

IIABA-sponsored Term Life Insurance Plan through The Guardian Life Insurance Company of America

The protection your family needs, at rates you can afford!

Did you know that as a member of IIABA you have access to a terrific benefits lineup? One of the most vital benefits available is a group term life insurance plan, created especially for professionals like you.

Life Insurance Benefit Highlights

| Plan Options | Benefit Description | Maximum Benefit |
|----------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------|
| Option A | Employer chooses level amounts for all employees: \$10,000 to \$100,000 in \$5,000 increments | \$100,000 |
| Option B | One times yearly earnings | Up to, but not exceeding \$100,000 |
| Option C | Two times yearly earnings | Up to, but not exceeding \$200,000 |
| Optional Life | Individuals choose \$10,000 to \$500,000 in \$5,000 increments | Up to, but not exceeding \$500,000 |
| Dependent Life | Available on a group basis | Up to, but not exceeding one-half of the employees |

The IIABA plans nationwide are underwritten by The Guardian Life Insurance Company of America, New York, NY. Guardian is a multi-line insurance company with many years of experience.

Other lines of coverage available include Long Term DBL, Short Term DBL, and Dental.

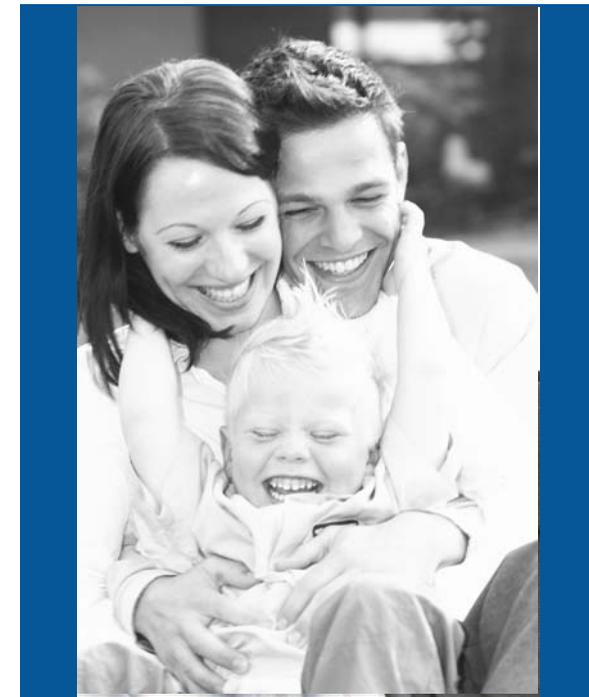
For a quote or more information on any available coverage, please call 1-800-848-4401.
For service, please call 1-800-653-8305.

This brochure is for illustrative purposes only and is not a contract. It is intended to provide a general overview of the services described. Remember that only the policy can provide the actual description of services, terms, conditions and exclusions. CP-1-R-EOPT-96



 Big "I" Employee Benefits
 127 South Peyton Street
 Alexandria, VA 22314
 800-848-4401
www.independentagent.com

Term Life Insurance Plan with AD&D



*Protection for the people you love
from the association you trust*



Questions and Answers about the Big "I" Group Term Life Insurance Program

Do I really need life insurance?

Yes! Not only is life insurance for final expenses, it also covers a variety of additional family needs:

- ♦ Estate settlement and probate costs
- ♦ Repayment of long term debts, like your mortgage
- ♦ College expenses
- ♦ Replacement of lost income
- ♦ Payment of any final medical expenses
- ♦ Burial costs

How much life insurance can I have? What about my spouse and children?

With your IIABA life insurance plan, you may be eligible for as much as \$200,000 basic term life benefits. Coverage is available in set amounts from \$10,000 to \$200,000 for a member/employee, from \$5,000 up to one-half of the members basic benefit for spouses, and \$5,000 on dependent children (except in NY \$4,000) between 6 months and 23 years (25 if full time student). Children between 15 days and 6 months are eligible for \$500.

What is the "optional" life insurance benefit?

Optional life insurance is available to employees working a minimum of 30 hours per week on a medically underwritten basis.

Who is eligible for life insurance coverage?

An IIABA member/employee, actively at work for 20 or more hours per week, and a resident of the United States, their spouses and dependent children as explained in this brochure.

What does "Accidental Death & Dismemberment" mean to me?

Accidental Death & Dismemberment will pay benefits equal to the face amount of your term life coverage for accidental loss of life, both hands or both feet, the sight of both eyes, loss of one hand and one foot, one foot and the sight of one eye, or one hand and the sight of one eye. The loss of one hand, one foot, or the sight in one eye, will pay an amount equal to one-half of your policy's face amount (AD&D is available for an insured member/employee only, this provision does not include dependents).

What if I become terminally ill, and need money for medical expenses?

Your IIABA Benefit life insurance plan has a special provision to help you out if this occurs. If you are diagnosed by a physician as having less than 12 months to live, the plan will pay you a lump sum of up to 25% of your face amount, subject to a minimum of \$25,000. Other conditions apply as listed in your Certificate of Insurance.

Is this Life program, which is underwritten by The Guardian Life Insurance Company of America and offered through Big "I" Employee Benefits, guaranteed issue?

Yes, up to \$100,000 if specific requirements are met. Groups with at least 5 employees and 100% participation of all eligible employees, would qualify for guaranteed issue.

If fewer than 5 employees or less than 100% participation, the group will be medically underwritten. All optional life benefits are medically underwritten.

Can I convert this term plan to permanent insurance if I want?

Yes, if certain conditions are met. This term insurance may be exchanged for an individual policy with the same face amount, without evidence of insurability, when eligibility ceases. Conversion requests must be made within 31 days. The same provision applies if Plan ceases, and you have been insured for at least five years.

In addition, dependents also have conversion privileges. Their term insurance may also be converted to permanent coverage, within 31 days of your dependent child reaching the termination age. Other conversion privileges may also apply.

If you have additional questions or would like to receive a quote, please contact IIABA's Employee Benefits Manager, Christine Munoz, at christine.munoz@iiaba.net or (800) 848-4401.

Plan Exclusions

Disabilities resulting from the following are not covered: declared or undeclared war; an intentionally self-inflicted injury while sane or insane; disability beyond 24 months after the elimination period if it is due to mental or emotional disorders, alcoholism or drug addiction; participation in an illegal occupation or an attempt to commit a felony; a pre-existing condition except as noted; any condition which is the subject of a waiver or impairment rider attached to your certificate; full-time service of the armed forces of any country. Also, benefits will be payable for either injury or sickness, but not for both concurrently.

