

Voluntary Benefits



Offer Prepared For:

Bushland Independent School District - Renewal 2022

Offer Presented By:

First Financial Capital Corp

Date Offer Prepared:	8/4/2022
Offer Valid Until:	9/30/2022
Proposed Effective Date:	10/1/2022
Version:	1
Proposed Products:	Critical Illness/Cancer



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Who is ManhattanLife?

ManhattanLife is one of the oldest insurance companies in America. Since 1850 we have stood by policyholders with diligence and compassion. ManhattanLife has a storied history that has consistently proved that we deliver on our promise of standing by policyholders and producers. Through domestic and world wars, outbreaks of diseases and multiple cycles of booms and busts, life has marched on in America. ManhattanLife has been there, diligently delivering on our mission. Being trusted to do so even earned us the reputation “Old Reliable” after the Civil War, when we sought out policyholders to ensure we met the needs of families of fallen soldiers. More recently, we were the only insurance company to challenge the U.S. Department of Health and Human Services, advocating for and winning Americans’ right to purchase fixed indemnity health insurance products.

“At our core, ManhattanLife is a reliable, independent insurance company rigorously focused on providing policyholders with the life affirmations of health, wealth and security.”

David Harris, CEO

Many American workers fail to plan for expenses, such as loss of income and childcare, not covered by health insurance. ManhattanLife’s voluntary benefits can help protect your employees’ savings if they can’t work due to an illness or injury. By offering these benefits you can help your employees be more financially prepared for the unexpected.

How You Benefit

- Expand your benefit options without breaking the budget. Voluntary benefits are 100 percent employee paid.
- Opportunity to possibly reduce your payroll tax for each enrolled employee.
- Minimize disruption to business with custom enrollment options.
- Provide a range of benefits to help keep employees productive and loyal.

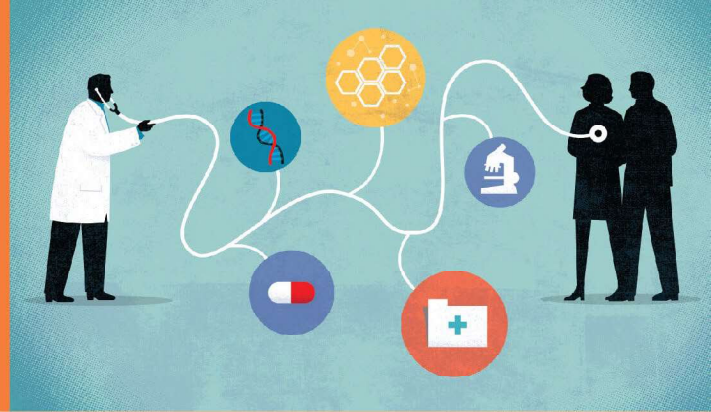
How Employees Benefit

- Choose the benefits that match their needs and concerns.
- Directly receive benefits when they need it most.
- Don’t have to rely solely on savings or incur additional debt to cover expenses such as childcare, transportation, and medical bills.
- Save money on premiums because benefits purchased through the employer are typically less expensive than purchasing on their own.
- Pay premiums through payroll deduction, many on a pre-tax basis.

This is not a complete disclosure of plan qualifications and limitations. The amount of benefits provided depends on the plan selected. Premiums will vary according to the selection made. THIS POLICY PROVIDES LIMITED BENEFITS. Underwritten by ManhattanLife Assurance Company of America, ManhattanLife Insurance and Annuity Company, and Manhattan Life Insurance Company. Applications will not be accepted under this offer until written acceptance of this offer, the Employer Agreement and minimum Participation Requirements are received in ManhattanLife Assurance Company of America’s New Business Department.

Critical Illness

Helping protect you and your family with lump sum coverage



Critical Illness/Cancer voluntary coverages pay benefits to you

With our Critical Illness and Cancer plans, you'll receive a benefit after a serious illness or a condition such as a heart attack, stroke, coronary artery disease, or cancer is diagnosed. During your recovery, you and your loved ones can rest a little easier knowing you won't have to deplete your bank accounts or take on additional debt to cover day-to-day living expenses.

Why do I need Critical Illness and Cancer coverages?

These plans can assist you with a variety of expenses so you can focus on getting better. You can use the benefit however you want:

- Make your mortgage payments.
- Hire extra help around the house, such as in-home caregivers.
- Help cover medical bills as well as therapy and training.
- Pay for travel to treatment facilities away from home – and for family visits.

In addition to the physical and emotional effects, people who are diagnosed with a serious condition may see a costly impact on their expenses. You may need additional help to absorb the expense of paying for drugs and other associated costs.

Here's how it works

All benefit payments are made directly to you, placing you in control at a time when you may feel that your options are limited. Some or all of the benefit is available to you after your initial diagnosis, so it's there when you need it most. You will save on your premiums because coverage through your employer typically is less expensive than purchasing on your own, and you can pay premiums through automatic payroll deduction. You can continue the coverage even if you change employers.

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Critical Illness/Cancer Coverage

Coverage type	Voluntary Critical Illness insurance is a group policy that includes coverage for vascular, cancer, and other critical illnesses.		
Product	Policy Type:	Group	
	Policy Name:	Critical Illness	
	Policy Form:	M-8011	
Eligibility	Issue Ages:	Employee:	18 – 69
		Spouse:	18 – 69
		Child:	Under age 26
	Criteria:	<ul style="list-style-type: none"> Employee is benefit eligible, actively at work full-time, working at least 20 hours per week. Spouse and children not eligible if Employee is not issued coverage. Spouse includes domestic partner where allowed by state and Employer. 	
Underwriting Offer	Termination Age:	<ul style="list-style-type: none"> Employee: Age 70 unless actively at work, then on last day of active employment. Spouse: When Employee terminates. Child: Age 26, or when Employee terminates, whichever is earlier. 	
		Guarantee Issue	Simplified Issue*
	Employee:	\$20,000	\$50,000
	Spouse:	50% of the Employee's benefit	\$25,000
Target Participation	Child(ren):	\$2,500	\$5,000
	Minimum to Issue:	5 enrolled or 1% of all eligible, whichever is greater.	
Benefit Amounts	Guarantee Issue:	15% of all eligible, participation has not been met.	
	Employee:	\$5,000 - \$50,000	
	Spouse:	\$2,500 - \$25,000, 50% of Employee election	
	Child(ren):	\$2,500, 50% of Employee election to \$5,000	

*If Enrollment technology does not support SI Underwriting all applications must be taken on paper applications.

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Benefits and Features Conditions

Covered Conditions		Percent Payment
Vascular	<ul style="list-style-type: none"> Heart attack 	100%
	<ul style="list-style-type: none"> Transplant as a result of heart failure 	100%
	<ul style="list-style-type: none"> Stroke 	100%
	<ul style="list-style-type: none"> Coronary artery bypass surgery as a result of coronary artery disease 	25%
Cancer	<ul style="list-style-type: none"> First diagnosis of internal cancer or malignant melanoma 	100%
	<ul style="list-style-type: none"> Carcinoma in situ 	25%
	<ul style="list-style-type: none"> 30 day waiting period 	
Other Critical Illnesses	<ul style="list-style-type: none"> Transplant, other than heart 	100%
	<ul style="list-style-type: none"> End-stage renal failure 	100%
	<ul style="list-style-type: none"> Loss of sight, speech, or hearing 	100%
	<ul style="list-style-type: none"> Coma 	100%
	<ul style="list-style-type: none"> Severe burns 	100%
	<ul style="list-style-type: none"> Permanent paralysis due to an accident 	100%
	<ul style="list-style-type: none"> Occupational HIV 	100%
Pre-existing Condition Limitation		12/12
Waiver of Premium for Disability		After 180 days
Portability		Included
Benefit Reduction		Reduces 50% at age 70
Employer Elected Optional Benefits		
Recurrence		Included
Health Screening		\$100

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Benefit Definitions

WAIVER OF PREMIUM FOR DISABILITY: This waives an Employee's premium if he or she becomes totally disabled for at least 180 days after the effective date of coverage. Total Disability must start while policy is in force, for employees ages 18-55.

PORTABILITY: Portable after six months of continuous coverage if group master policy remains in force and the insured is less than age 70, not Totally Disabled, and no longer Actively at work for the Employer. Participants may continue coverage by paying premiums on a direct billing method. All ported certificates will be subject to any rate increases on the Employer's Master Policy. Dependents on ported certificates terminate when the spouse attained age is 70 or the child attained age is 25. If the policy terminates the ported Certificate terminates.

PRE-EXISTING CONDITION LIMITATION: If a member has a pre-existing condition that is diagnosed or symptoms occurred in the 12 months prior to the policy effective date, no benefits will be paid for the first 12 months of the policy effective date. Refer to the certificate of coverage for specific pre-existing limitations.

RECURRENCE: This provides a one-time additional benefit for the same condition if a covered participant is treatment-free for at least 12 months.

HEALTH SCREENING: Pays a cash benefit when a member has one or more of the 18 covered screening tests. This screening benefit is payable once per covered person per calendar year.

Critical Illness Rates

Rate Assumption Information

Rate Structure:	Issue Age - non-tiered
Tobacco Status:	Tobacco Distinct
Rate Guarantee Period:	One (1) Year
Contributions:	100% Employee paid
Commissions:	Standard
Takeover	No
Coverage Type:	Lump Sum
Benefits Included:	As shown above in the Benefits and Optional Benefits sections.
Participation Expectation:	15% of all eligible, participation has not been met. Current participation is 4%.

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Critical Illness and Cancer Rates Texas

Displaying Monthly payroll deductions including Benefit Recurrence and \$100 Health Screening benefit

Age	Employee - NTU									
Benefit:	\$5,000	\$10,000	\$15,000	\$20,000	\$25,000	\$30,000	\$35,000	\$40,000	\$45,000	\$50,000
18-29	\$5.88	\$8.48	\$11.07	\$13.66	\$16.26	\$18.86	\$21.46	\$24.06	\$26.65	\$29.25
30-39	\$8.64	\$13.14	\$17.64	\$22.14	\$26.64	\$31.14	\$35.64	\$40.14	\$44.64	\$49.15
40-49	\$13.73	\$22.53	\$31.33	\$40.14	\$48.94	\$57.74	\$66.54	\$75.34	\$84.14	\$92.95
50-55	\$21.16	\$36.11	\$51.05	\$66.00	\$80.95	\$95.89	\$110.84	\$125.79	\$140.73	\$155.68
56-59	\$21.16	\$36.11	\$51.05	\$66.00	\$80.95	\$95.89	\$110.84	\$125.79	\$140.73	\$155.68
60-64	\$31.78	\$56.13	\$80.48	\$104.82	\$129.17	\$153.52	\$177.87	\$202.22	\$226.57	\$250.92
65-69	\$36.60	\$65.70	\$94.80	\$123.90	\$153.00	\$182.10	\$211.20	\$240.30	\$269.40	\$298.50

Age	Spouse - NTU									
Benefit:	\$2,500	\$5,000	\$7,500	\$10,000	\$12,500	\$15,000	\$17,500	\$20,000	\$22,500	\$25,000
18-29	\$4.57	\$5.88	\$7.17	\$8.48	\$9.77	\$11.07	\$12.37	\$13.66	\$14.97	\$16.26
30-39	\$6.40	\$8.64	\$10.90	\$13.14	\$15.40	\$17.64	\$19.90	\$22.14	\$24.40	\$26.64
40-49	\$9.33	\$13.73	\$18.13	\$22.53	\$26.93	\$31.33	\$35.74	\$40.14	\$44.54	\$48.94
50-55	\$13.68	\$21.16	\$28.63	\$36.11	\$43.58	\$51.05	\$58.53	\$66.00	\$73.48	\$80.95
56-59	\$13.68	\$21.16	\$28.63	\$36.11	\$43.58	\$51.05	\$58.53	\$66.00	\$73.48	\$80.95
60-64	\$19.60	\$31.78	\$43.95	\$56.13	\$68.30	\$80.48	\$92.64	\$104.82	\$116.99	\$129.17
65-69	\$22.05	\$36.60	\$51.15	\$65.70	\$80.25	\$94.80	\$109.34	\$123.90	\$138.45	\$153.00

NTU: Non-tobacco user; TU: Tobacco user

Age	Children	
Benefit:	\$2,500	\$5,000
0-25	\$1.52	\$2.15

The proposed rates are for an effective date no later than 10/1/2022

Policy: M-8011
Underwritten by ManhattanLife Assurance Company of America.

Critical Illness and Cancer Rates Texas

Displaying Monthly payroll deductions including Benefit Recurrence and \$100 Health Screening benefit

Age	Employee - TU									
Benefit:	\$5,000	\$10,000	\$15,000	\$20,000	\$25,000	\$30,000	\$35,000	\$40,000	\$45,000	\$50,000
18-29	\$7.18	\$11.08	\$14.98	\$18.88	\$22.79	\$26.69	\$30.59	\$34.49	\$38.39	\$42.30
30-39	\$11.99	\$19.84	\$27.69	\$35.54	\$43.39	\$51.23	\$59.09	\$66.94	\$74.79	\$82.64
40-49	\$21.98	\$39.03	\$56.08	\$73.13	\$90.19	\$107.24	\$124.29	\$141.34	\$158.39	\$175.44
50-55	\$35.01	\$63.81	\$92.61	\$121.40	\$150.20	\$179.00	\$207.80	\$236.60	\$265.40	\$294.20
56-59	\$35.01	\$63.81	\$92.61	\$121.40	\$150.20	\$179.00	\$207.80	\$236.60	\$265.40	\$294.20
60-64	\$53.63	\$99.83	\$146.03	\$192.24	\$238.44	\$284.64	\$330.84	\$377.04	\$423.24	\$469.45
65-69	\$61.45	\$115.40	\$169.35	\$223.30	\$277.25	\$331.20	\$385.14	\$439.09	\$493.04	\$546.99

Age	Spouse - TU									
Benefit:	\$2,500	\$5,000	\$7,500	\$10,000	\$12,500	\$15,000	\$17,500	\$20,000	\$22,500	\$25,000
18-29	\$5.24	\$7.18	\$9.14	\$11.08	\$13.04	\$14.98	\$16.94	\$18.88	\$20.84	\$22.79
30-39	\$8.06	\$11.99	\$15.91	\$19.84	\$23.76	\$27.69	\$31.61	\$35.54	\$39.46	\$43.39
40-49	\$13.46	\$21.98	\$30.51	\$39.03	\$47.56	\$56.08	\$64.61	\$73.13	\$81.66	\$90.19
50-55	\$20.60	\$35.01	\$49.40	\$63.81	\$78.20	\$92.61	\$107.00	\$121.40	\$135.80	\$150.20
56-59	\$20.60	\$35.01	\$49.40	\$63.81	\$78.20	\$92.61	\$107.00	\$121.40	\$135.80	\$150.20
60-64	\$30.53	\$53.63	\$76.73	\$99.83	\$122.93	\$146.03	\$169.13	\$192.24	\$215.34	\$238.44
65-69	\$34.47	\$61.45	\$88.42	\$115.40	\$142.37	\$169.35	\$196.32	\$223.30	\$250.27	\$277.25

NTU: Non-tobacco user; TU: Tobacco user

Age	Children	
Benefit:	\$2,500	\$5,000
0-25	\$1.52	\$2.15

The proposed rates are for an effective date no later than 10/1/2022

Policy: M-8011
Underwritten by ManhattanLife Assurance Company of America.

PARTICIPATION EXPECTATION:

Participation requirement is the number of enrolled needed for Guaranteed Issue offer. If the participation requirement is waived, then all applications will be Guaranteed issue up to the amount listed in the Underwriting offer of the proposal, for the initial enrollment period.

At the end of the enrollment period, it will be expected that a minimum percentage of all eligible will be enrolled into the product. This participation percentage is in the participation section of the proposal. If the participation expectation is not met, then all applications will be Underwritten on a Simplified Issue basis.

Other Contingencies

- Total amount of Critical Illness and Cancer in force with all carriers including ManhattanLife cannot exceed \$100,000.
- Late enrollees will be accepted on an SI basis only, unless otherwise approved by underwriting.
- If spouse is also an Employee, they may apply as an Employee or as a dependent, but not as both.
- If both parents are Employees of the company, then the child(ren) may be covered under only one parent, not both.
- Please refer to the certificate/policy for full benefit and limitation information.