

2+ Protector product parameters

Group Life, LTD and STD insurance for employers with two through nine employees

Group Term Life and Accidental Death and Dismemberment (AD&D) Insurance

Coverage offered

- Employers with 2–5 employees: \$25,000 or one times salary to a maximum of \$25,000.
- Employers with 6–9 employees: \$25,000, \$50,000, one times salary to a maximum of \$50,000 or two times salary to a maximum of \$100,000.

Guaranteed issue amount available: \$25,000

Additional benefits offered:

- AD&D: If approved for this benefit, additional life insurance benefits may be payable for insureds who have an accident which results in death or dismemberment as defined in the contract.
- Accelerated Life Benefit: If eligible for this benefit, insureds may apply for payment of 25 percent or 50 percent of the amount of life coverage.
- Waiver of Premium: If eligible under the insurance contract and approved for this benefit, AUL will waive premium payments for an insured's coverage while the insured remains disabled as defined in the contract.

Group Life and AD&D Insurance coverage will reduce upon reaching certain ages as follows:

Age	65–69	70–74	75–79	80–84	85–89	90+
Amount of coverage available	65%	45%	30%	20%	15%	10%

Short Term Disability (STD) Insurance

Benefits offered when totally disabled: If eligible and approved by AUL, the maximum weekly benefit is 60 percent of the employee's insured weekly earnings up to a maximum of \$250 or \$500 per week (to be selected by employer), for non-occupational total disability claims only.

Earnings definition options: Employers can choose any of AUL's standard definitions.

Elimination period: The employer can select periods of:

- Zero days for injury and seven days for sickness or
- 15 days for injury and 15 days for sickness.

Benefit duration: Employer can select periods of 13 or 26 weeks.

Maternity benefit: Benefits are available following total disability due to normal pregnancy and the following pregnancy complications: concurrent disease or abnormal conditions significantly affecting the usual medical management of pregnancy or any condition requiring non-elective caesarian section delivery.

Coverage not available in certain states: Due to various statutory requirements, AUL's STD coverage is not available in California, Hawaii, New Jersey, New York or Rhode Island.

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Features and requirements

Insurance coverages

- Both Group Life and AD&D are always required.
- Short and/or Long Term Disability is available with Group Life and AD&D.

Eligible employers are allowed to apply for coverage and must

- be in an eligible industry.
- be in business for at least two years.
- have an employer/employee relationship.
- have no more than 50 percent of eligible insureds as family members.

Evidence of insurability: If an employee does not enroll timely, he will be required to provide a statement of proof of medical history. AUL will then review that information to determine if coverage can be approved.

Pre-existing condition: Certain disabilities are not covered if the cause of the disability is traceable to a condition existing prior to the effective date of the contract. A pre-existing condition is a sickness or injury for which the insured received medical treatment, services, or incurred expenses within a timeframe specified in the contract.

Minimum employer premium contribution:

Employers must contribute 25 percent of the total premium for all coverages.

For company use only.
Not for public distribution.

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Long Term Disability Insurance

Benefits offered when totally disabled: If eligible and approved by AUL, the gross monthly benefit payable under the contract is 60 percent of the employee's insured monthly earnings, with a maximum, depending on industry, of either \$3,000 or \$5,000 per month. The minimum monthly benefit offered under the contract is the greater of \$100 or 10 percent of the gross monthly benefit. See the table below for details on the maximum coverage offered and benefit durations.

SIC category	One	Two and three
Maximum amount of coverage available	\$5000	2–4 lives: \$3,000 5–9 lives: \$5,000
Benefit duration available	Reducing Benefit Duration (RBD) or 5 year RBD	2–4 lives: 5 year RBD 5–9 lives: RBD or 5 year RBD

Earnings definitions options: Employers can choose any of AUL's standard definitions.

Elimination period: Employer can select periods of 90 or 180 days.

Definition of total disability: Because of an injury or sickness, the insured cannot perform the material and substantial duties of his regular occupation. After benefits have been paid for a certain amount of time, the definition of total disability changes to mean the insured cannot perform the material and substantial duties of any gainful occupation for which he is reasonably fitted by training, education, or experience.

Coverage limitations based upon occupation: LTD coverage amounts on employees in blue-collar occupations cannot exceed 75 percent of the policyholder's total coverage volume.

Standard contract provisions offered:

- Partial disability benefit
- Waiver of premium benefit
- Survivor benefit
- Maternity benefit
- Mental illness and/or substance abuse limitation
- Workplace modification benefit

Notes: This invitation to inquire allows interested employers an opportunity to inquire further about group insurance coverage and is limited in its description of the losses for which benefits may be payable. The contract has exclusions, limitations, reduction of benefits, and terms under which the contract may be continued in force or discontinued. The contract may contain a waiting or elimination period between the effective date of the contract and the effective date of coverage, and a time period between the date a loss occurs and the date benefits begin to be payable for the loss.

If a choice of the amount of benefits is offered, the amount of benefits provided depends upon the coverage selected and premium can vary with the amount of benefits selected. If a range of benefit levels is present, the applicant is only entitled to the benefit level shown in the contract.

Any payable benefit is based on a percentage of an employee's covered earnings subject to AUL's approval, contract maximums, contract reductions, and according to contract terms and conditions.

Additional features and requirements

Participation requirements: If the employer pays the entire premium cost, 100 percent of eligible employees must enroll. If employees pay any portion of the premium, the following is required

No. of eligible employees	2	3	4	5	6	7	8	9
No. of employees who must have coverage	2	3	4	5	5	6	7	8

Premium rate guarantee available: The employer is offered a two-year premium rate guarantee on the premium rates shown in the table only. Employers who are approved to renew coverage are offered a one-year premium rate guarantee.

Age related and coverage amount requirements: Group Life, AD&D, STD and LTD coverage amounts on employees age 60 or over cannot exceed 30 percent of the policyholder's total coverage volume.

Eligible employees: An eligible employee is a full-time employee legally authorized to work and reside in the US. The employee must work 30 or more hours per week and cannot be considered a part-time, temporary or seasonal employee. If the employee is not actively at work on the contract effective date, group insurance coverage will not exist until the employee returns to full-time active work.

"Carve out" employers: Certain employers are offered an opportunity to apply for coverage using occupational duties or salary levels. Eligibility guidelines for applicants must be non-discriminatory.

Changes to number of employees or volume of coverage: Premium rates may be reviewed if the number of employees enrolled and/or volume of coverage changes by 25 percent or more.

Workers compensation coverage required: LTD and/or STD coverages are not available unless the employer participates in a Workers Compensation program.