

City of Crossville - Voluntary Group Short and Long Term Disability Insurance

Aetna - Declined To Quote

Assurant - Declined To Quote

Boston Mutual

1. Coverage would not be effective until 2/1/13 (Does not meet the bid specification request of January 1, 2013 effective date with a post-effective date enrollment later in January).
2. Benefit amounts are static after initial purchase and can be increased in \$100 increments (\$200 additional Monthly indemnity maximum) at **approved** re-enrollments.
3. 12 month lifetime limit for Mental &Nervous and Drug/Alcohol related conditions
4. 12/12 Pre-existing Condition Exclusion (PreX) with **No Continuity Of Coverage or Credit for Current Coverage (COC)**

Cigna

1. 3/12 PreX on both STD and LTD with **No (COC)**

Colonial Life & Accident - Individual Policies (Not Group As Requested by Bid Specifications)

Guardian Life Insurance Company - Declined To Quote

Hartford

1. 3/3/12 PreX on both STD and LTD, however, STD Pre X is a four-week limitation (not a complete exclusion)

Humana - Declined To Quote

Lincoln National Life

1. Considered the best overall quote by most closely meeting bid specifications with COC, realistically competitive cost, January 1 effective date with post Effective Date Enrollment and consistently strong reputation for paying claims

MetLife

1. Does not meet January 1 effective date requirement and reduces benefit amounts for fire and police employees
2. STD and LTD have 3/12 PreX with No COC

OneAmerica

1. Quote requires that that 30% or less of the participating employees are Police or Fire employees
2. STD and LTD have 3/12 PreX with **No COC**
3. Quote states that **“Employer warrants and represents that there are no illnesses that could affect premium rates, benefits or coverage approval”** This is a very unusual condition to be placed within a group disability contract. Our experience signals a potential problem at claim time.

Principal Financial Group - Declined To Quote

Prudential

1. **Does not meet the bid specification request of January 1, 2013 effective date with a post-effective date enrollment later in January. Coverage would not be effective until 2/1/13 resulting in 30 days of employee risk exposure**
2. Quoted **60% STD** benefit percentage (not meeting the 66 2/3% requested in bid specification)

Standard Insurance Company

1. Quote assumes that No coverage is currently in force which is inaccurate

Sun Life Financial

1. No Pre X for STD, 3/3/12 for LTD
2. Mandatory Rehab
3. **No Continuity Of Coverage or Credit for Current Coverage**

Symetra Life Insurance Company

1. Strong quote but with \$4,000 maximum Monthly Benefit Amount (Does not meet the Bid Specification of \$5,000.
2. 3/12 PreX for LTD (None for STD) with COC included
3. Premiums are unnervingly low

Transamerica

1. Did not meet Bid Specifications by quoting LTD only

UnitedHealthcare

1. Did not meet Bid Specifications by quoting LTD only

Unum

1. 12/12/24 PreX for LTD only (None for STD) **No COC**
2. Voluntary Rehabilitation
3. Uncompetitive Rates (Highest Cost on Spreadsheet)

USAbLe

1. STD and LTD benefit amounts are static (do not automatically change with changes in income after initial purchase). STD can be increased in \$10 Weekly Benefit increments up to \$750 weekly and LTD in \$100 Monthly Benefit Increments to 60% or \$5,000 Monthly maximum only at approved re-enrollments, subject to underwriting (**increase in benefit not guaranteed**)
2. STD Benefits reduce by 1/3 at age 65 and terminate at age 70 even if still working full-time
3. 12 month lifetime limit for M&N, Drug/Alcohol related conditions (versus customary 24 Months limitations)
4. PreX for STD is 12/12 with COC included and 12/6/24 for LTD with **No COC** ("If the case has Guaranteed Issue, the pre-existing conditions clause still applies")
5. Increases in STD amount will be Guaranteed Issue for approved enrollments and are subject to PreX. Increases in LTD amount requested after initial enrollment are subject to underwriting (Not Guaranteed) and are subject to Pre X.