



# Custom Choice<sup>®</sup> Life and AD&D

Underwritten by GE Group Life Assurance Company

## Life and AD&D Insurance

With Custom Choice<sup>®</sup> Life and Accidental Death & Dismemberment (AD&D) insurance, we offer you a simple and affordable way to protect your employees and their families from the financial hardships associated with loss of life. Our Group Life and AD&D features and options allow you to custom design your program to provide the added security your employees need.

### Group Life and AD&D Features and Options

|   |   |
|---|---|
| <b>Flexible Life and AD&amp;D schedules</b> | You can choose from a variety of schedules, including a combination of: <ul style="list-style-type: none"> <li>• Multiple of earnings;</li> <li>• Earnings classification;</li> <li>• Occupations; and</li> <li>• Flat dollar amounts.</li> </ul> |
| <b>Waiver of premium</b>                    | If an insured employee becomes totally disabled, Life insurance coverage will remain in force without premium payment. <sup>1</sup>   |
| <b>Benefit payment options</b>              | Covered employees may select from a variety of payment options, including: <ul style="list-style-type: none"> <li>• Lump sum settlement;</li> <li>• Installment payments;</li> <li>• Annuity options; and</li> <li>• Interest options.</li> </ul> |
| <b>Retained asset account</b>               | For beneficiaries electing a lump sum payment, where the Life insurance benefit amount is \$10,000 or more, the benefit payment will be credited to an interest-bearing money market draft account. <sup>2</sup>                                  |

### Basic Life Features and Options

|  |   |
|--|---|
| <b>Conversion privilege</b>              | There is an option to convert the Life insurance to an individual policy without evidence of insurability for specified termination conditions and decreases in life insurance amounts.   |
| <b>Accelerated benefit option</b>        | Insured employees who are terminally ill or who are unable to perform two or more Activities of Daily Living without substantial assistance may receive a portion of their death benefit – 50% to a maximum of \$100,000 – while still living, to offset medical and living expenses. |
| <b>Family Leave contract enhancement</b> | This enhancement extends an employee’s insurance coverage while the employee is on approved Family Leave for the leave duration to a maximum of four months, as long as premium payments continue.  |
| <b>EAP Advantage<sup>®</sup> option</b>  | This employee assistance program, administered by ETP, Inc., provides your employees with family support services that address a variety of their concerns.   |

### AD&D Options

|  |   |
|--|---|
| <b>Coverage options</b>                  | You can choose to provide your employees with either: <ul style="list-style-type: none"> <li>• 24-hour coverage (for any accident); or</li> <li>• Non-occupational coverage (for accidents occurring when an employee is not working).</li> </ul> |
| <b>Common carrier (triple indemnity)</b> | Triple indemnity provides a payment of two times the principal sum (in addition to the Basic Life benefit) if death is due to an injury while a fare-paying passenger on a public conveyance.   |

<sup>1</sup> The insured employee must be totally disabled for a nine-month waiting period to be eligible for the premium waiver. Durations for the waiver vary based on options selected.

<sup>2</sup> If an AD&D benefit is also payable, the AD&D benefit will be credited to the draft account along with the Life benefit.

**Dependent Life and AD&D Insurance Coverage**

Dependent Life and AD&D insurance coverage offers three plan choices and a conversion privilege for a dependent spouse:

|  | Plan A  | Plan B  | Plan C   |
|--|---|---|--|
| <b>Available to firms with:</b>  | 10 or more employees  |   | 25 or more employees   |
| <b>Spouse Life/AD&amp;D:</b>   | \$2,000 or 50% of employee Life coverage, whichever is less   | \$5,000 or 50% of employee Life coverage, whichever is less | \$10,000 or 50% of employee Life coverage, whichever is less |
| <b>Child Life/AD&amp;D, Age:</b>   |   |   |  |
| • 0-14 days  | • \$0   | • \$0   | • \$0  |
| • 15 days but less than six months   | • \$250   | • \$250   | • \$250  |
| • Six months but less than 19 years (or up to 25 years if a full-time student) | • \$1,000   | • \$2,500   | • \$5,000  |
| <b>Conversion privilege</b>  | If a covered employee terminates employment or dies, his or her dependent spouse may elect to convert the Dependent Life insurance to an individual life insurance policy without evidence of insurability. |   |  |

**Attained Age Life Insurance**

Attained Age Life, available to groups with 10 – 50 covered employees, is an alternative to our Basic Life (Average Age) plan. Attained Age Life features all the benefits of our standard Life contract, plus:

- A five-year rate guarantee on your group’s rate table; premiums for individuals in the group will be adjusted for age updates at each plan anniversary;<sup>3</sup> and
- Easy list bill administration, as premiums will not have to be calculated.

With Attained Age Life, we calculate a separate rate – based on age and gender – for each covered employee, so your rates are based specifically on the demographics of your group. This rate calculation method automatically reflects positive changes in your group’s composition and offers an advantage to growing companies with younger employees.

**Customer Service**

Our dedicated claims staff is available to explain your Group Life and AD&D program, to answer any questions you may have and to provide caring, compassionate assistance when your employees and their families need it most.

In addition, the customer service team in our Group Policyholder Services (GPS) department consists of experienced, dedicated professionals specially trained to assist in claims submission and to answer employee benefit questions. GPS representatives are available to answer questions every business day from 8 a.m. to 6 p.m. Eastern Time through a toll-free number.

Through this toll-free number, we also offer:

- An interpretation service for non-English speaking clients; and
- Over-the-phone processing of most employee changes.

A service for the hearing impaired (TDD) is available through a separate toll-free number.

*Our standard benefits are described above; where state laws dictate otherwise, our benefits are in compliance with those laws. Also, benefits are subject to state availability.*

*Custom Choice® Life and AD&D is available to firms with 10 or more employees. Participants must be full-time employees working at least 30 hours per week. If Dependent Life and AD&D insurance is selected by the employer, any employee insured for Life and AD&D is eligible for Dependent Life and AD&D. Group insurance coverage is underwritten through GE Group Life Assurance Company. The coverages referred to above contain certain exclusions and limitations as well as terms under which such coverages can be continued or discontinued.*

*For more information about any of our products or services, please contact your Group Insurance Advisor or GE Financial Assurance representative.*

<sup>3</sup> AD&D will continue to be billed as one rate, not on an attained age basis.