



Advanced Financial Services, Inc.
Summary of Life, AD&D, and LTD Insurance Programs

The material in this handout is intended as a general overview of the plan – it is not intended as a full description of the benefits offered. In the event of a discrepancy, the terms and conditions of the Group Policy will apply.

Life Insurance: 1 x Salary to \$150,000

- **Non-Contributory** - All premiums paid by Employer
- **Premium Waiver** - If totally disabled for 9 months life coverage remains in force without premium payment
- **Age Reductions** - Benefit reduced 35% @ age 65, an additional 25% @ age 70, and another 15% @ age 75
- **Accelerated Benefit** - Life expectancy 6 months or less Genworth will advance life benefit of 75% to \$250,000
- **Conversion Privilege** - If coverage is terminated employee has 31 days to convert to an individual policy

Accidental Death & Dismemberment: 1 x Salary to \$150,000

- **Non-Contributory** - All premiums paid by Employer
- **24-hour coverage** - Employee's are covered on and off the job
- **Seat Belt Benefit** - If car accident results in death while wearing seatbelt, beneficiary will receive benefit lesser of 10% or 10,000.
- **Education Benefit** - Pays a benefit per semester for each qualified child in college (5% of principal sum to 5,000).
- **Repatriation Benefit** - Pays up to \$5,000 for transportation of remains if 150 or more miles from home
- **Business Travel Assist Plan** (*see brochure*)

Dependent Life Spouses covered at \$5,000, children covered at \$2,000

- **Non-Contributory** - All premiums paid by Employer

Long Term Disability: 66^{2/3} % of monthly salary to \$8,500

- **Elimination Period** - 90 Days
- **Non-Contributory** - All premiums paid by Employer
- **Definition of Disability** - Three-Year own occupation
- **Zero Day Residual** - Total Disability not required during the Elimination Period
- **Partial Disability** - If employee is only able to return to work PT, they will still receive partial LTD benefit
- **Survivor Benefit** - If employee dies while on LTD, spouse will receive 3x the monthly LTD benefit
- **3/12 Pre-Existing Condition** - Any sickness or injury an employee received medical care, treatment or consultation during the 3 months prior to the GE effective date, GE will not pay benefits for that disability during the first 12 months of coverage
- **6 Month Recovery Benefit** - for commissioned employees who have returned to work full time and have yet to earn 100% of pre-disability earnings. Pays the lesser of lost income, total disability benefit, or maximum disability benefit.
- **Mental Illness/Substance Abuse limitation** - mental illness and substance abuse are treated separately and per occurrence.
- **Successive Periods** - Disability separated by less than 6 months return to work are treated as 1 disability
- **Trial Work Days** - 30 days "No Penalty" allowed during Elimination Period for employee to return to work
- **Relocation/Reasonable Accommodation Benefit** - pays 50% to 5,000 for worksite modification.

- **COBRA Reimbursement Benefit** - will reimburse disabled employees up to \$400 per month for their Medical and Dental COBRA payments as long as an employee remains on COBRA (18 month COBRA time frame).
- **LTD conversion for terminating employees** - The monthly benefit payable under the Conversion is 60% up to \$3,000, and the pricing is based upon age banded rates provided at time of conversion
- **Employee Assistance Program** with 3 face to face visits.
- **Progressive Partial Benefit** - allows you to return to partial disability employment and earn up 100% of your pre-disability earnings.