

Insurance protection for the important things in life

- Basic Employee Term Life
- Basic Dependant Term Life
- Voluntary Term Life
- Basic Accidental Death and Dismemberment



RBC Insurance®





A comprehensive employee benefits package is a powerful tool to retain and attract skilled employees. Employees look to their company to provide insurance to help protect their incomes and lifestyles. Group term life insurance from RBC Insurance® provides added financial protection for your employees' families in the event of the employee's death.

RBC Insurance can help your company provide the insurance today's employees are looking for: Basic Employee Term Life, Basic Dependant Term Life, Voluntary Term Life and Basic Accidental Death and Dismemberment (AD&D) insurance. As well, there are a number of optional benefits that can be purchased.

Research shows that 60% of Canadians are "very concerned" or "somewhat concerned" about providing for their families in case of their death.¹ Concerns include how a spouse will pay the mortgage, care for kids, pay for college and move on with life. One of the easiest ways for employees to purchase life insurance is through their employer. Employees are looking beyond their paycheques to the benefits that come with their jobs.

¹ Limra Canadian Marketplace, Sept. 1998

Basic Employee Term Life

Life insurance is an essential part of any employee benefits package. RBC Insurance offers coverage at competitive group rates.

- 10 or more employees
- Coverage amounts available in flat benefit amounts or multiple of earnings up to 5 times
- Plan maximum varies by group size
- Waiver of premium to age 65
- 50% reduction in coverage at age 65
- Termination of coverage at the earlier of retirement or age 70
- Conversion privilege

Accelerated benefit — An insured employee with a medical prognosis of 12 months or less to live can choose to receive a portion of their life insurance benefit while living. The benefit amount is the lesser of:

- 50% of the employee's life insurance benefit; or
- \$50,000

The remaining life insurance benefit is payable to the beneficiary upon the insured's death.

Basic Dependant Term Life

Basic coverage for your employees' dependants in addition to employee coverage. This benefit can be attractive to potential employees.

- Variable schedules available
- Dependent spouse coverage amount limited to the lesser of \$25,000 or 100% of the employee amount
- Dependent child(ren) coverage amount from \$2,000 to a maximum of \$10,000 and may not exceed 50% of the employee amount

- Accelerated benefit (spouse and child) — same as for employee
- Waiver of premium during employee disability
- Termination of coverage at the earlier of the employee's retirement or age 70
- Conversion privilege

Voluntary Term Life

You can give your employees the opportunity to purchase additional life insurance through a convenient payroll deduction. This coverage complements the basic employee term life you may have purchased for your company. It gives you and your employees the security of knowing that their families can have added protection based on their individual needs.

All coverage amounts are medically underwritten and can be purchased in units as follows:

- Employee — \$10,000 units (maximum is lesser of 5 x annual earnings or \$250,000)
- Dependent spouse — \$5,000 units
- Dependent child(ren) — \$2,000 units
- Spouse coverage amount limited to 100% of the employee amount
- Child(ren) coverage amount limited to 50% of the employee amount
- Children are covered until their 21st birthday, unless they are students, in which case they can be covered until their 25th birthday
- Employee and dependant coverage terminates at the earlier of the employee's retirement or age 70
- Accelerated benefit

Portability — This provision allows employees to continue their life insurance coverage at the same group rates if they change jobs, reduce hours or retire.

Conversion privilege

Waiver of premium during employee disability

Basic Accidental Death and Dismemberment (AD&D)

An accident can happen to anyone at any time, either at work or on vacation. While we cannot predict when an accident will occur, we can protect ourselves and our families from unforeseeable events that can have a devastating impact on our lives and future plans.

Basic AD&D insurance provides 24-hour protection for employees, anywhere in the world. Plan features include:

- 10 or more employees
- Option to combine with Basic Employee Term Life or use as stand-alone group coverage
- Coverage amounts available in flat amounts or multiple of earnings up to 5 times
- Coverage available for all employees, specific classes of employees (Note: if sold with another RBC Insurance product, class descriptions must match)
- Plan maximum that matches Basic Term Life amount unless another amount is requested
- Benefits payable for loss of life, limb, eyesight, speech, hearing, paralysis or use of limbs

Continuation of coverage — Coverage continues to the end of the month in which the employee's layoff or leave of absence begins.

Conversion privilege — If coverage terminates for any reason, the employee has the option to convert to an individual accident policy. The maximum coverage amount is \$100,000.

Day care benefit — If an employee suffers an accidental loss of life, a benefit is paid for a dependent child(ren) enrolled in a licensed day care until age 12. Benefit amount is the lesser of 5% of principal sum per year or annual maximum of \$5,000 for up to 4 consecutive years.

Education benefit — Pays an educational benefit for an eligible dependent child(ren) to continue post-secondary education. Benefit amount is the lesser of 3% of principal sum per year or annual maximum of \$5,000 for up to 4 years.

Exposure and disappearance benefit — Presumption of accidental loss of life if the employee's body is not found within one year. Benefit amount payable is 100% of the principal sum.

Family transportation benefit — Pays up to \$2,500 for expenses incurred by a family member for transportation to the employee who is confined to a hospital due to accidental injuries.

Home alteration and vehicle modification benefit — Pays up to \$10,000 for combined costs related to modifying the employee's home and/or car as the result of an accidental loss.

In-hospital indemnity benefit — If a covered loss requires that the employee be hospital confined for more than seven (7) days, the benefit pays 1% of principal sum, or 1/30th of the principal sum if less than one (1) month, for each day of continuous hospital confinement. The maximum monthly benefit is \$1,000; total of 12 months.

Rehabilitation benefit — Pays up to \$10,000 within three (3) years from the employee's accident date for reasonable/necessary expenses incurred for special occupation training.

Repatriation benefit — Pays up to \$10,000 for preparation and transportation of insured's body to city of permanent residence (minimum distance 50 kilometres).

Spousal retraining benefit — Pays up to \$10,000 within three (3) years from the employee's accident date for reasonable/necessary expenses incurred for formal occupational program to help their spouse gain active employment.

Waiver of premium — Employee's premium payments are waived while disabled as approved by RBC Insurance.

Optional AD&D benefits available at an additional cost

- Burn benefit
- Comatose benefit
- Contagious disease benefit
- Education benefit (*5% of principal sum*)
- Family transportation benefit (*\$5,000 or \$10,000 maximum*)
- Felonious assault benefit
- Funeral expense benefit
- HIV adjustment benefit
- Kidnapping and extortion benefit
- Parental care benefit
- Permanent and total disability benefit
- Rehabilitation physical therapy benefit
- Repatriation and identification benefit
- Seatbelt benefit
- Seatbelt and air bag benefit

Contact your RBC Insurance Representative for more details on our standard and optional AD&D benefits.

About RBC Insurance

RBC Insurance, through its operating entities, including RBC Life Insurance Company, provides a wide range of life, health, travel, home, auto and reinsurance products as well as creditor and business insurance services to more than five million North American clients. As a leading provider of individual living benefits and life insurance products in Canada, RBC Insurance offers a comprehensive portfolio of individual and group life and health insurance solutions, including term and universal life insurance, group benefits, disability, critical illness, and long term care insurance as well as segregated funds. These products are distributed through more than 17,000 independent brokers affiliated with producer groups, financial planning firms and stock brokerage firms, as well as through direct sales and a network of career sales representatives.

For more information, speak with your Benefits Advisor or call 1-866-235-4332.



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