

true group and voluntary products

EMPLOYER CONTRIBUTION AND PARTICIPATION REQUIREMENTS

Employer paid

- When the employer contributes 100 percent of the cost, 100 percent employee participation is required.
- If the employer contributes less than 100 percent, 75 percent employer participation is required.
- Dental requires the employer to contribute 50 percent of the employee-only cost.
- Life and Disability requires the employer to contribute 25 percent of the monthly premium.

Voluntary

- Voluntary Disability and Dental plans require a minimum of 10 lives or 25 percent of eligible employees, whichever is greater.
- Voluntary Life coverage requires 10 lives or 20 percent of eligible employees, whichever is greater.
- Vision requires two employees to participate.

REQUEST FOR PROPOSAL

For a competitive quote, submit the following information:

- Company name
- Location (city, state, ZIP)
- Nature of business
- Census data – including gender, date of birth (or age) and earnings (if percent of salary benefit is chosen)
- Benefit plan desired
- If there is an existing plan, include the following:
 - Present plan and rates
 - Present carrier
 - Experience – paid premium vs. paid claims
 - Dental and Vision experience is required for groups with more than 100 lives;
 - STD experience is required for groups with more than 100 lives;
 - Life and LTD experience is required for groups with more than 500 lives.

Send the above information by fax to 816-531-4648, or by email to groupbenefits@kclife.com.

true group and voluntary products – life

OVERVIEW

Life insurance continues to be an integral part of an employer's benefit package. Today, employees have come to recognize that having life insurance is a necessity. Stories of loved ones leaving behind families with no financial protection are becoming all too familiar. With Kansas City Life's Group and Voluntary Life plans, you can offer your clients the protection and comfort they need.

FLEXIBLE PLAN DESIGN

Group Life offers employers a choice of coverage amounts which can be designed specifically for their needs. Benefit schedules may be a flat amount, a percentage of earnings or a combination of the two.

Should it be offered, employees may elect the amount of Voluntary coverage that best fits their needs and pay their own premiums through payroll deduction. Employees may choose any amount in increments of \$10,000, not to exceed \$500,000, or five times the employee's annual earnings – whichever is less.

The standard reduction schedule reduces coverage by 35 percent at age 65, by 55 percent of the original amount at age 70, by 70 percent of the original amount at age 75 and 80 percent of the original amount at age 80. Coverage ceases at retirement.

UNDERWRITING GUIDELINES

The guarantee issue amount for employer-paid plans varies by the size of the group and the benefits requested. For Voluntary coverage, the standard guarantee issue amount is \$100,000 up through age 69 (not to exceed five times annual earnings). Employers may also choose a guarantee issue amount of \$50,000. Individuals not applying for coverage within 31 days of being eligible will be subject to full underwriting.

SPOUSE AND DEPENDENT BENEFITS

Dependent coverage is available with the Basic Life plan in a variety of schedules and benefit amounts. Coverage may be elected for spouses and unmarried children under age 26.

For Voluntary benefits, a spouse may be insured in increments of \$5,000, not to exceed \$250,000, or one-half of the employee's elected amount, whichever is less. The guarantee issue amount is \$50,000, or one-half of the employee's elected amount, whichever is less. Children may also be insured at the following amounts: 14 days to six months of age: \$1,500; six months of age and older: increments of \$2,500, with a maximum of \$10,000. To elect spouse and dependent coverage, the employee must also be covered.

ANNUAL ENROLLMENT (VOLUNTARY LIFE)

Employers will be able to offer annual enrollments on the voluntary life plan in order to increase participation. Current enrollees will be able to increase their existing voluntary life amounts by \$10,000, up to the plan maximum on the plan's anniversary with no evidence of insurability requirement. Additionally, any employee who previously waived coverage under the voluntary life plan will be eligible for this additional annual increase with no health statement review. This provision is available to employees only, dependents will be required to provide evidence of insurability in the event they enroll after the initial eligibility period.

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ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

When purchased, an amount equal to the Basic Life benefit, unless requested differently, will be paid should death or certain dismemberment occur within 90 days following accidental bodily injury. For all dismemberment, the actual amount payable is based on the severity of the loss. This coverage is in effect 24 hours a day. Below is a list of additional benefits you and your client may choose to include:

Option 1 (Standard)

- Seat Belt/Air Bag Benefit
- Repatriation Benefit

Option 2

- The benefits listed in Option 1, plus
- Day Care Benefit
- Spouse Education Benefit
- Child Education Benefit

Option 3

- The benefits listed in Option 1, plus
- Common Disaster Benefit

Option 4

- All benefits listed in Options 1 through 3

Common Disaster Benefit is not available for Basic Group Life. A complete description of these benefits is available by contacting your Kansas City Life Group sales representative.

CONVERSION AND PORTABILITY PRIVILEGES

When an employee terminates employment, Life insurance coverage will be continued for 31 days. During this period, the individual may convert or port his or her Group Life insurance policy without evidence of insurability. Dependent Life coverage also may be converted or ported. However, AD&D and Waiver of Premium coverage are not eligible for conversion or portability. Employees attaining age 70 are not eligible for portability. *Basic Group Life coverage cannot be ported.*

WAIVER OF PREMIUM BENEFIT

If an insured employee becomes totally and permanently disabled before reaching age 60, Life and Dependent Life premiums for that employee will be waived after nine months of disability. Premiums will continue to be waived as long as the employee remains totally disabled up to age 70 or retirement.

EFFECTIVE DATE AND RATE GUARANTEE

Coverage will be effective on the first day of the month following acceptance by Kansas City Life. Rates will generally be guaranteed for two years.