the option that you need (only one per product)
- Get a quote

#### PRODUCT HIGHLIGHTS

- Available for Idaho, Oregon, and Utah groups
- GTL, AD&D, STD, and LTD insurance options for employees, and life insurance options for their spouse and dependent(s)



## Plan details

Benefit and premium amounts will vary depending on the selected plan option.

- Eligible group size: Two to nine eligible lives.
- Minimum participation: 75% (rounded up) required.
- Plans require a 30 or more day waiting period.
- Eligibility: Employees must be actively at work, earning an income from the employer, and working at least 30 hours or more per week.
- Pre-existing conditions for LTD: If a claimant submits a claim within the first 24 months of the policy effective date, we will perform a pre-existing condition review. A pre-existing condition is a medical illness or injury for which the claimant received treatment, consultation, medicine, care, or diagnostic measures within the 12 months before the policy effective date. Benefits are not paid for pre-existing conditions.
- Reductions and/or termination for GTL and AD&D: If your employees are still actively at work on a full-time basis, benefits reduce by 35% of the pre-age 65 amount at age 65, by 50% of the pre-age 65 amount at age 70, and by 65% of the pre-age 65 amount at age 75.

GTL/AD&D Options	Option 1	Option 2	Option 3	Option 4	Option 5
GTL/AD&D (employee)	\$15,000/ \$15,000	\$20,000/ \$20,000	\$25,000/ \$25,000	\$35,000/ \$35,000	\$50,000/ \$50,000
Dependent Life (spouse)	\$10,000				
Dependent Life (child) <sup>1</sup>	\$5,000				
Accelerated Death benefit	80% of the GTL benefit if an employee is diagnosed with a terminal illness				
Waiver of premium benefit	Premium payments will be waived while the employee is totally disabled (if disabled prior to age 60)				

STD Options	Option 1	Option 2	Option 3
Monthly benefit (employee)	60% of employee's covered earnings		
Minimum benefit payout	\$25		
Maximum benefit payout	\$1,500		
Elimination period (first day of accident/sickness)	7/7	14/14	14/14
Benefit duration	12 weeks	11 weeks	24 weeks

LTD Options	Option 1	Option 2	Option 3
Monthly benefit (employee)	60% of employee's covered earnings		
Minimum benefit payout	The greater of 10% or \$100		
Maximum benefit payout	\$6,000		
Definition of disability	2 years in own occupation with 20% earnings loss (80% earnings test) <sup>2</sup>		
Elimination period	90 days	90 days	180 days
Benefit duration	5 year RBD <sup>3</sup>	SSNRA <sup>4</sup>	SSNRA <sup>4</sup>

## Read your policy carefully

This is not an insurance policy and only the actual provisions of an issued policy control. USABLE Life's policies set forth the rights and obligations of covered persons and USABLE Life. Please be aware that certain limitations and exclusions apply, and certain coverage may reduce or terminate due to age or lack of eligibility. If you enroll for coverage, you will be furnished with a policy or certificate of insurance. Please read your insurance documents carefully.

## Contact your local USABLE Life representative to enroll today!

*This document provides a brief description of USABLE Life's Group Term Life, Accidental Death & Dismemberment, Short Term Disability, and Long Term Disability insurance. This is not an insurance policy. Limitations and exclusions may apply and coverage may be reduced or terminated due to lack of eligibility. Specific industries are not eligible for coverage. Please read the insurance policy carefully.*

<sup>1</sup>Children less than six months of age have \$1,000 in coverage.

<sup>2</sup>After two years, the definition of disability changes to the any occupation standard.

<sup>3</sup>Reducing benefit duration.

<sup>4</sup>Social Security normal retirement age.

USABLE Life<sup>SM</sup> and Live life. You're covered.<sup>®</sup> are used with the consent of USABLE Mutual Insurance Company.

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