

Group life insurance

Help protect employees and their families

Offering voluntary term life insurance to employees helps them protect what matters most.



Choose the right solution for your employees

Voluntary term life insurance satisfies your employees' needs for life insurance without adding to your bottom line. Employees pay for the coverage they need to protect what's important to them.

- **Increments** — Choose from a flat dollar amount and let employees elect a benefit that fits their needs and their budget by selecting a benefit that is a multiple of that dollar amount.
- **Multiple of salary** — Employees elect a benefit equal to a multiple of their salary. The coverage automatically adjusts as income increases.



Employee coverage

Customize a solution that's right for you, your employees and their families.

	Increments	Multiple of salary
Design options	Choose one. Then employees choose the number of increments to purchase. <ul style="list-style-type: none"> • \$10,000 • \$20,000 • \$25,000 • \$50,000 	Choose a multiple of salary. You may also offer several multiples of salary. When there's an option, employees choose the one right for them, including selecting from a range (ex: 1x – 4x salary). Choose from 1, 2, 3, 4 or 5 times salary for minimum and maximum multiples.
Minimum benefit What is the lowest benefit amount you want an employee to receive? This amount ensures employees have at least a base level of protection.	\$10,000 - \$50,000 and must be divisible by the selected increment	Minimum benefit is lowest multiple elected or a select dollar amount, whichever is greater. Set dollar amount can range from \$10,000 – \$50,000 and must be divisible by \$1,000.
Maximum benefit What is the highest benefit amount you want an employee to receive?	\$300,000 for 5-49 employees \$500,000 for 50+ employees Must be divisible by the selected increment	Maximum benefit elected is from 1x to 5x salary up to a maximum determined by company size below. \$300,000 for 5-49 employees \$500,000 for 50+ employees Not to exceed 500% of salary
Guaranteed coverage This is the amount of coverage an employee is guaranteed to receive without providing proof of good health.	Based on company size. For employees under age 70: <ul style="list-style-type: none"> • 5-9 employees: \$20,000 • 10-24 employees: \$70,000 • 25-99 employees: \$100,000 • 100-499 employees: \$150,000 • 500+ employees: \$200,000 Employees age 70 or older: \$10,000	Employees under age 70: <ul style="list-style-type: none"> • 3x salary up to the dollar amount: • 5-9 employees: \$20,000 • 10-24 employees: \$70,000 • 25-99 employees: \$100,000 • 100-499 employees: \$150,000 • 500+ employees: \$200,000 Employees age 70 or older: \$10,000
Benefit reductions Typically, as individuals get older, their life insurance benefit amount decreases. Choose the option that best suits your employees' needs.	<ul style="list-style-type: none"> • 25% reduction at age 65, with an additional 25% reduction at age 70 • 35% reduction at age 65, with an additional 15% reduction at age 70 • 35% reduction at age 65 • 35% reduction at age 70, with an additional 20% reduction at age 75 	
Conversion	Employees can convert to an individual life policy if employment terminates, ensuring they can continue to protect their loved ones when employer-sponsored coverage ends.	



Dependent coverage

Dependent coverage is offered in increments and can be purchased when employees buy coverage for themselves.

Spouse options

Design options Increments of \$1,000, \$5,000, \$10,000 or \$25,000. Employees choose the number of increments.

Minimum \$5,000 to \$25,000 in \$1,000 increments
Must be divisible by the increment selected

Maximum Company size

- 5-49 employees: \$100,000
- 50-99 employees: \$150,000
- 100-999 employees: \$200,000
- 1,000+ employees: \$250,000
- Must be 100% or 50% of employee coverage (100% option not available in all states)

Guaranteed coverage Spouses under age 70 with company size of

- 5-9 employees: \$10,000
- 10-24 employees: \$20,000
- 25-49 employees: \$25,000
- 50-499 employees: 30,000
- 500-999 employees: \$40,000
- 1,000+ employees: \$50,000

Spouses age 70 or older: \$10,000

Benefit reduction Same age reduction option chosen for employee coverage

Conversion Spouses can convert to an individual life policy if the employee's employment terminates.

Child options

Design options Flat benefit, up to either 50% or 100% of employee benefit (must be same percentage elected for spouse benefit).

Age 14 days and older: \$2,000; \$2,500; \$3,000; \$4,000; \$5,000; \$7,500; \$10,000; \$15,000; \$20,000, \$25,000 (choose up to five options)

Less than 14 days old: \$1,000

Option selected applies to all children.

Minimum Not applicable

Maximum Flat benefit, up to either 50% or 100% of employee benefit (must be same percentage elected for spouse benefit).

Guaranteed coverage Not applicable

Benefit reduction Not applicable

Conversion Children can convert to an individual life policy if the employee's employment terminates.



Additional features

Customize your voluntary term life coverage even more with these features.

Waiver of premium

When an employee meets the definition of disability that you select, coverage continues and premiums are waived.

Choice of definitions:

- Total Disability definition applies after the employee is totally disabled for a predetermined length of time.
- Activities of Daily Living or Total Disability definition applies after the employee is totally disabled for a predetermined length of time or after one month, or if the employee is catastrophically disabled, thereby providing quicker access to the waiver provision.

Choice of elimination period: 3, 6, 9 or 12 months.

Choice of duration: Two years, to age 65 or to age 70.

Accelerated benefit

Terminally ill employees can receive up to 75% of the death benefit up to \$250,000¹ (available in most states)

Portability

Employees and dependents can continue life insurance coverage if employment terminates. Employees are eligible to port up to \$500,000. Spouses can port up to \$250,000. Choose one option:

- Full portability — coverage continues until the employee reaches age 70
- Three-year — Coverage continues for three years from the date coverage is transferred.
- Five-year — Coverage continues for five years from the date coverage is transferred.

Open enrollment coverage changes

Employees can easily purchase or increase additional coverage—with no health questions asked—each year during open enrollment. This feature is also available for spouses and children.

Accidental Death & Dismemberment²

Core benefit is paid for loss of life, hands, feet, thumb and index finger, or vision as a result of an accident. Optional packages include:

- Standard — seatbelt/airbag, education, repatriation, loss of use/paralysis, loss of speech and/or hearing, exposure, disappearance
- Family — child care, spouse career adjustment
- Transportation — helmet, public transportation

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¹ Available to qualified terminally ill employees with a life expectancy of 12 months or less (as diagnosed by a physician, state variations may apply) and a death benefit of at least \$10,000. Death benefits are reduced by the amount of any accelerated benefits received. Because of possible tax consequences, employees should contact a tax advisor before receiving accelerated benefits. Receipt of the accelerated death benefit may affect eligibility for public assistance programs.

² In some states, certain provisions listed as AD&D may be paid as a personal loss benefit. Not all packages available in all states.

Life insurance from Principal® is issued by Principal Life Insurance Company, 711 High Street, Des Moines, Iowa 50392.

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