

RSL SmartChoice™ Life and AD&D

A Group Life Insurance Solution for Small Business

Plan Benefits and Features

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|---|---|
| Group Size | ▶ 2 to 19 Employees |
| Benefit Schedules | ▶ One or two times earnings ¹ to a defined maximum ▶ Flat amount coverage for all |
| Maximum Benefit | ▶ \$200,000 |
| Minimum Benefit | ▶ \$10,000 |
| Non-Medical Maximums | ▶ \$50,000 for 2 to 5 Insureds ▶ \$75,000 for 6 to 9 Insureds ▶ \$100,000 for 10 to 19 Insureds These maximums reduce by 50% for employees age 70 or older on their effective date of coverage |
| Benefit Reduction Schedule | ▶ Benefit reduces 50% at age 70 and terminates at retirement |
| Accidental Death & Dismemberment Benefit | ▶ Pays an additional benefit for the accidental loss of life or for specific losses resulting from an accident |
| Seat Belt Benefit | ▶ An additional AD&D benefit of \$10,000 is payable if the insured dies in an auto accident while wearing a seat belt |
| Accelerated Benefit | ▶ 50% of life insurance amount payable to terminally ill insured |
| Premium Waiver | ▶ Available to insureds who become totally disabled prior to age 60 and remain disabled for nine consecutive months |
| Conversion Privilege | ▶ Life insurance may be converted to an individual policy without evidence of insurability when coverage either terminates or reduces |
| Contributions | ▶ Employers can pay all of, part of, or none of the premium |
| Carve Outs | ▶ Permitted for 2 or more eligible employees within a class |
| Rate Guarantee | ▶ Initial rate guaranteed for 36 months |

Additional Plan Information

Eligibility

Employer Eligibility: Most employers are eligible to participate. A list of ineligible businesses is shown on the opposite side of this page. Firms with employees residing on employer's premises are also ineligible.

Employee Eligibility: Eligible employees are those actively working full time for a minimum of 30 hours per week year round (non-seasonal) who have satisfied the employer's minimum service requirement. Eligibility may be modified to include part time employees working a minimum of 20 hours per week, provided less than 25% of the eligible employees are working less than 30 hours per week.

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¹ Definition of Earnings—basic salary exclusive of overtime, bonuses and other special forms of compensation. Commission earnings will be based on the average earnings of the prior 24 months.

Additional Plan Information

Participation Requirements

The following minimum participation requirements must be met:

- ▶ 2 eligible employees – both must be insured
- ▶ 3 to 5 eligible employees – all but one must be insured
- ▶ 6 to 9 eligible employees – all but two must be insured
- ▶ 10 to 19 eligible employees – 75% must be insured

Contribution Levels

Provided all participation requirements are met, employees may contribute up to 100% of premium. If the employer pays 100% of the premium, all eligible employees must be insured.

Group Policy Effective Date

SmartChoice Life and AD&D effective date is the first of the month following receipt of all application submission materials.

Ineligible Businesses

The following groups are ineligible for the SmartChoice Life Plan:

| SIC Code(s) | Industry Classification | SIC Code(s) | Industry Classification |
|-------------|--|-------------|--|
| 0971 | ▶ Hunting & Trapping | 5921 | ▶ Liquor Stores |
| 1011-1241 | ▶ Metal & Coal Mining | 7381 | ▶ Detective, Guard or Armored Services |
| 1311-1499 | ▶ Oil/Gas Extraction, Mining & Quarrying | 7922-7929 | ▶ Theatrical Producers/Entertainers |
| 2111-2141 | ▶ Tobacco Products | 7941-7999 | ▶ Amusement & Recreation Services |
| 2892 | ▶ Explosives | 8811 | ▶ Private Households |
| 3292 | ▶ Asbestos | 8999 | ▶ Services, Nec |
| 3482-3489 | ▶ Ordinance & Accessories | 9221-9229 | ▶ Public Safety |
| 4311 | ▶ U.S. Postal Service | 9511-9512 | ▶ Environmental Administration |
| 4512-4581 | ▶ Air Transportation | 9711 | ▶ National Security |
| 5812-5813 | ▶ Eating & Drinking Places | 9721 | ▶ International Affairs |

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This brochure is designed to highlight the features of RSL SmartChoice insurance plans underwritten by Reliance Standard Life Insurance Company. This brochure is not a contract. Information contained herein is subject to the group insurance policy provisions and the company's underwriting guidelines, and may be subject to change. The availability of this offer may change.

RS-2102 (8/12)

Insurance is provided by group policy form LRS-6422, et al. issued to the Reliance Standard Employer Trust situated in Delaware*. Certain Plan designs may not be available in all states.

Reliance Standard Life Insurance Company provides insurance products and services in all states (except New York), the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Product availability and features may vary by state/jurisdiction.

This brochure is intended for use by agents and brokers only. It is not intended for distribution to the general public.

To be appointed by Reliance Standard, please call 1-800-351-7500 x3971.

*In SD, OR and ME the policy is issued to the employer.