

**RFP 2012-013 Supplemental Group Life Insurance
Detailed Tabulation**

Company	Current Plan		The Hartford		The Hartford	
	OneAmerica		Laurel Insurance Agency		Dennis Carruth & Associates	
Agent	Dennis Carruth & Associates		Laurel Insurance Agency		Dennis Carruth & Associates	
Eligible employees	All TRS eligible employees		All Active Eligible Full Time Employees		All Active Eligible Full Time Employees	
A.M. Best Financial Rating	A+		A		A	
Maximum amount of life insurance	\$500,000, not to exceed 7x employee's annual base salary in increments of \$1,000		\$500,000, not to exceed 7x earnings rounded to next higher \$1,000		\$500,000, not to exceed 7x earnings rounded to next higher \$1,000	
Minimum amount of life insurance	\$10,000		\$10,000		\$10,000	
Guaranteed issue amount	\$200,000		\$200,000		\$200,000	
Reduction schedule: Age when reduction occurs and amount of coverage after reduction						
	65	65%	65	65%	65	65%
	70	40%	70	40%	70	40%
	75	30%	75	30%	75	30%
	80		80		80	
Coverage terminates at age:	80 or retirement		80		80	
Dependent coverage: Guaranteed issue						
	*Spouse	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000
	#Children	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000
Age limit for Spouse	70		not listed		not listed	
Children coverage	Up to age 25, Unmarried, Full-time Student		Up to age 25, Student extension		Up to age 25, Student extension	
	Live birth to six months is 10% of full benefit		Live birth to six months is 10% of full benefit		Live birth to six months is 10% of full benefit	
Other Benefits	Accelerated Death Benefit - 50% up to \$100,000		Accelerated Death Benefit - 80% up to \$500,000		Accelerated Death Benefit - 80% up to \$500,000	
	Suicide Limitation - two years		Suicide Limitation - two years		Suicide Limitation - two years	
	Conversion Provision		Conversion Provision		Conversion Provision	
	Waiver of premium - six months		Waiver of premium**		Waiver of premium**	
	Portability Provision					
Premium rates/\$1,000/age category			Employee Rate	Spouse Rate	Employee Rate	Spouse Rate
	0-29	\$0.04	0.036	0.040	0.036	0.040
	30-34	\$0.05	0.045	0.050	0.045	0.050
	35-39	\$0.06	0.055	0.060	0.054	0.060
	40-44	\$0.09	0.082	0.090	0.081	0.090
	45-49	\$0.14	0.128	0.140	0.126	0.140
	50-54	\$0.22	0.201	0.220	0.198	0.220
	55-59	\$0.37	0.338	0.370	0.333	0.370
	60-64	\$0.58	0.529	0.580	0.522	0.580
	65-69	\$1.02	0.930	1.020	0.918	1.020
	70-74	\$1.82	1.660	1.820	1.638	1.820
	75+	\$1.82	1.660	1.820	1.638	1.820
	80-99					
Contract terms	N/A		three year rate guarantee		three year rate guarantee	
Comments	*not to exceed 50% of employee coverage #Coverage rate is \$1.92		** Six month elimination period rates Child rate = \$1.92 per child unit		** Six month elimination period rates Child rate = \$1.92 per child unit	

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Company	The Hartford		Cigna Benefit Solutions		Minnesota Life
Agent	Alamo Insurance Group		Laurel Insurance Agency		Dennis Carruth & Associates
Eligible employees	All Active Eligible Full Time Employees		All active , full time employees of the employer regularly working a minimum of 30 hours per week		Regularly full-time employees actively working a minimum of 30 hours per week at the employer's normal place of business
A.M. Best Financial Rating	A		A		A+
Maximum amount of life insurance	\$500,000, not to exceed 7x earnings rounded to next higher \$1,000		The lesser of 7 times annual compensation to a maximum of \$500,000 rounded to the nearest \$1,000		The lesser of \$500,000 or seven times basic annual earnings
Minimum amount of life insurance	\$10,000		\$10,000		\$10,000
Guaranteed issue amount	\$200,000		\$200,000		\$200,000
Reduction schedule: Age when reduction occurs and amount of coverage after reduction					
	65	65%		-	65%
	70	40%		65%	40%
	75	30%		45%	30%
	80			30%	-
Coverage terminates at age:	80		99		-
Dependent coverage: Guaranteed issue					
	*Spouse	\$50,000		\$50,000	\$50,000
	#Children	\$10,000		All guaranteed issue	\$10,000
Age limit for Spouse	not listed		70		70
Children coverage	Up to age 25, Student extension		25 years (if full time student)		Up to age 25
	Live birth to six months is 10% of full benefit		Live birth to six months is \$1,000		Live birth to six months is \$1,000 benefit
Other Benefits	Accelerated Death Benefit - 80% up to \$500,000		Terminal Illness - 75%		Accelerated death benefit - 100%
	Suicide Limitation - two years		Suicide Limitation - two years		Suicide Limitation - two years
	Conversion Provision		Conversion Provision		Conversion provision
	Waiver of premium**		Waiver of premium - 9 months		Waiver of premium - 9 months
					Portability provision
Premium rates/\$1,000/age category	Employee Rate	Spouse Rate	Employee Rate	Ported Rate	
0-29	0.036	0.040	0.036	0.153	0.030
30-34	0.045	0.050	0.045	0.177	0.040
35-39	0.055	0.060	0.054	0.190	0.050
40-44	0.082	0.090	0.081	0.243	0.070
45-49	0.128	0.140	0.126	0.384	0.110
50-54	0.201	0.220	0.198	0.726	0.180
55-59	0.338	0.370	0.334	1.347	0.300
60-64	0.538	0.580	0.523	2.461	0.470
65-69	0.946	1.020	0.920	4.065	0.830
70-74	1.687	1.820	1.642		1.480
75+	1.687	1.820	1.642		1.480
80-99					
Contract terms	three year rate guarantee		36 month rate guarantee		Three year guaranteed, Years 4-5 negotiable based on loss ratio of first three years is 75% or less
Comments	** Six month elimination period rates				
*not to exceed 50% of employee coverage	Child rate = \$1.92 per child unit		Child rate \$0.20/\$1000 up to \$15,000		Child rate is \$0.11/\$1,000
#Coverage rate is \$1.92					

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Company	Aflac	OneAmerica dba AUL	Sun Life Financial
Agent	Gerardo A. Garza	Dennis Carruth & Associates	Laurel Insurance Agency
Eligible employees	All full-time employees, working at least 16 hours or more weekly, with at least 90 days of continuous employment by the date of the enrollment are eligible.	All eligible full-time employees working 20 hours/week	All full-time United States employees working in the United States who are scheduled to work a minimum of 30 hours per week
A.M. Best Financial Rating	A+	A+	A+
Maximum amount of life insurance	\$100,000	\$500,000, not to exceed 7x employee's annual base salary in increments of \$1,000	\$500,000 or 7 times annual earnings, whichever is less
Minimum amount of life insurance	\$20,000	\$10,000	\$10,000
Guaranteed issue amount	Employee amount purchased by \$12/week and \$5,000 spouse based on 10% participation	\$300,000	\$350,000
Reduction schedule: Age when reduction occurs and amount of coverage after reduction			
	65	-	65%
	70	-	40%
	75	-	30%
	80	-	-
Coverage terminates at age:	70	80 or retirement	99
Dependent coverage: Guaranteed issue			
*Spouse	\$50,000	\$75,000	Lesser of current or \$50,000
#Children	\$10,000	\$10,000	\$10,000
Age limit for Spouse	70	70	70
Children coverage	Up to age 25	Up to age 25, Unmarried, Full-time Student	Unmarried from 14 days - 19 years or 25 years if full-time student
	Child Term Rider	Live birth to six months is 10% of full benefit	14 days to 6 months - \$1,000
Other Benefits	No accelerated death benefit	Accelerated death benefit up to 50% of life amount	Accelerated death benefits up to 75%, \$500,000 max
	Waiver of premium - 6 months, ages 18-55	Suicide limitation - two years	Portability provision
		Portability provision	Conversion privilege
		Continuity of coverage	Waiver of premium - 6 months
		Conversion privilege	Suicide limitation - two years
		Waiver of premium - 6 months	
Premium rates/\$1,000/age category			
	0-29	Age 25 Non Tobacco \$0.78/\$1,000	0.031
	30-34	Age 35 Non Tobacco \$1.08/\$1,000	0.039
	35-39	Age 45 Non Tobacco \$1.82/\$1,000	0.047
	40-44	Age 55 Non Tobacco \$3.51/\$1,000	0.0706
	45-49		0.110
	50-54	Age 25 Tobacco \$1.13/\$1,000	0.173
	55-59	Age 35 Tobacco \$1.60/\$1,000	0.290
	60-64	Age 45 Tobacco \$2.73/\$1,000	0.455
	65-69	Age 55 Tobacco \$4.81/\$1,000	0.800
	70-74		1.427
	75+		1.733
	80-99		
Contract terms		Five years guaranteed	Five year rate guarantee
Comments			
*not to exceed 50% of employee coverage	Different rates for spouse. Rates based on whole life scale	Child rate \$1.92	Child rate \$1.92
#Coverage rate is \$1.92	Child rate different scale		

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Company	The Standard	Reliance Standard	UNUM
Agent	Laurel Insurance Agency	Dennis Carruth & Associates	Laurel Insurance Agency
Eligible employees	All active employees of the employer working 30 hours per week	Each active full-time other working 30 or more hours per week except any person working on a temporary or seasonal basis	All active full-time employees working 30 hours per week in the United States with the employer
A.M. Best Financial Rating	A	A	A
Maximum amount of life insurance	Increments of \$1,000 to a maximum of \$750,000	\$500,000 in increments of \$10,000	\$500,000, five times annual earnings rounded to the next higher \$10,000
Minimum amount of life insurance	\$10,000	\$10,000	\$10,000
Guaranteed issue amount	\$250,000	Under age 60 \$200,000, Age 60-69 \$20,000	\$250,000
Reduction schedule: Age when reduction occurs and amount of coverage after reduction			
	65 65%		65%
	70 40%		40%
	75 30%		30%
	80		
Coverage terminates at age:	80		
Dependent coverage: Guaranteed issue			
*Spouse	\$50,000	Under age 60 \$50,000	\$50,000
#Children	\$15,000	All child amounts guaranteed	Not more than 100% of the employee life amount
Age limit for Spouse	80	75	
Children coverage	Live birth through age 20, or thru age 24 if the child is a full-time registered student	Unmarried financially dependent children from 14 days to age 25	
		14 days up to 6 months \$1,000	
Other Benefits	Accelerated death benefit up to 75%, max \$500,000	Accelerated death benefit - 50% to \$250,000 lump sum payout	Accelerated death benefit - 50% of life amount up to a maximum of \$750,000
	Suicide limitation - two years	Suicide limitation - two years	24 month suicide exclusion
	Waiver of premium - 180 calendar days	Conversion provision	Portability provision
	Portability provision	Waiver of premium - six months	Conversion provision
	Conversion provision	Portability provision	No defined waiver of premium period
Premium rates/\$1,000/age category			
	0-29 0.030	0.036	0.032
	30-34 0.040	0.045	0.040
	35-39 0.050	0.054	0.049
	40-44 0.070	0.081	0.073
	45-49 0.110	1.260	0.113
	50-54 0.180	1.980	0.177
	55-59 0.300	3.330	0.298
	60-64 0.460	5.220	0.467
	65-69 0.820	9.180	0.822
	70-74 1.460	16.380	1.466
	75+ 1.460	16.380	1.466
	80-99		
Contract terms	Three years guaranteed	60 month rate guarantee	Three year rate guarantee. Years 4 and 5 will be discussed if selected as finalist
Comments *not to exceed 50% of employee coverage #Coverage rate is \$1.92	Child rate \$.15/\$1,000	Questionable rate schedule	Child rate \$0.879/\$2,500

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Company	UNUM	UNUM	5 Star
Agent	Alamo Insurance	Financial Benefits Service	Financial Benefits Service
Eligible employees	All active full-time employees working 30 hours per week in the United States with the employer	All active full-time employees working 30 hours per week in the United States with the employer	All permanent full-time active employees, spouses and dependent children. 30 hours per week
A.M. Best Financial Rating	A	A	A-
Maximum amount of life insurance	\$500,000, five times annual earnings rounded to the next higher \$10,000	\$500,000, five times annual earnings rounded to the next higher \$10,000	5 times annual salary up to \$500,000
Minimum amount of life insurance	\$10,000	\$10,000	\$10,000
Guaranteed issue amount	\$250,000	\$250,000	5 times annual salary up to \$500,000
Reduction schedule: Age when reduction occurs and amount of coverage after reduction			
	65 65%	65%	
	70 40%	40%	65%
	75 30%	30%	45%
	80		30%
Coverage terminates at age:			
Dependent coverage: Guaranteed issue			
*Spouse	\$50,000	\$50,000	50% of employee benefit up to \$50,000
#Children	Not more than 100% of the employee life amount	Not more than 100% of the employee life amount	50% of employee benefit up to \$10,000
Age limit for Spouse			75
Children coverage			14 days old up to 21(25 if a full-time student)
Other Benefits	Accelerated death benefit - 50% of life amount up to a maximum of \$750,000	Accelerated death benefit - 50% of life amount up to a maximum of \$750,000	Accelerated death benefit up to 50% of life benefit not to exceed a maximum of \$150,000
	24 month suicide exclusion	24 month suicide exclusion	Portability provision
	Portability provision	Portability provision	Conversion provision
	Conversion provision	Conversion provision	Waiver of premium - 9 months
	No defined waiver of premium period	No defined waiver of premium period	Suicide limitation - two years
Premium rates/\$1,000/age category			
0-29	0.033	0.033	0.040
30-34	0.041	0.041	0.050
35-39	0.050	0.050	0.060
40-44	0.075	0.075	0.090
45-49	0.115	0.115	0.140
50-54	0.181	0.181	0.220
55-59	0.305	0.305	0.370
60-64	0.477	0.477	0.580
65-69	0.840	0.840	1.020
70-74	1.499	1.499	1.820
75+	1.499	1.499	1.820
80-99			
Contract terms	Three year rate guarantee. Years 4 and 5 will be discussed if selected as finalist	Three year rate guarantee. Years 4 and 5 will be discussed if selected as finalist	36 month rate guarantee
Comments			
*not to exceed 50% of employee coverage	Child rate \$0.879/\$2,500	Child rate \$0.879/\$2,500	Child rate \$.20/\$1,000
#Coverage rate is \$1.92			

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Company	Lincoln Financial Group	Lincoln Financial Group	UNUM
Agent	Laurel Insurance Agency	Alamo Insurance Group	Dennis Carruth & Associates
Eligible employees	All permanent employees regularly scheduled to work at least 30 hours each week.	All permanent employees regularly scheduled to work at least 30 hours each week.	All active full-time employees working 30 hours per week in the United States with the employer
A.M. Best Financial Rating	A+	A+	A
Maximum amount of life insurance	Coverage available in \$10,000 increments up to 7x annual salary (rounded to the next higher \$10,000). Maximum coverage is \$500,000	Coverage available in \$10,000 increments up to 7x annual salary (rounded to the next higher \$10,000). Maximum coverage is \$500,000	\$500,000, five times annual earnings rounded to the next higher \$10,000
Minimum amount of life insurance	\$10,000	\$10,000	\$10,000
Guaranteed issue amount	\$400,000**	\$400,000**	\$250,000
Reduction schedule: Age when reduction occurs and amount of coverage after reduction			
	65 reduces 35%	65 reduces 35%	65% 65%
	70 reduces an additional 20% of original amount	70 reduces an additional 20% of original amount	40% 40%
	75 reduces an additional 15% of original amount	75 reduces an additional 15% of original amount	30% 30%
	80		
Coverage terminates at age:	99 or retirement	99 or retirement	
Dependent coverage: Guaranteed issue			
*Spouse	\$30,000**	\$30,000**	\$50,000
#Children	\$10,000	\$10,000	Not more than 100% of the employee life amount
Age limit for Spouse	75	75	
Children coverage	6 months - age 25 (25 if unmarried and full-time student)	6 months - age 25 (25 if unmarried and full-time student)	
	live birth - 6 months \$1,000	live birth - 6 months \$1,000	
Other Benefits	Accelerated death benefit - 75% up to \$250,000	Accelerated death benefit - 75% up to \$250,000	Accelerated death benefit - 50% of life amount up to a maximum of \$750,000
	Portability provision	Portability provision	24 month suicide exclusion
	Waiver of premium - six months	Waiver of premium - six months	Portability provision
			Conversion provision
			No defined waiver of premium period
Premium rates/\$1,000/age category			
0-29	0.030	0.030	0.032
30-34	0.040	0.040	0.040
35-39	0.050	0.050	0.049
40-44	0.080	0.080	0.073
45-49	0.120	0.120	0.113
50-54	0.190	0.190	0.177
55-59	0.320	0.320	0.298
60-64	0.510	0.510	0.467
65-69	0.900	0.900	0.822
70-74	1.600	1.600	1.466
75+	1.750	1.750	1.466
80-99	1.800	1.800	
Contract terms	Two year guarantee	Two year guarantee	Three year rate guarantee. Years 4 and 5 will be discussed if selected as finalist
Comments *not to exceed 50% of employee coverage #Coverage rate is \$1.92	**Newly eligible employees - the lesser of \$400,000 or 300% of salary of coverage is available on Guaranteed acceptance basis. Current employees eligibility is up to 2 increments for Guaranteed acceptance. Newly eligible spouse - \$30,000 of coverage is available on a Guaranteed acceptance basis. Current eligible spouses - up to 2 increments are available on a Guaranteed basis. Adjusted once each year on the program anniversary date Child rate is \$0.20/\$1,000	**Newly eligible employees - the lesser of \$400,000 or 300% of salary of coverage is available on Guaranteed acceptance basis. Current employees eligibility is up to 2 increments for Guaranteed acceptance. Newly eligible spouse - \$30,000 of coverage is available on a Guaranteed acceptance basis. Current eligible spouses - up to 2 increments are available on a Guaranteed basis. Adjusted once each year on the program anniversary date Child rate is \$0.20/\$1,000	Child rate \$0.879/\$2,500

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Company	ING
Agent	Dennis Carruth & Associates
Eligible employees	All employees, No waiting period 30 hours / week
A.M. Best Financial Rating	A
Maximum amount of life insurance	\$500,000 not to exceed 7 times basic annual earnings
Minimum amount of life insurance	\$10,000
Guaranteed issue amount	\$200,000
Reduction schedule: Age when reduction occurs and amount of coverage after reduction	
65	65%
70	40%
75	30%
80	
Coverage terminates at age:	Retirement
Dependent coverage: Guaranteed issue	
*Spouse	\$50,000
#Children	\$10,000
Age limit for Spouse	70
Children coverage	Dependent coverage terminates when the child is no longer a dependent as defined by the policy
Other Benefits	Accelerated death benefits - 50% up to \$250,000
	Suicide limitation - two years
	Portability provision
Premium rates/\$1,000/age category	
0-29	0.030
30-34	0.040
35-39	0.050
40-44	0.070
45-49	0.110
50-54	0.180
55-59	0.300
60-64	0.460
65-69	0.820
70-74	1.460
75+	1.460
80-99	
Contract terms	36 months rate guarantee
Comments *not to exceed 50% of employee coverage #Coverage rate is \$1.92	Child rate \$0.16/\$1,000