

Employee Group Term Life / Accidental Death and Dismemberment (AD&D) Insurance shows you're thinking of your team's future by offering financial security to help their families when they might need it most. Enhance your architectural firm's compensation package with a value-added benefit that can help attract, retain, and motivate employees.

[For a firm to be eligible to participate as a sponsor firm](#) and offer LIFE/AD&D coverage to their employees:

- the firm owner, a partner, or officer must be an active AIA member;
- the firm must have at least two full-time employees Actively-At-Work for 20 hours or more per week; and
- the firm situs must be in the 50 United States or District of Columbia.

If you are an individual architect practicing alone, you are not eligible for this coverage. You have access to up to \$1 Million coverage through the AIA Trust's Term Life Insurance for sole practitioners. Please call (800) 399 8060 for details or [click here](#).

[Choose from two plans to offer your employees:](#)

- **Plan 1:** 1x Annual Salary rounded to the next higher \$1,000 not to exceed \$50,000.
- **Plan 2:** 2x Annual Salary rounded to the next higher \$1,000 not to exceed \$100,000

Annual salary does not include bonuses, overtime pay, or any additional compensation

[Tax-deductible business expense](#) for the sponsoring firm in most cases, provided the firm pays employees' premiums. Please consult your firm's tax advisor for more details.

[Option to cost-share with employees](#) if your firm chooses, with employees contributing up to 75% of the cost of their premiums. This is only available to firms with four or more employees.

- 75% of the eligible employees must become insured if insurance is provided on a Contributory basis.
- 100% of the eligible employees must become insured if insurance is provided on a Non-Contributory basis.

[Guaranteed Acceptance enrollment for firms with 10 or more employees.](#)

If your employees enroll within 31 days of becoming eligible, this coverage is Guaranteed Acceptance. If your firm is cost-sharing premium, 10 employees must participate for coverage to be Guaranteed Acceptance.

Simplified Underwriting is available for employees of firms with less than 10 lives or if the employee enrolls beyond the 31 days of becoming eligible. Your employees will have to answer a few medical questions, there are no medical exams required.

[Employees of a participating sponsor Firm are eligible to enroll/apply if:](#)

- they are Actively at Work for 20 or more hours per week;
- they have completed at least three months of continuous employment\*; and
- is reported by the EMPLOYER for Social Security purposes.

"Actively-At-Work" means the insured employee is performing all the usual and customary duties of his/her occupation at the Employer's place of business or at some other site where the Employer requires him/her to be.

\*The three months of continuous employment requirement will be waived for employees on the effective date of the Employer's participation in the Policy.

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## Group Term Life /AD&D Insurance for AIA Member Firms

Double the life benefit is payable for covered accidents if your employee dies as a result of a covered accident through the AD&D benefit included with this coverage. This coverage also pays benefits for serious injuries as listed below:

Loss of limb means severance through or above the wrist or ankle. Loss of sight means total and permanent loss. No more than one benefit, the largest benefit (the Principal Sum) is payable for all losses due to or related to any one accident.

AD&D Covered Loss	Percent of benefit amount
Loss of two limbs, sight of both eyes, or loss of one limb and sight of one eye	100%
Loss of one limb or loss of sight in one eye	50%

A “Covered Loss” is a loss that an insured employee suffers, but only if such loss results from a covered accidental injury and such: (a) Loss occurs within 90 days of such injury; (b) injury occurs while he or she is insured under the Policy; and (c) injury is the direct result of the accident and is independent of all other causes.

Premium can be waived for an employee who becomes Totally Disabled before age 60 and remains Totally Disabled for at least six months. Coverage may continue at no cost if the insured employee remains Totally disabled as approved by New York Life.

“Totally Disabled” means an incapacity from an injury or sickness that completely and continuously prevents an insured member from doing the material and substantial duties of any occupation for which he or she is reasonably qualified by education, training, or experience; results in total and permanent loss of sight of both eyes; or results in severance, above the wrist or ankle of both hands, both feet, or one hand and one foot.

Benefits can be payable while living if your employee becomes terminally ill. The Accelerated Death Benefit or “Living Benefit” payable is 50% of coverage amount inforce while the insured is still living if a physician certifies the insured has 12 months or less to live (premiums do not reduce). The remainder of the benefit amount is paid to the beneficiary after death. To qualify, a terminally ill insured must provide New York Life Insurance Company with proof of terminal illness and anticipated life expectancy (12 months or less), as well as any other necessary medical information requested. For additional details and limitations, please see the Certificate of Insurance.

Please note: Receipt of Accelerated Death Benefits may affect eligibility for public assistance programs and may be taxable. Prior to applying for Accelerated Death Benefits, the employee should consult the appropriate Social Services agency and assistance should be sought from a qualified personal tax advisor. For residents of Illinois, life expectancy is 24 months.

Offers a choice of beneficiaries, whether it be your employee’s spouse, children, a Trust, an alma mater or nonprofit organization. In addition, beneficiaries may be changed at any time by writing to the AIA Trust Administrator. Payments for losses other than loss of life will be made to the insured.

30-day free look. When each employee becomes insured, they will be sent a Certificate of Insurance summarizing their coverage. If an insured who contributes premium toward the coverage is not completely satisfied with the terms of the Certificate of Insurance, they may return it, without claim, within 30 days. The coverage will then be invalidated, and your firm will be sent a full refund—no questions asked.

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**Current Monthly Premium Rates**

<b>CURRENT MONTHLY PREMIUM RATES</b>	
<b>PER \$10,000 IN FIRM TERM LIFE/AD&amp;D INSURANCE</b>	
<small>(AS OF 4/1/2021)</small>	
<b>AGE OF EMPLOYEE</b>	<b>RATES</b>
34 & under	\$1.00
35 – 39	\$1.30
40 – 44	\$2.10
45 – 49	\$3.00
50 – 54	\$5.00
55 – 59	\$7.50
60 – 64	\$11.60
65 – 69	\$17.40
70 – 74	\$25.20
75 +	\$40.30

Premiums are based on the employees age when coverage is issued and increases on the January 1<sup>st</sup> coinciding with or next following the date the employee enters a new age category. The amount of Term Life and AD&D insurance will reduce by 35% at age 65, and then by an additional 35% at age 70.

The premium contributions shown reflect the current rate and benefit structure. Premium contributions may be changed by New York Life Insurance Company on any premium due date (but not more than once in any 12-month period) and any date on which benefits are changed. However, rates may change only if they are changed for all others in the same class of insurance under this group policy. For example, a class of insureds is a group of people all with the same age or gender. Benefit option amounts are not guaranteed and are subject to change by agreement between New York Life Insurance Company and AIA Trust.

**Coverage begins** on the first day of the month coinciding with or next following the date the application is approved by New York Life Insurance Company, provided the premium is paid within 30 days of the effective date. To become insured, an employee must be working full-time at least 20 hours a week on the effective date. Insurance for a proposed employee not actively at work (full-time 20 or more hours per week) on the date insurance would otherwise have taken effect will take effect on the day the proposed employee is actively at work and the employee is still eligible to obtain the insurance on that day.

**When coverage ends:** Your firm insurance can remain in force for your employees as long as they remain eligible, provided: (a) you continue to pay premium contributions when due; and (b) the group plan is not terminated or modified by the Policyholder ( AIA Trust), or New York Life Insurance Company to end insurance for the group of insureds to which you belong.

**Life Insurance Exclusions:** Life insurance benefits are payable in the event of an insured’s death from any cause except suicide during the first 12 months of coverage. However, if suicide is committed during the first 12 months, we will refund the premiums paid to the date of death.

## Group Term Life /AD&D Insurance for AIA Member Firms

**AD&D Insurance Exclusions:** AD&D benefits will not be paid for any loss which is due to one of the following:

- **Suicide,** attempted suicide or intentionally self-inflicted injury, while sane or insane: Benefits will not be paid for suicide within the first 12 months of coverage if New York Life can show that suicide was intended at the time of application;
- **War conditions:** Engagement in war, an act of war, or an armed conflict that involves the armed forces of one or more countries;
- **Military service:** A loss that is related to an insured member's duty in the military, naval, or air service of any country;
- **Occupational injury:** A loss that is due to or related to an on the job accidental injury, even if the loss is not covered under a Workers' Compensation Act or similar act;
- **Air travel:** A loss that occurs while operating, riding, or descending from any aircraft except when riding as a passenger in a regularly scheduled flight in a licensed, commercial, non-military aircraft;
- **Treatment:** A loss that occurs during, is due to, or is related to the insured's medical, dental, or surgical treatment unrelated to the accident that would otherwise entitle the insured to benefits.
- **Disease/infirmary:** A loss that is due to or related to disease or bodily infirmity of mind or body, medical or surgical treatment of such disease or bodily infirmity, or bacterial infections, except infections which occur as a result of an: (1) Accidental cut or wound, or (2) accidental ingestion of contaminated material.

**It's easy to apply today.** First, download, complete, and submit the [employer application form](#). There is no payment required for the application. (Your employees submit the employee applications below for an established plan.)

- [Firm Application](#) – Become a participating firm
  - [Employee Enrollment Form](#)
  - [Employee – Evidence of Insurability Form](#)

### Questions? Call (877) 801 3727

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This information is only a brief description of the principal provisions and features of AIA Trust's Group Employee Term Life and Accidental Death and Dismemberment Insurance. The complete terms and conditions are contained in the Certificate of Insurance issued to each participating firm and insured employee. AIA Trust incurs certain administrative expenses in connection with this sponsored program. To provide and maintain this valuable AIA membership benefit, AIA Trust is reimbursed for these expenses.

#### Administered and marketed by:

Hagan Insurance Group  
P.O. Box 1889  
Sioux Falls, SD 57101

California Insurance license #OH62489 / Arkansas Insurance license #94726

#### Underwritten by:

New York Life Insurance Company  
51 Madison Avenue, New York, NY 10010  
under Policy Form GMR-ER-P,  
Group Policy G-11108-0/GMR-ER-P-FACE As amended by GMR-FACE

New York Life is licensed/authorized to transact business in all the 50 United States, the District of Columbia and Puerto Rico. New York Life Insurance Company's state of domicile is New York and their NAIC ID # is 55915. Please note that this Firm Term Life/AD&D insurance is only available to U.S. Residents (U.S. territories are excluded).