

Dearborn  National<sup>®</sup>

Partnership. Solutions. Strength.



# FOCUS ON SMALL BUSINESS

Small business owners have the same challenge faced by larger organizations: attracting and retaining quality employees while containing costs. An employee benefits program is a valuable asset for a small business, but finding the right program at a price that works for employers and employees can be a challenge.

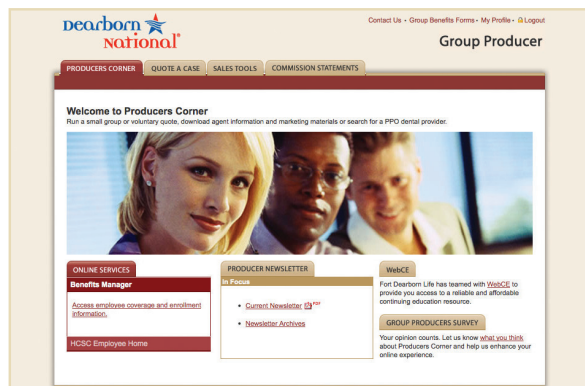
## **FOCUS ON SMALL BUSINESS GIVES EMPLOYERS AND EMPLOYEES THE OPPORTUNITY TO PROTECT THE FUTURE OF THOSE THEY LOVE.**

### **MEETING THE CHALLENGE, CREATING AN OPPORTUNITY**

Dearborn National® meets the needs of small businesses with FOCUS on Small Business, a program that includes many of the employee benefits available to larger organizations at an affordable price.

### **FOCUS ON SMALL BUSINESS PRODUCTS**

FOCUS products include: Group Term Life, Accidental Death and Dismemberment (AD&D), Dependent Life, Short-Term Disability (STD), and Long-Term Disability (LTD). Implementation and administration are easy so small employers save time and resources that should be focused on improving and growing their businesses.



### **PRODUCERS CORNER MAKES IT EASY FOR PRODUCERS TO FOCUS ON SMALL BUSINESS**

Producers Corner, a password protected section of [www.dearbornnational.com](http://www.dearbornnational.com), makes it easy to quickly create a proposal and a complete installation kit so you can capitalize on this market segment. Producers Corner allows you to:

- ▲ Create multiple product-combined proposals
- ▲ Produce customized pre-filled Employer Participation Agreements and access employee enrollment forms
- ▲ Compile customer installation kits
- ▲ Manage your quote activity – Create, view and edit from a historical log of all of your proposals

Producers Corner makes it that easy! The only other items you need to install a case are:

- ▲ Binder Check
- ▲ Broker – Customer Care Implementation Form
- ▲ W2 Agreement (if case has STD or LTD coverage)
- ▲ Copy of prior carrier's Plan Policy/Certificate (applicable to LTD only)

## **FOCUS ON SMALL BUSINESS GIVES EMPLOYERS AND EMPLOYEES THE OPPORTUNITY TO PROTECT THE FUTURES OF THOSE THEY LOVE.**



**FOCUS PROGRAM HIGHLIGHTS**

Following are highlights of our FOCUS on Small Business employee benefit packages:

- ▲ All active, full-time employees working at least 30 hours a week are eligible for coverage (groups with employees working 20 hours a week can be enrolled with proof of eligibility: a copy of current carrier’s policy or certificate booklet).
- ▲ Eligible dependents include the employee’s spouse and unmarried children from live birth to 19 years of age and not in active military services. Unmarried children who are younger than 19 years of age are eligible to age 23 if full-time student (age may vary by state). In addition, eligibility will continue past the age limit for eligible children who are primarily dependent upon the employee for support and who cannot work to support themselves due to a physical or mental incapacity that began before the age limit was reached.
- ▲ Certain industries may not be eligible for one or more lines of coverage.



- ▲ Employer chooses maximum benefit amounts and options, such as elimination period, waiting periods and benefit durations.
- ▲ Carve-out groups are acceptable with approval.

**Participation requirements**

Non-contributory plans require 100 percent of all eligible employees to be enrolled. Contributory plan participation requirements are:

Number of Eligible Employees	2	3	4	5	6	7	8	9
Participation Requirement	2	3	4	4	5	6	6	7

Participation is reviewed on the group’s anniversary.

**Maximum Guarantee Issue**

Number of Eligible Lives	Life and AD&D	Short-Term Disability	Long-Term Disability
2-5	\$35,000*	\$750	\$6,000
6-9	\$50,000*	\$750	\$6,000

*\*Amounts that exceed the guaranteed issue levels will require satisfactory evidence of insurability.*

**FOCUS BENEFIT PACKAGES—BIG BUSINESS CHOICES FOR SMALL BUSINESS**

Our programs give employers a variety of benefit combinations so they can find the program that is right for them. Employers can choose from a combination of plans, including life, AD&D, dependent life, short-term disability and long-term disability.

## GROUP TERM LIFE INSURANCE HIGHLIGHTS

The loss of the primary family wage-earner can threaten the futures of other family members. Families may find it difficult to talk about life insurance, but the fact is that they need it.

FOCUS on Small Business gives employers and employees the opportunity to protect the futures of those they love.

### The Flexible Features of our Group Term Life Insurance

Features	Benefits
24-hour coverage	Employees and family protected around the clock, on or off the job
Benefit Plans	Flat or Salary-based  Flat: \$5,000 increments to a maximum of \$100,000  Salary: 1x, 2x or 3x basic annual salary  Minimum: \$15,000 Maximum: \$100,000
Exclusions/Limitations	None
Age Reduction Schedule	Age 65: Life and AD&D benefits reduce by 35 percent of original amount  Age 70: Benefits reduce to 50 percent of original amount  Age 75: Benefits reduce to 25 percent of original amount  Age 80: Benefits reduce to 15 percent of original amount  All benefits terminate at retirement

## ACCELERATED DEATH BENEFIT—HELP FOR TERMINALLY ILL EMPLOYEES

Terminally ill employees may receive 50 percent of their group term life insurance amount with a maximum of up to \$50,000 and a minimum of \$7,500.

### Waiver of Premium

If an employee cannot work because of disability due to injury or illness for a minimum of 9 months and is under 60 years of age, premium payments will be waived until the employee is no longer disabled or reaches age 65.

### Accidental Death & Dismemberment (AD&D)

The plan pays an additional benefit if an employee dies or suffers dismemberment or paralysis as the result of an accident.

Features	Benefits
24-hour coverage	Employees protected around the clock, on or off the job
Benefit Plans	Matches term life benefit
Additional Benefits	Additional benefits are paid for special circumstances and needs:  1. Seat belt benefit 2. Air bag benefit 3. Repatriation benefit 4. Education benefit for dependent students*  <i>*Not available in Pennsylvania</i>

## Dependent Life Benefit

Employers may add the dependent life benefit to the term life insurance plan and provide protection for an employee's spouse and children.

Features	Benefits		
24-hour coverage	Spouse and children are protected around the clock		
Benefit Plans	Option 1	Option 2	Option 3
Spouse*	\$10,000	\$5,000	\$5,000
Child(ren) live birth to 6 months	\$100	\$100	\$100
6 months to age 19 (to age 23 if full-time student**)	\$5,000	\$5,000	\$2,000

\*Domestic partner coverage is available in those states where domestic partnerships have been statutorily recognized.

\*\*Age may vary by state

## GROUP SHORT-TERM AND LONG-TERM DISABILITY INSURANCE HIGHLIGHTS

We offer short-term and long-term disability plans that protect employees who cannot work because of a disability caused by illness or injury. However, as a disability carrier, we do more than pay claims—we manage them. We help employers control costs through a disability claim management program that focuses on returning employees to work.

Our disability programs are designed especially for small businesses and offer the right combination of plan features, prices and services.

## SHORT-TERM DISABILITY INSURANCE

Features	Benefits
Non-occupational Coverage	Employees are covered when not at work
Flexible Benefit Plans	Flat or salary based  Flat: \$50 increments to a maximum of \$250  Salary: 50%, 60% or 66-2/3% of weekly salary Minimum: \$50 Maximum: \$750
Benefits are payable for Sickness or Injury	Choice of 3 plans: 1/8, 8/8, 15/15
Benefit Plan Duration	Choice of 13 or 26 weeks
Maternity	Covered the same as any illness
Optional services	Issuance of W-2 (by employer request)  For an additional affordable charge, employers can choose from two Employer Assistance Programs (EAPs) that offer telephone counseling or in-person counseling.  EAPs are made available from ComPsych® Corporation, a worldwide leader in employee-assistance programs.

## DEFINITION OF TOTAL DISABILITY

An employee is considered "totally disabled" if unable to perform the material and substantial duties of his or her occupation on a full-time or part-time basis, and is not receiving any earnings for work or service.

## LONG-TERM DISABILITY INSURANCE

Features	Benefits
Flexible Benefit Plan	60% of basic monthly earnings Minimum: \$100 or 10%, whichever is greater Maximum: \$4,000, \$5,000 or \$6,000
Elimination Periods	90 or 180 days
Maximum Benefit Duration	Two options: SSNRA (Social Security Normal Retirement Age) 5 years or to age 70
Partial Disability Benefit	Increased 1st Year Partial Disability Benefit
Pre-existing Conditions Exclusion	12/6/24 exclusion (12/12 in GA, MD, SC, WI and WA; 3/6/12 in PA)
Optional services	Issuance of W-2 (by employer request)  For an additional affordable charge, employers can choose from two Employer Assistance Programs (telephone counseling or in-person counseling).  EAP programs are made available from ComPsych Corporation®, a worldwide leader in employee-assistance programs.

### DEFINITION OF DISABILITY

During the initial “own occupation” period, the employee is considered totally disabled if unable to perform the material and substantial duties of his or her regular occupation. After benefits have been paid for 24 months, disability is determined by the insured’s inability to perform all of the material and substantial duties of his or her own or any other occupation for which he or she is qualified for by training, education, experience, age and physical and mental capacity.

### INCREASED 1ST YEAR PARTIAL DISABILITY BENEFIT

The partial disability benefit pays an employee that has a disability caused by an injury or sickness, but is able to perform one or more (but not all) of the material and substantial duties of his own occupation or any occupation on a full-time or part-time basis, or is able to perform all of the material and substantial duties of his own or any occupation on a part-time basis. The partial disability benefit will be paid for a disability once the insured has met the elimination period with a combination of total and/or partial disability and is earning less than 80% of their pre-disability income. This benefit pays up to 100% of the maximum benefit during the first year of the partial disability. After benefits have been paid for one year, the benefit reduces to the benefit percentage less any income from other sources.

### CLAIM MANAGEMENT—A NECESSARY COMPONENT TO DISABILITY SERVICES

An LTD plan isn’t just about paying claims; it’s about managing them. The Dearborn National Disability Claim Management program focuses on containing costs and aggressive return to work services.

## FINANCIAL STRENGTH THAT EARNS CONFIDENCE AND TRUST

FOCUS on Small Business is brought to you by Dearborn National, a brand that stands for financial strength and stability. This is evident in the financial strength ratings awarded Dearborn National Life Insurance Company.

**A+ (SUPERIOR)**

rating from A.M. Best Company<sup>1</sup>

**A+ (STRONG)**

rating from Standard & Poor's<sup>2</sup>

Our ratings are one reason we inspire confidence and trust in customers and producers.

<sup>1</sup> Affirmed December 19, 2013. A.M. Best Company rates the overall financial results of a company using a scale of A++ (Superior) to F (In Liquidation).

<sup>2</sup> Affirmed November 13, 2013. Standard & Poor's Insurer Financial Strength Rating uses a scale ranging from AAA (Extremely Strong) to R (Experienced Regulatory Action).

*This information is for agent use only. Group Term Life, AD&D, Short-Term Disability and Long-Term Disability insurance are underwritten by Dearborn National® Life Insurance Company. This information is for illustrative purposes only and is not a contract. Only the insurance policy can provide the actual terms, coverages, amounts, conditions and exclusions.*

*Products and services marketed under the Dearborn National® brand and the star logo are underwritten and/or provided by Dearborn National® Life Insurance Company, (Downers Grove, IL) in all states (excluding New York), the District of Columbia, the United States Virgin Islands, the British Virgin Islands, Guam and Puerto Rico. Product features and availability vary by state and company, and are solely the responsibility of each affiliate.*



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