

Group Life and Disability Insurance Madison National Life



Madison National Life Insurance Company, Inc. offers a full suite of ancillary coverages. We are dedicated to helping individuals when they are most vulnerable. Integrity, compassion, and leadership are at the core of how we interact with our clients and their employees – their most valuable asset.

Madison National Life's goal is to provide employers, employees and their dependents with peace of mind. Our Group Life and Disability products were designed to be flexible enough to accommodate a wide variety of needs. Whether an employer is looking for a basic level of coverage, special contract language for union-negotiated benefits or an enhanced package geared at attracting and retaining employees, Madison National Life can deliver.

Madison National Life has over 30 years of experience providing employee benefits. We understand that excellent service is the key to differentiating ourselves from the competition. We strive to provide that level of service to all of our clients.

Short-Term Disability Insurance

Benefits Summary

Schedule	Standard: Flat amount of insurance for all employees Customize with salary-based schedules or benefits based on employee classification
Guarantee and Maximum Issue Amounts	Amounts available without individual underwriting for groups as small as 2 lives The larger the group, the higher the guarantee and maximum issue limits Standard: 60% of weekly pre-disability earnings
Benefit Percentage	Customize with benefit percentages as low as 40% to as high as 70%
Elimination Periods	Standard: Benefits begin on the 1st day for injury and on the 8th day for illness Customize with any combination of start days for injury or illness
Benefit Duration	Standard: 13 weeks Customize with durations from as short as 4 weeks to as long as 104 weeks
Definition of Disability	Standard: Partial definition that allows an employee to continue to receive a benefit while working part-time Customize with a Total definition or a Zero Day Residual definition of disability
Definition of Earnings	Standard: Weekly pre-disability earnings defined as base weekly salary only Customize by including commissions and/or bonuses
Benefit Coordination with Part-Time Work Earnings	Standard: 50% of work earnings used to offset the benefit payable Customize with a Proportionate offset or with Return to Work incentives
Benefit Coordination with Sick leave	Standard: 100% of sick leave or other paid time off used to offset the benefit payable Customize by allowing sick leave to be used in conjunction with the benefit payable up to 100% of pre-disability earnings
Maternity	Pregnancy is covered as any other physical disease
First Day Hospital	Optional benefit that allows benefits to begin from the first day of a hospital confinement Customize by including out-patient surgical procedures
Minimum Benefit	Optional benefit that allows a minimum benefit to be paid if income from other sources reduce the benefit payable to zero
Waiver of Premium	Optional benefit that waives premium due for anyone receiving Short-Term Disability benefits
24-Hour Coverage	Optional benefit that covers work-related illnesses or injuries
Rate Guarantee	Standard: 24 months Customize with 12-or 36-month rate guarantees

Benefit limitations and exclusions will apply.



Long-Term Disability Insurance

Benefits Summary

Schedule	Standard: Percentage of employee's pre-disability earnings Customize with flat amount or benefits based on employee classification
Guarantee and Maximum Issue Amounts	Amounts available without individual underwriting for groups as small as 5 lives The larger the group, the higher the guarantee and maximum issue limits
Minimum Benefit	Standard: The greater of 10% of the gross monthly benefit or \$100 per month Customize with flat amounts or different benefit percentages
Benefit Percentage	Standard: 60% of monthly pre-disability earnings Customize with benefit percentages as low as 40% to as high as 70%
Elimination Periods	Standard: Benefits begin after 90 days of disability Customize with benefit start days requiring as few as 30 days of disability to as long as 365 days of disability
Benefit Duration	Standard: To Social Security normal retirement age Customize with different durations such as 24 months, 60 months or benefit duration to age 70
Definition of Disability	Standard: Partial definition that allows an employee to continue to receive a benefit while working part-time Customize with a Total definition or a Zero Day Residual definition of disability
Own Occupation Definition	Standard: 24 months Customize with 12 months, 36 months, 60 months or own occupation for the duration of benefits
Definition of Earnings	Standard: Monthly pre-disability earnings defined as base monthly salary only Customize by including commissions and/or bonuses
Benefit Coordination with Part-Time Work Earnings	Standard: Proportionate offset used for benefit integration Customize with a 50% offset or with Return to Work incentives
Benefit Coordination with Other Income	Standard: Full-family Social Security Customize by specifying primary only
Maternity	Pregnancy is covered as any other physical disease
Survivor Benefit	Standard: 3 times the net monthly benefit Customize by changing the benefit amount and/or by specifying greater than or equal to monthly benefit
Reasonable Accommodation Benefit	Standard: Reimburses the employer up to \$3,000 for approved workplace modifications to allow an employee to return to work Customize by increasing the maximum amount up to \$10,000
Cost of Living Adjustment (COLA)	Optional benefit which increases the benefit payable on each 12-month anniversary while receiving a benefit Customize by specifying the percentage of the COLA increase and/or the number of annual increases to the benefit
Rate Guarantee	Standard: 24 months Customize with 12-or 36-month rate guarantees
Specific Loss Benefit	Optional benefit which allows a specified number of payments for specific losses
Insurance Conversion	Optional benefit which allows an employee to continue a form of long-term disability insurance after leaving employment
Mental Disorders and Substance Abuse Limitations	Standard: 24 months during an insured's lifetime Customize by allowing 24 months of for each period of continuous disability
Special Conditions Limitation	Optional provision which limits benefit payments to 24 months for specified special conditions
Waiver of Premium	Included with the insurance
24-Hour Coverage	Included with the insurance
Cost of Living Freeze on Other Income Benefits	Included with the insurance



Group Term Life Insurance

Benefits Summary

Schedule	Standard: Flat amount of insurance for all employees Customize with salary-based schedules or benefits based on employee classification
Guarantee and Maximum Issue Amounts	Amounts available without individual underwriting for groups as small as 2 lives The larger the group, the higher the guarantee and maximum issue limits
Benefit Reduction Schedule	Standard: 35% reduction at age 65 and a 50% reduction at age 70 Customize with different cut backs at different ages
Waiver of Premium	Standard: Disabled prior to age 60 with a 9-month elimination period and termination age of 65 Customize with different elimination periods and termination ages
Accelerated Death Benefit	Standard: 50% to \$50,000 Customize with different benefit percentage and maximum
Insurance Conversion	A provision included to allow an employee to continue a form of group life insurance after leaving employment
Accidental Death & Dismemberment (AD&D)	Standard: Benefit amount matches the group term life amount Customize with many optional benefits such as a Seat Belt Benefit, Air Bag Benefit, Repatriation Benefit, Education Benefit, Exposure Benefit and Disappearance Benefit
Supplemental Life Insurance	Standard: Employee-paid life insurance in addition to employer-paid insurance Customize with spouse and child life insurance where the employee is the beneficiary
Insurance Portability	Optional benefit available with employee-paid insurance to allow an employee to continue a form of group term life insurance after leaving employment
Rate Guarantee	Standard: 24 months Customize with 12- or 36-month rate guarantees

Long-Term and Short-Term Disability Insurance, underwritten by Madison National Life Insurance Company, Inc.

Benefits, provisions and availability may vary by state and are subject to underwriting approval. This brochure is for Certificate of Insurance form numbers GSDI-C200-(12/06) or STD-C-0617 and GLDI-C200-(12/06) or LTD-C-0617. For a complete review of benefits offered and a list of limitations and exclusions, please see the Certificate.

Group Term Life Insurance, underwritten by Madison National Life Insurance Company, Inc.

Benefits, provisions and availability may vary by state and are subject to underwriting approval. This brochure is for Certificate of Insurance form number GTL-C600-0608. For a complete review of benefits offered and a list of limitations and exclusions, please see the Certificate.

About Madison National Life Insurance Company, Inc.

Madison National Life Insurance Company, Inc. was founded in 1961 and is domiciled in Madison, Wisconsin and licensed to sell insurance products in 49 states and the District of Columbia. Its core products and services are group life and disability income and specialty health insurance. It is rated A- (Excellent) for financial strength by A.M. Best Company, a widely recognized rating agency that rates insurance companies on their relative financial strength and ability to meet policyholder obligations (an A++ rating from A.M. Best is its highest rating). Madison National Life is a member of The IHC Group.

About The IHC Group

The IHC Group is an insurance organization composed of Independence Holding Company (NYSE: IHC) and its operating subsidiaries. The IHC Group has been providing life and health insurance solutions for over 30 years. For information about Madison National Life or the IHC Group, visit www.ihcgroup.com.

