

# FOCUS on Small Business



**BlueCross BlueShield of Illinois**

Insurance products issued by Dearborn Life Insurance Company, 701 E. 22nd St. Suite 300, Lombard, IL 60148.

**Small business owners face the same challenges as larger organizations** when it comes to attracting and retaining quality employees while containing their costs. An employee benefits program is a valuable asset for a small business, but finding the right program at a price that works for employers and employees can be challenging.

### **Meeting the Challenge, Creating an Opportunity**

Blue Cross and Blue Shield of Illinois meets the needs of small businesses with FOCUS on Small Business, a program that includes many of the employee benefits available to larger organizations at an affordable price.

### **FOCUS on Small Business Products**

FOCUS products include group term life, accidental death & dismemberment (AD&D), dependent life, short-term disability (STD) and long-term disability (LTD). Implementation and administration are easy, so small employers save time and resources that should be focused on improving and growing their businesses.



### **Producers Corner**

Producers Corner, a password-protected section of our website, makes it easy to quickly create a proposal and a complete installation kit so you can capitalize on this market segment. Producers Corner allows you to:

- Create multiple product-combined proposals
- Produce customized employee enrollment forms
- Compile customer installation kits
- Manage your quote activity – create, view and edit from a historical log of all of your proposals

The only other items you need to install a case are:

- Binder check
- Broker – customer care implementation form
- W2 agreement (if case has STD or LTD coverage)
- Copy of prior carrier's plan policy/certificate (applicable to LTD only)

## FOCUS Benefit Packages—Big Business Choices for Small Business

Our programs give employers a variety of benefit combinations so they can find the program that is right for them. Employers can choose from a combination of plans, including life, AD&D, dependent life, short-term disability and long-term disability.

### FOCUS Program Highlights

All active, full-time employees working at least 30 hours a week are eligible for coverage (groups with employees working 20 hours a week can be enrolled with proof of eligibility: a copy of the current carrier's policy or certificate booklet).

Eligible dependents include the employee's spouse and unmarried children from live birth to 19 years of age and not in active military services. Unmarried children who are younger than 19 years of age are eligible to age 23 if they are a full-time student (age may vary by state). In addition, eligibility will continue past the age limit for eligible children who are primarily dependent upon the employee for support and who cannot work to support themselves due to a physical or mental incapacity that began before the age limit was reached.

- Certain industries may not be eligible for one or more lines of coverage.
- Employer chooses maximum benefit amounts and options, such as elimination period, waiting periods and benefit durations.
- Carve-out groups are acceptable with approval.

### Participation Requirements

Non-contributory plans require 100 percent of all eligible employees to be enrolled. Contributory plan participation requirements are:

Number of eligible employees	2	3	4	5	6	7	8	9
Participation requirement	2	3	4	4	5	6	6	7

Participation is reviewed on the group's anniversary.



**FOCUS on Small Business gives employers and employees the opportunity to protect the futures of those they love.**

Families may find it difficult to talk about life insurance, but the fact is they need it. The loss of the primary family wage-earner can threaten the futures of other family members. Life insurance is a great way to provide for loved ones in the event of an untimely death. It can be one of the most valuable investments a person can make.

### Group Term Life Insurance Highlights

Features	Benefits
24-hour coverage	Employees and family protected around the clock, on or off the job
Benefit plans	Flat or salary-based Flat: \$25,000, \$50,000 or \$100,000 Salary: <ul style="list-style-type: none"> <li>• 1 x basic annual salary to a minimum of \$150,000 or</li> <li>• 2 x basic annual salary to a maximum of \$200,000</li> </ul>
Guarantee issue limit	2-5 lives: \$35,000 6-9 lives: \$50,000 10-24 lives: \$100,000
Age reduction schedule	Age 65: Life and AD&D benefits reduce by 35 percent of original amount Age 70: Benefits reduce to 50 percent of original amount All benefits terminate at retirement

\*Amounts that exceed the guarantee issue levels will require satisfactory evidence of insurability.

**Accelerated Death Benefit**  
Terminally ill employees may receive 75 percent of their group term life insurance amount with a maximum of up to \$250,000 and a minimum of \$7,500.

**Waiver of Premium**  
If an employee cannot work because of disability due to injury or illness for a minimum of 9 months and is under 60 years of age, premium payments will be waived until the employee is no longer disabled or reaches age 65.

### Accidental Death & Dismemberment (AD&D)

The plan pays an additional benefit if an employee dies or suffers dismemberment or paralysis as the result of an accident.

Features	Benefits
24-hour coverage	Employees protected around the clock, on or off the job
Benefit plans	Matches term life benefit
Additional benefits	Additional benefits are paid for special circumstances and needs: <ol style="list-style-type: none"> <li>1. Seat belt benefit</li> <li>2. Air bag benefit</li> <li>3. Repatriation benefit</li> <li>4. Education benefit for dependent students</li> </ol>

### Dependent Life Benefit

Employers may add the dependent life benefit to the term life insurance plan and provide protection for an employee's spouse and children.

Features	Benefits
24-hour coverage	Spouse and children are protected around the clock
Benefit plans	Spouse*: \$10,000 Child(ren): \$100 Live birth to 6 months \$5,000 6 months to age 19 (to age 23 if full-time student**)

\*Domestic partner coverage is available in those states where domestic partnerships have been statutorily recognized.

\*\*Age may vary by state.

We offer short-term and long-term disability insurance that protects employees who cannot work because of a disability caused by illness or injury. However, as a disability carrier, we do more than pay claims—we manage them. We help employers control costs through a disability claim management program that focuses on returning employees to work.

## Group Short-Term and Long-Term Disability Insurance Highlights

Our disability programs are designed specifically for small businesses and offer the right combination of features, prices and services.

### Short-Term Disability Insurance

Features	Benefits
Non-occupational coverage	Employees are covered when not at work
Benefit amount	60% of weekly earnings to a maximum of \$1,000 or 60% of weekly earnings to a maximum of \$1,500
Benefits are payable for sickness or injury	Choice of 3 plans: 1/8, 8/8, 15/15
Benefit plan duration	Choice of 13 or 26 weeks
Maternity	Covered the same as any illness
Definition of disability	Total or partial disability
Additional benefits	Work incentive benefit Worksite modification benefit Survivor income benefit
Optional services	Issuance of W-2 (by employer request)  For an additional affordable charge, employers can choose from two Employer Assistance Programs (EAPs) that offer telephone counseling or in-person counseling.  EAPs are made available from ComPsych® Corporation, a worldwide leader in employee-assistance programs.

### Definition of Total Disability

An employee is considered totally disabled if unable to perform the material and substantial duties of his or her occupation on a full-time or part-time basis and is not receiving more than 20 percent of their pre-disability earnings for work or service.

### Benefits for Partial Disability

A partial disability benefit allows a disabled employee to work in some capacity and still receive disability benefits. Employees who meet the following definition can receive a work incentive benefit. Partial disability means insured employees are working, and because not totally disabled, they are:

- Earning less than 80 percent of their pre-disability earnings, and are
- Able to perform some, but not all, of the duties of their regular occupations.

A long-term disability impacts more than just disabled employees. The employees and their family members worry about the medical problem, treatment and how to meet day-to-day and future expenses. However, the effects of disability spread beyond the family. Employers may face employee morale issues and increased costs.

**Long-Term Disability Insurance**

Features	Benefits
Benefit amount	60% of monthly earnings to a maximum of \$6,000
Elimination periods	90 or 180 days
Maximum benefit duration	Two options: SSNRA (Social Security Normal Retirement Age) or 5 years to age 70
Definition of disability	Total or partial disability
Own occupation period	24 months
Pre-existing conditions exclusion	3/12 exclusion
Additional benefits	Work incentive benefit (12 months) Rehabilitation incentive income (12 months) Worksite modification benefit (up to \$1,500) Survivor income benefit
Optional services	Issuance of W-2 (by employer request)  For an additional affordable charge, employers can choose from two Employer Assistance Programs (telephone counseling or in-person counseling).  EAP programs are made available from ComPsych® Corporation, a worldwide leader in employee-assistance programs.



## Total Disability

During the initial own occupation period, the employee is considered totally disabled if he or she is unable to perform the material and substantial duties of his or her regular occupation on a full-time or part-time basis and is not receiving more than 20 percent of his or her pre-disability earnings for work or service.

After benefits have been paid for 24 months, disability is determined by the insured's inability to perform all of the material and substantial duties of his or her own or any other occupation for which he or she is qualified for by training, education, experience, age and physical and mental capacity on a full-time or part-time basis and is not receiving more than 20 percent of their pre-disability earnings for work or service..

## Benefits for Partial Disability

A partial disability benefit allows a disabled employee to work in some capacity and still receive disability benefits. Employees who meet the following definition can receive a work incentive benefit. Partial disability means insured employees are working, and because not totally disabled, they are:

- Earning less than 80 percent of their pre-disability earnings, and
- During the own occupation period, able to perform some, but not all, of the duties of their regular occupations, or
- During the any occupation period, unable to engage in any occupation they are qualified for by education, training and experience.

## Increased 1st Year Partial Disability Benefit

The partial disability benefit pays an employee who has a disability caused by an injury or sickness, but is able to perform one or more (but not all) of the material and substantial duties of his or her own occupation or any occupation on a full-time or part-time basis, or is able to perform all of the material and substantial duties of his or her own or any occupation on a part-time basis. The partial disability benefit will be paid for a disability once the insured has met the elimination period with a combination of total and/or partial disability and is earning less than 80% of his or her pre-disability income. This benefit pays up to 100% of the maximum benefit during the first year of the partial disability. After benefits have been paid for one year, the benefit reduces to the benefit percentage less any income from other sources.

## Claim Management

An Long-Term Disability plan isn't just about paying claims; it's about managing them. The claim management program focuses on containing costs and aggressive return-to-work services.

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