



# Your Employee Benefits Proposal

**Prepared for:** City of Fort Lauderdale

**Presented by:** RHODES INS GROUP

**Proposal Prepared on:**

August 22, 2018

Life and AD&D Insurance

**Proposed Effective Date:**

January 1, 2019

Standard Insurance Company



CAM 18-1003  
Exhibit 1  
Page 1 of 5

# Life and AD&D Insurance

Handling a Life insurance claim takes a special touch. All of our Life benefits employees complete annual grief training helping them to empathize with beneficiaries and recognize when they need special attention. And we're focused on settling claims quickly: Our average turnaround time in 2014 was four business days for clean claims and 16 days for all claims (internal company data as of January 2015).

## Covered Members

An active employee of the Employer working 40 or more hours per week.

	Basic Plan 1
<b>Benefit Schedule</b>	1 x Annual Earnings
<b>Rounding</b>	Up to next \$1,000
<b>Maximum Benefit</b>	\$300,000
<b>Guarantee Issue</b>	Full Benefit
<b>AD&amp;D Benefit</b>	Matches Life Benefit
<b>Age Reduction Schedule</b>	To 65% at age 70
<b>Employer Contribution</b>	100%
<b>Minimum Participation</b>	100%

## Life Highlights

	Basic Plan 1
<b>Waiver of Premium</b>	Eligible to age 60 Waived to age 65
<b>Conversion</b>	Included
<b>Portability</b>	Included
<b>Repatriation Benefit</b>	Included
<b>Travel Assistance</b>	Included
<b>Life Services Toolkit</b>	Included

## AD&D Highlights

	Basic Plan 1
<b>Loss of life</b>	100%
<b>Loss of both hands, or both feet, or sight of both eyes</b>	100%
<b>Loss of one hand and one foot</b>	100%
<b>Loss of sight of one eye and either one hand or one foot</b>	100%
<b>Loss of one hand or one foot</b>	50%
<b>Loss of sight of one eye</b>	50%
<b>Seat Belt Benefit</b>	AD&D benefit payable up to \$10,000
<b>Air Bag Benefit</b>	AD&D benefit payable up to \$5,000
<b>Family Benefits Package</b>	Included
<b>Portability</b>	Included

## Additional Plan Design Details

- An Accelerated Benefit is included. Terminally ill members may withdraw up to 75% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- If Life is sold with Standard's LTD, then the LTD claim will initiate a claim for Standard's Life Waiver of Premium.
- The Family Benefits Package includes:
  - The Higher Education Benefit reimburses tuition expenses up to \$5,000 per child per year towards a 4-year college education for the deceased's children - not to exceed a cumulative total of \$20,000 or 25% of the AD&D benefit per child, whichever is less.
  - Career Adjustment Benefit reimburses tuition expenses up to \$5,000 per year to help a spouse to return to the workforce after the death of their spouse - not to exceed the cumulative total of \$10,000 or 25% of the AD&D benefit, whichever is less.
  - Child Care Benefit reimburses a family's child care expenses up to \$5,000 per year - not to exceed \$10,000 or 25% of the AD&D benefit, whichever is less.
- Travel Assistance is included and provides assistance with pre-trip planning, medical assistance services, emergency transportation services, travel and technical assistance services and legal services.
- The Life Services Toolkit is included and helps beneficiaries cope with grief and loss, get answers to legal questions, plan a memorial or a funeral, and address financial concerns. Additionally, all covered employees will have access to online will preparation and other estate planning documents as well as articles to help deal with identity theft, improve wellness and more.
- The AD&D Occupational Assistance service is included and provides access to a Workplace Possibilities (SM) Consultant who helps those with a specified accidental dismemberment return to productive work and life.
- All other provisions of the existing plan remain unchanged.

## Cost

Basic Plan 1	
<b>Life</b>	
<b>Members</b>	2,419
<b>Volume</b>	\$171,826,000
<b>Rate: Per \$1,000</b>	.045
<b>Monthly Premium</b>	\$7,732
<b>AD&amp;D</b>	
<b>Members</b>	2,419
<b>Volume</b>	\$171,826,000
<b>Rate: Per \$1,000</b>	.015
<b>Monthly Premium</b>	\$2,577
<b>Total Billed Premium</b>	\$10,309
<b>Rate Guarantee</b>	Until 01-Jan-2021

## Assumptions

- Rates include electronic documents. Printed certificates are available for an additional cost.
- Rates assume billing is centralized in one location.

## Conditions

- Member must be insured under Basic Life in order to be eligible for Basic AD&D
- The elected benefit amount for Basic AD&D must match the benefit amount for Basic Life

## More Information

For additional information on the available features and benefits of Life and AD&D Insurance from The Standard, click here:  
<http://www.standard.com/group-life-add>



## Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

No commissions included for Life.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit [www.standard.com/compensation/eb/](http://www.standard.com/compensation/eb/). Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

## About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on December 15, 2018, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

## Financial Strength Ratings

For information about our Financial strengths ratings visit [www.standard.com/about](http://www.standard.com/about)