

Group Medical BridgeSM – Plan 1 (HSA-Compliant)

Colonial Life's group hospital indemnity insurance plan, Group Medical Bridge, offers a customizable and flexible plan design that will help supplement your major medical plan offering. This coverage provides benefits that your employees can use to offset deductibles, co-pays, and out-of-pocket medical and non-medical expenses related to covered events that cause financial exposure, such as hospital confinement.

This plan is a Health Savings Account (HSA)-compliant plan that may also be offered to employees who do not have an HSA.

Product Features

- Coverage is guaranteed issue for all covered insureds; there are no health questions or medical underwriting.
- Pre-existing condition limitation may be waived for all covered insureds if certain account participation is met.
- Premiums can be employer or employee paid. Premium discounts may be available for 100% employer paid accounts.
- In multi-state enrollments, situs state rules apply to Group Medical Bridge.
- Benefits are paid regardless of any other insurance the insured may have with another company.
- Benefits are indemnity based and are paid as a lump-sum.
- Benefits are paid directly to the named insured, unless an assignment of benefits is received.
- Product is marketed, underwritten, and administered by Colonial Life.

Plan Design at-a-Glance

| Plan 1 | |
|---|-----------------|
| Hospital Confinement | ✓ |
| Waiver of Premium | ✓ |
| Daily Hospital Confinement | Employer Option |
| Inpatient Mental and Nervous | Employer Option |
| Medical Treatment Package (Accident Only) | Employer Option |
| Observation Room | Employer Option |
| Rehabilitation Unit Confinement | Employer Option |
| Specified Critical Illness | Employer Option |
| Wellbeing Assistance - Standard | Employer Option |
| Wellbeing Assistance - Basic | Employer Option |

Several plan design and benefit options are available for the employer to customize the employee's plan offering.

- The employer will select the plan design(s) and optional benefits to be offered. Two different plan design options allow for the needs of each account to be met. Both plan designs may be offered in an account.
- The employer will select a maximum of two hospital confinement levels per plan design. The hospital confinement benefit levels cannot be separated by more than \$1,500. The separation of \$1,500 does apply across plans.
- The employer will choose whether to include the employer optional benefits.
- Employer optional benefits with benefit amounts selections will be chosen by the employer.

Plan 1 Benefits

Hospital Confinement: The Hospital Confinement benefit level(s) selected below by the employer is payable once per day with a maximum of one day per covered person per calendar year. The hospital confinement benefit levels cannot be separated by more than \$1,500. (For example, \$1,000 and \$2,000 are acceptable; \$1,000 and \$3,000 are not.)

| | |
|---|---|
| <input type="checkbox"/> Level 1: \$500 | <input type="checkbox"/> Level 5: \$2,500 |
| <input type="checkbox"/> Level 2: \$1,000 | <input type="checkbox"/> Level 6: \$3,000 |
| <input type="checkbox"/> Level 3: \$1,500 | <input type="checkbox"/> Level 7: \$4,000 |
| <input type="checkbox"/> Level 4: \$2,000 | <input type="checkbox"/> Level 8: \$5,000 |

- State Government, Federal Government, Local Government and Healthcare accounts are eligible for Hospital Confinement Levels 1-3 (\$500-\$1,500) only.
- Education accounts are eligible for Hospital Confinement Levels 1-5 (\$500-\$2,500) only.

Waiver of Premium: After 30 continuous days of a covered confinement of the named insured, the Waiver of Premium benefit is available. This benefit waives the premium for the entire certificate as long as the named insured is continuously confined, or up to 12 months, whichever occurs first.

Employer Optional Benefits:

The following optional benefits are available for the employer to include in the plan design. These benefits are not optional for the employee.

- ☐ **Daily Hospital Confinement:** \$100 per day with a maximum of 365 days per covered person per confinement
- ☐ **Inpatient Mental and Nervous:** \$500 per day with a maximum of one day per covered person per calendar year. Subject to a lifetime maximum benefit of \$2,000 per covered person. This benefit is payable for confinement to a hospital or mental health facility as the result of a mental and/or nervous disorder.
- ☐ **Medical Treatment Package (Accident Only):**
 - **Air Ambulance:** \$1,000 per day with a maximum of one day per covered person per calendar year
 - **Ambulance:** \$100 per day with a maximum of one day per covered person per calendar year
 - **Appliance:** \$100 per day with a maximum of one day per covered person per calendar year
 - **Doctor's Office Visit/Telemedicine:** \$25 per day with a maximum of three days per calendar year for named insured only coverage; maximum of five days per calendar year for all covered persons combined for family coverage
 - **Emergency Room Visit:** \$100 per day with a maximum of two days per covered person per calendar year
 - **X-Ray:** \$25 per day with a maximum of two days per covered person per calendar year
- ☐ **Observation Room:** \$100 per day with a maximum of two days per covered person per calendar year. This benefit is payable for treatment in an observation room in a hospital for less than 20 hours.
- ☐ **Rehabilitation Unit Confinement:** \$100 per day with a maximum of 15 days per confinement with a 30 day maximum per covered person per calendar year. This benefit is payable for inpatient rehabilitation immediately following confinement either in a unit that is part of a hospital or in a free-standing facility.
- ☐ **Specified Critical Illness: (for any covered person):** The employer selects the Specified Critical Illness benefit amount to offer to the employees from the available benefit amounts of \$2,500 or \$5,000. The Specified Critical Illness benefit is payable per day with a maximum of one day per covered person per diagnosis for Heart Attack (Myocardial Infarction), Stroke and End Stage Renal (Kidney) Failure. There is an additional benefit payable for a subsequent diagnosis of a different specified critical illness that is diagnosed 30 days after any previous date of diagnosis for a specified critical illness. There is a benefit payable for a subsequent diagnosis of the same critical illness that is diagnosed 30 days after any date of diagnosis for the same specified critical illness. A subsequent diagnosis of the same specified critical illness is payable at 25%.

Additional specified critical illnesses are available for covered dependent children only. Cerebral Palsy, Cleft Lip or Cleft Palate, Cystic Fibrosis, Down Syndrome and Spina Bifida are payable for a maximum of one day per covered dependent child with a lifetime maximum of one day.

The Specified Critical Illness benefit amount will reduce by 50% on the first anniversary date after the named insured attains age 75.

☐ **Wellbeing Assistance - Standard:** The employer decides whether to offer the Standard or Basic Wellbeing Assistance benefit and the benefit amount to offer from the available amounts of \$50 or \$100. The benefit is payable per day with a maximum of one day per covered per calendar year. Wellbeing Assistance - Standard applies to 24 tests. Benefit is subject to a 30-day waiting period.

☐ **Wellbeing Assistance - Basic:** The employer decides whether to offer the Standard or Basic Wellbeing Assistance benefit and the benefit amount to offer from the available amounts of \$50 or \$100. The benefit is payable per day with a maximum of one day per policy per calendar year. Wellbeing Assistance - Basic applies to 26 tests, including annual physicals and immunizations. Benefit is subject to a 30-day waiting period.

Employee Eligibility Requirements

- Minimum issue age is 17 for both the named insured and spouse. No maximum age.
- The named insured must be actively at work at the time of application and working 15 or more hours per week.
- Children younger than the age of 26 are considered eligible dependent children.
- This coverage is available only at the initial product enrollment, to new hires enrolling within their new hire enrollment period, or to current employees during the annual open enrollment period (if participation was met at the initial enrollment).

Underwriting Options Available

Guaranteed Issue + Pre-existing Condition Limitation Included (GI)

- Guaranteed Issue for all covered insureds – no health questions
- Subject to the pre-existing condition limitation
- Participation requirements are provided in the table below

Guaranteed Issue + Pre-existing Condition Limitation Waived (GX2)

- Guaranteed Issue for the named insured only or all covered insureds – no health questions
- Pre-existing condition limitation waived for the named insured or all covered insureds
- Participation requirements are provided in the table below

Premium Information

- Age-banded, composite, and discounted composite rates are available (see requirements below).
- There is a four-tier rate structure: Named Insured Only; Named Insured and Spouse; Named Insured and Dependent Children; and Named Insured, Spouse and Dependent Children Coverage.
- Rates are guaranteed for two years from the date of issue of the group policy.

Definitions

Pre-existing Condition is a sickness or physical condition, whether diagnosed or not, for which a covered person was treated, had medical testing, received medical advice or had taken medication within 12 months before the coverage effective date. A pre-existing condition only applies to the following benefits, if included: Hospital Confinement, Daily Hospital Confinement, Inpatient Mental and Nervous, Rehabilitation Unit Confinement and Specified Critical Illness.

After the certificate has been in force for 12 months from the coverage effective date, we will pay benefits for any loss as a result of a pre-existing condition not excluded by name or specific description if the covered loss began 12 months after the coverage effective date.

Employer Contribution and Participation Requirements

| Rate Structure | Minimum Employer Contribution | Guaranteed Issue (GI) with Pre-existing Condition Limitation Included; Participation Requirement | Guaranteed Issue with Pre-existing Condition Limitation Waived (GX2); Participation Requirement |
|----------------------|--|--|---|
| Age-Banded | None | <u>Hospital Confinement Levels 1-6 (\$500-\$3,000):</u> The greater of 10 enrolled or 10% participation <u>Hospital Confinement Levels 7 and 8 (\$4,000 and \$5,000):</u> The greater of 10 enrolled or 20% participation | The greater of 10 enrolled or 50% participation |
| Composite | 50% | The greater of 10 enrolled or 25% participation | The greater of 10 enrolled or 50% participation |
| Discounted Composite | 100% for Employee Only* 100% for All Covered Insureds | Not Applicable | Minimum of 25 certificates enrolled |

*Employees will have the ability to buy up to family coverage. Employee premiums will be discounted; Spouse and Dependent Children premiums will not be discounted.

General Exclusions and Limitations

We will not pay any benefits for injuries received in accidents or for sicknesses which are caused by, contributed to by or occurs as the result of the covered person's:

- Alcoholism or Drug Addiction
- Dental Procedures
- Elective Procedures and Cosmetic Surgery
- Felonies or Illegal Occupations
- Mental or Nervous Disorders (This exclusion does not apply to the Inpatient Mental and Nervous benefit, if included.)
- Pregnancy of a Dependent Child
- Suicide or Injuries Which Any Covered Person Intentionally Does to Himself
- War
- Birth Limitation (Giving birth within the first nine months after the coverage effective date of the certificate. Only applies to the following benefits, if included: Hospital Confinement and Daily Hospital Confinement benefits)
- Pre-existing Condition Limitation (Only applies to the following benefits, if included: Hospital Confinement, Daily Hospital Confinement, Inpatient Mental and Nervous, Rehabilitation Unit Confinement and Specified Critical Illness)
- Well Baby Care Limitation

The above list does not include a complete description of each limitation and exclusion. To obtain a complete description, please see your Colonial Life representative.