

EMPLOYERS[™] **TRUST**

A Product From CTGROUP[™]



GROUP LIFE AND DISABILITY INSURANCE PLANS

DESIGNED EXCLUSIVELY FOR SMALL BUSINESSES WITH AS FEW AS TWO EMPLOYEES

LIFE INSURANCE PLANS



Each of the life insurance plans provides covered employees with “Triple Indemnity” protection. In addition to offering cash benefits following the death from any cause of a covered employee, each plan includes both Accidental Death and Dismemberment coverage and Common Carrier coverage.

LIFE INSURANCE

FLAT BENEFIT PLAN

A flat benefit amount for all employees. Amounts from \$10,000 to \$50,000 may be selected in increments of \$10,000.

MULTIPLE OF EARNINGS PLAN

Benefit amounts based on a multiple of either 1 or 2 times Basic Annual Earnings to a maximum of \$75,000.

OCCUPATIONAL CLASS SCHEDULES

Benefits are based on an employee’s occupational class as shown below. Two plans are available.

	<u>Plan 1</u>	<u>Plan 2</u>
Class A—Management Employees Earning At Least \$50,000 Annually	\$50,000	\$30,000
Class B—All other Active Full-time employees	25,000	15,000

CONVERSION PRIVILEGE

Each covered employee that leaves the company will have the opportunity to convert his or her coverage to an individual policy, regardless of the condition of the insured’s health at the time of conversion.

WAIVER OF PREMIUM

If an employee becomes totally and permanently disabled before age 60, premiums will be waived for the duration of such disability, up to the earlier of retirement or age 70.

ACCELERATED DEATH BENEFIT

We will pay 50% (25% in some states) of the Basic Life benefit if the Insured is diagnosed with a terminal illness (life expectancy less than 12 months). Maximum amount payable is \$100,000. Not available in all states.

BENEFITS AFTER AGE 65

All benefits will be reduced to 65% of the original amount at age 65; to the lesser of 45% or \$5,000 at age 70 and to the lesser of 25% or \$2,000 at age 75.

ACCIDENTAL DEATH AND DISMEMBERMENT

The Accidental Death and Dismemberment Benefit provides for the payment of additional benefits when the following losses, resulting from a covered accident, occur within 90 days of the accident.

ACCIDENTAL LOSS

	BENEFITS PAYABLE
Life	Amount equal to Life Insurance Benefit
Sight of both eyes	Amount equal to Life Insurance Benefit
Two hands or two feet or one hand and one foot	Amount equal to Life Insurance Benefit
One hand or foot and sight of one eye	Amount equal to Life Insurance Benefit
One hand or one foot or the sight of one eye	Amount equal to 1/2 Life Insurance Benefit

COMMON CARRIER BENEFIT

In addition to the Life and Accidental Death and Dismemberment Benefit, a benefit equal to the life insurance amount is also payable if death occurs as the result of an accident while the insured is traveling as a fare-paying passenger on a public conveyance. Covered transportation modes include: airline, bus, railroad, taxi and subway train.

NOT COVERED—ACCIDENTAL DEATH AND DISMEMBERMENT AND COMMON CARRIER

No payment will be made for accidental loss of sight or limb or accidental death that is caused or contributed to by suicide, attempted suicide or other self-inflicted injuries while sane; participation in the commission of a felony, insurrection or riot; travel in or descent from any aircraft if the insured has any duties relating to the aircraft or flight, or is making a training, instruction, testing or experimental flight, or if the aircraft is under the direction of any country’s armed forces; war (declared or undeclared) or any act of war; injuries while in military or naval service of any country at war; any disease; any infection, except for an infection resulting from an accidental cut or wound, or an infection resulting from the accidental ingestion of contaminated material.



DISABILITY INSURANCE PLANS



Each of the disability income plans helps replace income lost when an employee is unable to work because of a covered sickness or injury. Benefits are based on a percentage of the insured's "Basic Earnings" including commissions but excluding bonuses and overtime. See definition in enrollment information section of jacket.

SHORT TERM DISABILITY (Non-occupational Coverage)

Benefits are payable to an insured for "total" and/or "partial" disabilities (available in some states). See definitions in our formal proposal.

- Benefit Maximums up to \$750/week
- Benefit Percentage Options 50%, 60% or 66²/₃%
- Benefit Periods of 11, 13, 24, 26 or 52 weeks
- Elimination Periods of 1-8 and 15-15 available for accident and sickness depending on the selected benefit period
- Maternity—Covered as any other illness (optional)
- Not available in states with Statutory Disability
- Partial benefit available (in states where approved)
- Limited List of Excluded Industries
- 3–6 Pre-Existing Condition Limitation

INTERMEDIATE DISABILITY* (24 Hour Coverage Available For Most Industries)

Benefits are payable to an insured for "total disabilities" if the insured is disabled from injury or sickness, under the care of a licensed physician, and can do none of the material and substantial duties of his or her usual work.

- Benefit Maximums up to \$3,000/month
- Plans can be 50%, 60% or 66²/₃% of earnings
- Maximum Benefit Period—24 months
- Elimination Period—30 days
- Limited List of Excluded Industries
- 3–6 Pre-Existing Condition Limitation

LONG TERM DISABILITY* (24 Hour Coverage For Select Industries)

Benefits are payable to an insured for "total" and/or "partial" disabilities. See definitions in our formal proposal. Available to firms that have been in business for 2 or more years in an "Eligible Industry" (see listing on back of folder).

- Benefit Maximums up to \$7,500/month
- Benefits Paid to Age 65 (Age 70 in accordance with ADEA)
- Elimination Periods—90 or 180 days
- Definition of Disability
- 3 year Own Occupation with Standard Partial Benefit
- Trial Work Days—Equal to the Elimination Period
- Survivor Benefit—3 times net monthly benefit up to \$3,000 maximum if disabled for 6 or more months
- Plans can be 50%, 60% or 66²/₃% of earnings
- Standard Pre-Existing Condition Limitation is 12-24 (3-12 in PA and WI, 6-12 in MD, NC and NY, 12-12 in AL and SC).

PARTIAL DISABILITY

Partial benefits equal total disability benefits reduced by 50% of the insured's earnings, except during the first 12 months of partial disability the monthly benefit will not be reduced until the sum of the insured's monthly employment earnings and the gross monthly benefit exceed 100% of the insured's Basic Monthly Earnings. The monthly benefit will be reduced by the amount in excess of 100% of the insured's Basic Monthly Earnings.

The employee's earnings loss must total at least 20% of the employee's predisability earnings.

The elimination period must be satisfied by a period of total disability.

MENTAL ILLNESS AND SUBSTANCE ABUSE LIMITATION

Coverage for any Total or Partial disability caused by Mental Illness or Substance Abuse will be limited to 24 months unless the insured is hospital confined.

NOT COVERED—DISABILITY PLANS

The following exclusions apply to all disability plans: Disabilities caused by or contributed to by war, declared or undeclared; participation in the commission of a felony, insurrection or riot; attempted suicide, while sane, or other intentionally self-inflicted injury; pregnancy or childbirth, except complications thereof (unless coverage for maternity as any other illness is specifically applied for).

The following exclusions apply only to Short Term Disability Plans: Disabilities resulting from injury while the insured is working at any occupation for wage or profit, and sickness when benefits are payable under Workers' Compensation or Occupational Disease Law.

The following exclusions apply to Intermediate Disability: Disabilities due to alcoholism or drug addiction and disabilities due to mental disease or psychotic or psychoneurotic disorders, unless the insured is hospital confined, or has been hospitalized within three months.

*Benefits are based on a percentage of the insured's Monthly Earnings less **Integrated Benefits** and are paid for Total Disability that results from either Occupational or Non-Occupational Accident or Sickness.

Integrated Benefits are benefits received from other employer or government sponsored disability or retirement programs such as: Workers' Compensation, Statutory Disability Plans, Social Security (both Primary and Family benefits), or Employer sponsored Retirement benefits.

PARTICIPATION AND ENROLLMENT INFORMATION



ELIGIBILITY

FIRMS

Group benefit programs are available to employers with at least two employees who qualify for inclusion in one of the industry divisions of the Employers Trust program. NOT AVAILABLE IN CA, FL, HI OR MT.

EMPLOYEES

Active full-time employees, proprietors, partners and officers who actively work thirty or more hours per week are eligible for coverage. Employees hired after the plan's effective date will be eligible for coverage on the date they complete the service probationary period elected by the employer.

BASIC EARNINGS

The insured's salary received from the employer including commissions, but not including bonuses, overtime pay or any other compensation. For hourly employees, the maximum number of hours per week that we will insure for basic earnings is 40 hours.

GUARANTEED ISSUE TABLE

Guaranteed issue Life and Disability benefits are available up to the limits shown in the table below.

No. of Participating Employees	Group Life	Group Disability Plans		
		Short Term	Intermediate	Long Term
2-5	\$10,000	\$250/wk	\$1,000/mo	\$6,000/mo
6 or more	\$30,000	\$500/wk	\$3,000/mo	\$6,000/mo

EMPLOYEE APPLICATIONS FOR INSURANCE

Employees who are not eligible for Guaranteed Issue benefits or, are applying for benefits in excess of the Guaranteed Issue Limit(s), must apply for coverage by completing the Employee Application for Group Insurance (Requiring Evidence of Insurability) which requests basic medical information.

When the employee's benefit amount(s) fully qualify for Guaranteed Issue benefits in accordance with the Guaranteed Issue Limits Table above, the employee should complete the Group Enrollment Card.

GROUP ENROLLMENT FORMS

The appropriate form numbers for the Employee Application and Group Enrollment Card may be found on our website or in the Enrollment Procedure section of our proposal.

EFFECTIVE DATE

In all cases, Home Office written approval is required before coverage is effective. All enrollment information should be submitted at least 2 weeks prior to the requested effective date. Existing coverage should not be cancelled until notification of acceptance from us has been received.

Upon approval of an employee's application, coverage will become effective on the later of the date the application was approved or the plan effective date.

PARTICIPATION REQUIREMENTS

If the employer pays the entire premium, ALL eligible employees must apply for the plan. If employees pay any portion of the premium, the following participation requirements apply:

NUMBER OF ELIGIBLE EMPLOYEES	NUMBER WHO MUST PARTICIPATE
Less than 6	All
6-7	All less 1
8-9	All less 2

TERMINATION OF COVERAGE

Coverage will terminate if participation rates drop below minimum requirements.

PROPOSAL REQUEST

To receive a customized proposal for your group, send an email to ctgroup@commercialtravelers.com, fax your request to our "Quick Quote Fax Line" (315) 733-9614 or visit our website at www.commercialtravelers.com. Please contact our Home Office Proposal Department at 1-800-803-8585 with any questions you may have.

LONG TERM DISABILITY ELIGIBLE INDUSTRIES



Accounting, Auditing or Bookkeeping Firms*
Actuarial Consulting Firms*
Advertising Firms
Architects*
Association Headquarters*
Attorney Firms
Banks and Credit Unions*
Building Inspection Services
Commercial Artists
Computer & Software Firms*
Data Communication Firms*
Data Processing Firms
Design Agencies
Drafting & Blueprinting Firms
Drug Stores
Engineering Firms*

Geologists
Insurance Brokers
Management & Engineering Consultants*
Medical & Dental Labs
Mortgage Companies
Optical Services
Physician Practices
Public Relations Firms*
Research and Development Firms*
Savings & Loan Institutions
Scientific Apparatus and Instrument Firms
Surgical Manufacturing Firms
Tax & Financial Planning Firms
Other Groups with at least 80 percent white collar workers
(subject to Home Office approval)

**Note: These are our targeted industries.*

EMPLOYERS TRUST

A product from CTGROUP underwritten and insured by the following:

Disability Insurance Commercial Travelers Mutual Insurance Company

Life Insurance Monitor Life Insurance Company of New York

or

Fidelity Security Life Insurance Company

(Based on the state in which the plan is purchased)

The master policy is issued in the state of Missouri to United Missouri Bank, Trustee of the Multiple Employer Group Insurance Trust. Plan provisions may vary from state to state.