



Voluntary Benefits Portfolio

Protection for when the unexpected happens

Colonial Life provides benefits that your employees want for those unexpected moments in life, whether that's an accident, illness or injury.

DISABILITY

Provides financial protection to cover income loss from a covered disability.

Individual and Group Short Term Disability: Replaces a portion of your employees' income if they have an accident or illness and can't work. Optional features include protection for psychiatric and psychological conditions and waiver of elimination period for hospitalization. Also, now offering a solution to complement and supplement Paid Family Medical Leave (available in select states).

LIFE

Can provide financial protection for an employee's family in the event of a covered death.

Individual Term Life: Term life is ideal for high demand working years. Flexible benefit design offers four term options (10-, 15-, 20- and 30-year), family coverage and a set death benefit payment. It can be renewed or converted to a whole life policy.

Group Term Life: Flexible benefit designs with both employer and employee-paid options. Allows employees to purchase additional coverage at group rates. It's portable and convertible to a whole life policy under certain conditions.

Individual Whole Life: Provides protection for a lifetime. Features guaranteed level premiums and increasing cash values over time. Your employee may purchase the option to increase coverage on the second, fifth and eighth policy anniversary without answering health questions.

BENEFITS AT A GLANCE



Accident Insurance



Cancer Insurance



Critical Illness Insurance



Dental Insurance



Disability Insurance



Hospital Confinement Insurance



Life Insurance

85%

of all employers recognize voluntary benefits and services as an important part of their Total Rewards strategy.

Source: Willis Towers Watson, 2021 Emerging Trends in Health Care Survey, 2021.

DENTAL

Provides coverage for a wide range of dental services, from routine cleanings to root canals. There are no waiting periods for preventive or basic services, such as fillings and simple extractions. Offers additional savings through a large national network of providers. Options available for orthodontia, vision and an annual maximum rollover benefit.

ACCIDENT

From a fall to a car accident, this coverage offers a range of benefits to help cover medical or non-medical related expenses due to a covered accident.

Individual and Group Accident: Provides benefits to help cover initial care, such as ER visits or x-rays, as well as more serious needs, such as fractures and dislocations. Includes follow-up care, like doctor's visits, and physical therapy to assist with recovery. Optional features include active lifestyle benefits and wellness.

SPECIAL RISK

Provides lump-sum benefits for a diagnosis of a covered critical illness or cancer, as well as ongoing benefits for treatment.

Individual and Group Cancer: Provides benefits for a cancer diagnosis and treatment. Option to add cancer screening benefit.

Individual and Group Critical Illness: Provides lump-sum benefits for a covered critical illness, such as a heart attack or stroke. Optional features include cancer treatment, cancer reoccurrence and a subsequent diagnosis benefit. Group critical illness also has heart benefits, infectious diseases, and progressive diseases riders available.

HOSPITAL CONFINEMENT

Medical Bridge™, also called hospital confinement, provides benefits to help cover the cost of a hospital stay and other medical procedures, regardless of what health insurance pays.

Individual and Group Medical Bridge: Provides benefits for a range of procedures and medical events, such as hospitalization, surgeries, diagnostic procedures, ICU and wellness screenings.

What is the difference between Individual and Group benefits?



INDIVIDUAL BENEFITS:

- Employee-owned
- Rate stable
- Portable (employee can continue coverage after leaving the company)
- Coverage is guaranteed renewable
- No minimum participation requirement



GROUP BENEFITS:

- Employer-owned with flexible underwriting
- Guaranteed-issue options
- Rate flexibility
- Limited portability options

Common features across multiple products¹

- Coverage is available for spouses and eligible dependent children
- Guaranteed issue with easy participation requirements²
- Benefits are payable directly to the insured³
- Employees can continue coverage with no increase in premiums if they retire or change jobs
- Employees may receive benefits in addition to other insurance benefits
- Premiums can be deducted from payroll for easy administration
- HSA compliant



Learn more about what we have to offer at ColonialLife.com

ACCIDENT, CANCER, CRITICAL ILLNESS, AND HOSPITAL CONFINEMENT INSURANCE ARE LIMITED BENEFIT POLICIES.

1. Eligibility may vary.
2. Benefits may be subject to a preexisting condition provision.
3. Except dental and vision.

This information is not intended to be a complete description of the insurance coverage available. The insurance or its provisions may vary or be unavailable in some states. The insurance has exclusions and limitations which may affect any benefits payable. For cost and complete details of coverage, call or write your Colonial Life benefits counselor or the company. Underwritten by Colonial Life & Accident Insurance Company, Columbia, SC.

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