Humana Life plans

BASIC GROUP TERM LIFE

Available for 2+ size groups. Provides basic coverage to employees while giving them the opportunity to purchase Voluntary Term Life. You can change the amount of basic life coverage once a year, on the anniversary date, by making the request to underwriting.

EMPLOYEE Basic Term Life	
Available coverage	**Flat amounts:** $15,000 / $25,000 / $50,000
Minimum	$15,000
Maximum	Lesser of seven times annual salary or $1 million, combined with voluntary life.

Minimum participation requirements

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

Employer contribution	Participation
100% of premium	100%
50 – 99% premium	Five enrolled employees or 50%, whichever is greater when written as stand-alone coverage. Two enrolled employees or 50%, whichever is greater when written with Dental.

Retirees: May be available on 100+ Life cases.

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VOLUNTARY TERM LIFE

Available to groups with five or more eligible employees. Employees receive group rates and pay premiums through payroll deductions.

EMPLOYEE Voluntary Term Life	
Available coverage	Flat amounts in $1,000 increments
Minimum	$15,000
Maximum	• $250,000 for groups with 5 to 50 employees • $500,000 for groups with 51 or more employees[1] • $1 million, combined with Basic Term Life

DEPENDENT Voluntary Term Life	
Spouses:[1]	
• Available coverage	$1,000 increments up to 50% of employee amount
• Minimum coverage	$5,000
• Maximum coverage	$250,000
Dependent child:	
• Ages 6 months to 26 years	$10,000
• Birth to 6 months	$500

1) Other options available upon underwriting approval.

Minimum participation requirements:
Five enrolled employees or 15%, whichever is greater.

Retirees: Voluntary Term Life is not available to retired employees.

Seat belt, airbag, helmet benefit		
Seat belt	Paid after death as a result of an auto accident while properly using a seat belt	**10%, up to $10,000, but not less than $1,000**
Airbag	Paid after death as a result of an auto accident while driving a vehicle with a properly functioning airbag	**5%, up to $5,000, but no less than $500**
Helmet	Paid after death as a result of a motorcycle accident while wearing a properly fitted and fastened motorcycle helmet	**10%, up to $10,000 but not less than $1,000**

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PLAN PROVISIONS

Rate guarantee

Rates guaranteed to not change for two years.

Age reduction

Beginning at age 65, the employee's life coverage is reduced based on the benefit amount in force on their 64th birthday. This also applies to AD&D.

Age	Benefit reduction
65	35%
70	50%
75	No further reduction
80	
85	

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.
- Employee is covered until age 65 if they remain totally disabled.

Conversion:

- If 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 up to age 75.
- Maximum amounts to be converted vary based on the certificate.
- If group coverage ends due to termination of the policy, conversion is available when the member's coverage has been in effect for at least one year. Voluntary ported coverage may also be available for conversion. Premiums must be paid within 31 days of coverage termination.

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 between 50%-80% in 5% increments and up to $800,000.
- The advanced amount will reduce the life insurance benefit at the time of death.
- Humana must approve the benefit application.

If you receive payment of accelerated benefits from a life insurance policy, you may lose your right to receive certain public funds, such as Medicare, Medicaid, Social Security, Supplemental Security, Supplemental Security Income (SSI), and possibly others. Also, receiving accelerated benefits from a life insurance policy may have tax consequences for you. We cannot give you advice about this. You may wish to obtain advice from a tax professional or an attorney before you decide to receive accelerated benefits from a life insurance policy.

Portability of Voluntary Life:

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

Annual increase option for Voluntary Life:

- In addition to the initial open enrollment, employees can increase or add Voluntary Life at plan anniversary and each year thereafter by up to $25,000 of coverage.
- Subject to the plan maximum.
- Employees have the ability to elect Voluntary Life even if they waived coverage at initial open enrollment.
- This feature enables employees to increase their coverage to better meet their needs.

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ACCIDENTAL DEATH & DISMEMBERMENT BENEFITS (AD&D)

AD&D is available to purchase with life benefits for employees and/or spouses. Dependent child(ren) coverage available with Voluntary Life for 300+ size groups. AD&D provides a death benefit based on the life schedule amount and includes the following features:

AD&D provisions

Covered loss must be within 365 days of accident.

Loss	Benefit amount equal to	Common carrier accident
• Life • Both hands or both feet • Both arms or both legs • Sight in both eyes • One hand and one foot • One hand or one foot and sight in one eye • Quadriplegia	Full amount	200%
• Paraplegia or hemiplegia • One hand or one foot • One arm or one leg • Sight in one eye • Speech or hearing	50% of full amount	100%
• Monoplegia • Loss of thumb and index finger on same hand	25% of full amount	50%
• Big toe	10% of full amount	20%
• One finger or one toe	3% of full amount	6%

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.

Additional benefits	Percentage of Life Benefit amount
Adaptive home & vehicle	**Pays the lesser of incurred expenses:** 5% or $2,000
Burn	• **If 50 to 74% of the body is covered:** 50% benefit • **If 75% or more of the body is covered:** 75% benefit
Child care	**Actual expense to a maximum of $5,000 or 5% of death benefit**
Child higher education	• **Actual expense to a maximum of $5,000 or 5% of death benefit** • Payable up to four years for employee's dependent children or until age 25 • Dependent must be a full-time student beyond 12th grade at a college, university or vocational school on the date of the employee's death or within 365 days after the death.
Coma	**One time payment of 5% of the employee's benefit, subject to a maximum of $5,000**
Disappearance and exposure	**Will pay an Accidental Death or Dismemberment Benefit**
Rehabilitative physical therapy	Will pay an additional benefit. **Pays the lesser of incurred expenses, 5% or $2,000.**
Repatriation	Actual expenses to a maximum of $5,000 if employee dies as a result of an accidental death at least 100 miles from his/her principal place of resident, and there are expenses for preparing and transporting the employee's body to a mortuary.

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ACCIDENTAL DEATH & DISMEMBERMENT BENEFITS (AD&D)

Additional benefits	Percentage of Life Benefit amount
Seat belt, airbag & helmet benefits	• **Seat belt – 5% up to $5,000 ($1,000 minimum):** Paid after death as a result of an auto accident while properly using a seat belt. • **Airbag – 5% up to $5,000 ($500 minimum):** Paid after death as a result of an auto accident while driving a vehicle with a properly functioning airbag. • **Helmet – 10% up to $10,000 ($1,000 minimum):** Paid after death as a result of a motorcycle accident while wearing a properly fitted and fastened motorcycle helmet.
Spouse education & training	• **Actual expense to a maximum of $5,000 or 5% of death benefit for one year after the employee's death** • Survivor must be enrolled as a student in an accredited school on the date of the employee's death or within 365 days after the death
Severe head injury	**Pays 5% to $2,500**
Workplace assault	**Pays 10% to $25,000**

Life plans insured by Humana Insurance Company.

This communication provides a general description of certain identified insurance or non-insurance benefits provided under one or more of our benefit plans. Our benefit plans have exclusions and limitations and terms under which the coverage may be continued in force or discontinued. For costs and complete details of the coverage, refer to the plan document or call or write your Humana insurance agent or the company. In the event of any disagreement between this communication and the plan document, the plan document will control.

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