



# Humana Life



**Humana**<sup>®</sup>

Humana.com 





## Making sure the quality of life goes on

Here are a few more reasons to choose Humana life:

- Families speak directly with staff who are specially trained to handle life claims
- Employees can access tools at **HumanaLife.com** to help them estimate their families' coverage needs
- Beneficiaries receive prompt payment, giving them one less thing to worry about
- Humana life plans with AD&D include extras such as childcare, child education, and spouse training benefits
- You can offer Humana life without increasing your benefits budget, or choose to fund a portion

Words can't describe what your employees and their families endure after a loss of a loved one. The reality of everyday life such as returning to work and paying bills can be overwhelming.

Humana life helps families pay off debts and other expenses so they don't have to rely solely on savings. But companies just like yours choose us for an entirely different reason: our personal touch.

Specially-trained staff handle every claim; there are no automated voice systems. They personally guide members through the process and help deliver money promptly. Claim forms are available electronically if families prefer.

When you offer Humana's life insurance, you're helping protect the finances of your employees' families. But more important, you know that they'll be well-taken care of.

# Basic Group Term Life

Basic term life insurance, also known as employer-sponsored, is a perfect plan to provide your employees. You have the flexibility to provide basic coverage to employees while giving them the opportunity to purchase voluntary term life insurance. Employers can change the amount of basic life insurance once a year, on the anniversary date, by making the request to Underwriting.

## Employee basic term life

**Available Coverage**

- Flat amounts in \$1,000 increments
- Multiples of salary rounded to the next \$1000
- Class schedules: no more than 2.5 times between the classes and 10 times between the highest and lowest classes

**Minimum** • \$15,000

**Maximum** • Lesser of seven times annual salary or \$1 million, combined with voluntary life

Dependent basic term life\*  Option 1  Option 2  Option 3

**Spouse\*\*** \$20,000<sup>1</sup> \$10,000<sup>1</sup> \$5000<sup>1</sup>

### Dependent child

Ages 6 months to 26 years \$5000 \$2500 \$1000

Ages 15 days to 6 months \$1000 \$500 \$500

Birth through 14 days No benefit No benefit No benefit

\*Option one is available for groups with five or more eligible lives. Options two and three are available for groups with two or more eligible lives.

\*\*Guarantee issue amounts for spouse/children coverage are equal to the benefit selected.

<sup>1</sup>Coverage and eligibility terminates at age 65.

## Guaranteed issue amounts

For groups of two or more, Humana guarantees that eligible employees, spouses, and dependent children will receive a specified amount of life coverage without medical underwriting. Amounts vary with the number of full-time eligible employees.

Eligible lives	Guaranteed issue amounts
2 - 4	Up to \$25,000
5 - 9	Up to \$50,000
10 - 24	Up to \$100,000
25 - 50	Up to \$175,000
51 - 74	Up to \$200,000
75 - 99	Up to \$250,000
100 - 299	Up to \$300,000

Note: Above chart reflects the maximum employee basic life guarantee issue amount.

## Minimum participation requirements

The minimum employer contribution for groups with two or more eligible employees is 50 percent of premium.

Employer contribution	Participation
100% of premium	100%
50 - 99% of premium	50%

## Basic life for retirees

Retirees are not eligible for Basic Life benefits

A total of 44 percent  
of all U.S. households  
(47 million) either don't  
own life insurance or  
believe they need more.

LIMRA Market Facts, 2009



# Voluntary/Supplemental Group Term Life

Voluntary life is available to groups with five or more eligible employees. Employees receive group rates and pay premiums through the convenience of payroll deductions – it's a simple way for them to buy the life insurance they need.

## Employee voluntary term life

<b>Available Coverage</b>	• Flat amounts in \$1,000 increments
<b>Minimum</b>	• \$15,000
<b>Maximum</b>	• \$250,000 for groups with 5 to 50 employees* • \$500,000 for groups with 51 or more employees • \$1 million, combined with basic term life

## Dependent voluntary term life

### Spouse

Available coverage	\$1000 increments up to 50% of employee amount
Minimum coverage	\$5000
Maximum coverage	\$250,000

### Dependent child

Ages 6 months to 26 years	\$5000 or \$10,000
Ages 15 days to 6 months	\$500
Birth through 14 days	No benefit

\*Other options available upon underwriting approval

## Guaranteed issue amounts

Amounts are based on the number of full-time eligible employees. Guaranteed issue does not apply to employees age 65 and older or spouses age 60 and older.

Eligible lives	Employee	Spouse
5 – 9	None	None
10 – 24	Up to \$50,000	Up to \$25,000
25 – 29	Up to \$75,000	Up to \$35,000
30 – 50	Up to \$75,000	Up to \$35,000
51 – 74	Up to \$100,000	Up to \$50,000
75 – 299	Up to \$100,000	Up to \$50,000

## Minimum participation requirements

Five enrolled employees or 25%, whichever is greater

## Retirees

Voluntary life is not available to retired employees

## Basic and voluntary term life provisions

### Rate guarantee

Rate is guaranteed not to change for two years (or three years, if offered).

### Age reduction options

The employer can choose one of the options below at time of sale. Beginning at age 65 (or age 70 in schedule three), the employee's life coverage is reduced based on the benefit amount in force on his or her 64<sup>th</sup> birthday (or 69<sup>th</sup> birthday in schedule three). This also applies to the AD&D benefit.

Age	Schedule one	Schedule two	Schedule three
65	35 percent	35 percent	No reduction
70	55 percent	50 percent	50 percent
75	70 percent	No further reduction	
80	80 percent		
85	85 percent		

### Waiver of premium

Employees who are disabled for at least six consecutive months before age 60 can continue life insurance coverage and waive the premium. The employee is covered until age 65 if he or she remains totally disabled.

### Guaranteed conversion

If an employee or dependent loses coverage due to the employee's loss of employment, loss of eligibility, or reduction for age, the coverage can be converted to an individual whole life insurance policy. Maximum amounts to be converted vary based on the certificate. If the group coverage ends due to termination of the policy, conversion is available when the member's coverage has been in effect for at least three years. Voluntary ported coverage also can be converted when the policy is terminated. The conversion policy is issued without evidence of insurability and must be applied and paid for within 31 days of coverage termination.

### Genuine Customer Care

Call **1-800-233-4013**, Monday – Friday, 8 a.m. – 6 p.m. **(TDD: 1-800-325-2025)**



### Accelerated death benefit

An employee diagnosed with a terminal illness that is expected to result in death within 24 months based on the plan offered can receive a portion of the insurance benefit. Amount payable is 50 percent to a maximum benefit of \$250,000.

The advanced amount will reduce the life insurance benefit at the time of death; this varies according to state regulations. Humana must approve the benefit application.

Residents of Alabama, Illinois, Indiana, Massachusetts, Michigan, Ohio, Oklahoma, Virginia and Washington must have continuous coverage a minimum of 30 days to qualify for illness coverage. Residents of Texas must have continuous coverage a minimum of six months to qualify for illness coverage. For accidents, coverage begins on the effective date of the policy.

### Optional portability for voluntary life

An active eligible employee who leaves the group can continue voluntary life insurance by paying annual premiums to Humana if he or she is not yet age 70. Only coverage in force or a lesser amount can be ported. Employee must exercise portability option within 31 days of termination. Note: Employees will be charged Humana's current portability rates when they leave.

Portability is state-specific and is not available in Minnesota. For specific benefits of coverage contact your sales representative or refer to your Certificate of Coverage.

# AD&D additional benefits

AD&D must be purchased with life benefits for employees.\* AD&D provides a matching death benefit equal to the life schedule amount and includes the following features:

## Common carrier benefit

Paid after a covered accidental bodily injury sustained while riding as a fare-paying passenger in a common carrier. A common carrier is any land, air, or water vehicle operated with a valid license to transport passengers for hire.

## Seat belt–airbag–helmet benefit

- **Seat belt benefit.** Paid after death as a result of an auto accident while properly using a seat belt.
- **Airbag.** Paid after death as a result of an auto accident while driving a vehicle with a properly functioning airbag.
- **Helmet.** Paid after death as a result of a motorcycle accident while wearing a properly fitted and fastened motorcycle helmet.

## Education benefit

Provides financial assistance for dependent children's higher education in the event of a covered parent's death.

## Childcare benefit

Provides financial assistance for expenses for dependent children's childcare in the event of a covered parent's death.

## Spouse training benefit

Provides financial assistance for spouse's studies at an accredited school in the event of covered spouse's death.

## Repatriation benefit

Provides financial assistance for transportation of the employee's body in the event of accidental death. Contract will establish mileage requirements from principal place of residence.

## Coma benefit

Paid if covered person is in a qualifying coma condition.

Policies may vary slightly based on the contract issued.

\*Dependent children are not eligible for AD&D.

## Financial protection

Half of life insurance plan members use life insurance to provide for their families in the event of premature death – more than any other financial resource.

LIMRA 2007



## AD&D provisions for employee and spouse\*

If death or the following losses occur within 180 days of an accident the following benefit will be paid:

Loss	Benefit amount equal to
Life	Full amount
Both hands or both feet	Full amount
Sight in both eyes	Full amount
One hand and one foot	Full amount
One hand or one foot, and sight in one eye	Full amount
One hand or one foot	One-half of full amount
Loss of sight in one eye	One-half of full amount
Loss of thumb and index finger on same hand	One-fourth of full amount
Quadriplegia	Full amount
Paraplegia	One-half of full amount
Hemiplegia	One-half of full amount

The total benefit for all losses from the same accident will be limited to the one loss that provides the greatest benefit. This is in addition to the life benefit amount.

Residents of Texas must have continuous coverage a minimum of 30 days to qualify for AD&D coverage. For benefit details, contact your sales representative or refer to your Certificate of Coverage.

\*Benefits may vary by state. Please consult your policy for details.

## How much life insurance do your employees need?

If your employees have people who depend financially on them, they need life insurance, no matter what their age or marital status. With life insurance, they can help spare their grieving loved ones the additional stress of economic difficulties and help to preserve their quality of life.

One rule of thumb for recommended coverage is a life insurance amount equal to up to 10 times annual income, according to the American Council of Life Insurers. No one guideline applies to everyone, however, because financial situations and goals vary from person to person, and family to family.

Simple-to-use online calculator.

Direct employees to our online life insurance calculator at **HumanaLife.com** to help determine their life insurance needs.





# Thank you

for considering  
Humana Life



**Humana**<sup>®</sup>

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Insured by Humana Insurance Company or Humana Insurance Company of Kentucky



**Mixed Sources**  
Product group from well-managed  
forests, controlled sources and  
recycled wood or fiber

Cert no. SW-COC-1886  
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