

Group Life Insurance

PLAN DESCRIPTION

There are four different life insurance plans, so that you may choose the program that best meets your needs.

The major difference between the plans is the amount of insurance available to you and your employees. In Plans I, II and IV, the amount of insurance is tied to the employee's earnings. Coverage generally increases as an employee's contribution to the company's success increases. Plan III gives your employees the opportunity to purchase additional insurance through payroll deductions.

All RepCare Life Insurance Plans provide coverage for eligible full-time employees of member firms. All offer optional family coverage for spouses and dependent children that creates extra value for the benefit dollar.

The plans all meet the requirements of the Federal Age Discrimination in Employment Act and are expanded to pay benefits in the event of catastrophic accidents that result in the loss of limbs or eyesight.

The insurance is provided through a group contract with one of the nation's leading insurers, Reliance Standard Life Insurance Company.

BENEFITS:

DEATH BENEFIT

Under Group Life Insurance, an employee's beneficiary receives a cash benefit if the employee dies. If a covered dependent dies, the employee receives the benefit if family coverage is selected.

ACCIDENTAL DEATH BENEFIT

If a covered person dies by accident, the amount paid the beneficiary is doubled.

DISMEMBERMENT BENEFIT

A covered person who loses both hands, both feet or sight of both eyes (or a combination of any two) in an accident will receive an amount equal to the Accidental Death Benefit, double the face amount of the policy. If the person loses one hand or foot or the sight of one eye, the benefit is equal to the regular Death Benefit, the face amount of the policy.

SCHEDULE OF COVERAGE

The amount of insurance coverage for you and each employee depends on the plan you select. All employees must be covered under the same plan. Plans I, II and IV are based on the employee's earnings. With Plan III, the employee has the option of matching the company contribution through payroll deductions to double his or her coverage.

Dependent Life Insurance can be elected as part of the package under each of the Group Life Insurance plans. If elected, all eligible dependents of an employee choosing this coverage must be insured. Under each of the plans, a dependent spouse of a covered employee is insured for \$2,000. Children are insured for \$100 from 15 days to six months old, and for \$1,000 between the ages of six months and 18 years.

The RepCare Group Life Insurance plans have features designed to lower costs by reducing coverage late in life, when most people have greatly reduced needs for life insurance.

Under all four plans, the amount of coverage is reduced 50 percent, to a maximum of \$10,000, on the 1st of January following or coinciding with the 65th birthday. Coverage further reduces to \$1,000 on the 1st of January following or coinciding with the 70th birthday. The amount of coverage for eligible dependents is also reduced when the covered employee reaches age 70.

REPCARE

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Group Life Insurance (Continued)

ELIGIBILITY

All member firms are eligible for RepCare Group Life Insurance. When a firm joins it may apply for life insurance coverage on the first day of the month following 30 days active membership. The firm must extend coverage to all full-time eligible employees. People working with your organization with “independent contractor” status are not eligible for coverage. You may enroll in Group Life Insurance by itself, or in conjunction with any of the **RepCare** Medical Insurance plans.

COMPANIES WITH FOUR OR MORE FULL-TIME ELIGIBLE EMPLOYEES

Your insurable employees are guaranteed coverage if you have four or more full-time eligible employees and you are enrolling in the RepCare Group Life Insurance Plan when first eligible. You must enroll and maintain 100 percent of eligible employees. (If you have 11 or more full-time eligible employees, you must maintain 75 percent of eligible employees.)

COMPANIES WITH FEWER THAN FOUR FULL-TIME EMPLOYEES

You must submit statements of health for approval by the insurance company, and enroll and maintain 100 percent of eligible employees.

Once your firm is participating, regardless of firm size, all new employees are eligible on their 31st day of active service. If the employee’s enrollment card is received in our office within the first 31 days of full-time employment, coverage will be effective on the 31st day. If the card is not received within the 31 days but received within the next 30 days, coverage will be effective on the date the card is received in the administrator’s office. If the enrollment card is received in our office after the 61st day of full-time employment, coverage must be approved by the insurance company.

All employees of a participating firm must be insured under the same life insurance plan. You may, however, change your firm’s coverage to a different plan each January 1.

Apply for RepCare Group Life Insurance TODAY! The sooner you begin offering your employees this valuable coverage, the quicker you begin safeguarding your own success. Contact RepCare for more detailed information on this or any Group Insurance Plan we offer.

<i>Life Insurance</i>		
<i>Plan I</i>	<i>Benefits equal to employee’s Annual Earnings* rounded up to next \$1,000, to a maximum of \$50,000.</i>	
<i>Plan II</i>	<i>Benefits equal to two (2) times Employee’s Annual Earnings* Rounded up to next \$1,000, to a maximum of \$100,000.**</i>	
<i>Plan III</i>	<u><i>ER Provided</i></u>	<u><i>ER Optional</i></u>
<i>Option a</i>	\$5,000	\$5,000
<i>Option b</i>	\$10,000	\$10,000
<i>Option c</i>	\$20,000	\$20,000
<i>Option d</i>	\$30,000	\$30,000
<i>Option e</i>	\$40,000	\$40,000
<i>Option f</i>	\$50,000	\$50,000
<i>Plan IV</i>	<i>Benefits equal to one-half (1/2) employee’s Annual Earnings* rounded up to next \$1,000, to a maximum of \$50,000.</i>	
<i>Dependent Life Insurance is available with all Life Plans.</i>		
<p><small>*Annual Earnings are defined as reportable income composed of base salary and commissions and bonuses, if any, paid by the ERA member firm to the insured. Commissions and bonuses are based on the most recent three-year average of such commissions and bonuses.</small></p> <p><small>**Check with your accountant regarding tax ramifications. Amounts exceeding \$50,000 require approval by insurance company.</small></p>		

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