

# SIDE-BY-SIDE PRODUCT COMPARISON



This document prepared for Wisconsin Manufacturers & Commerce, Inc. shows certain instances where Aetna's policies may differ from The Hartford's. The products are similar in their coverage, but there is some differentiation between the contracts. This document provides a high-level overview of these key differentiations. The provisions and practices referenced below have been extracted or described for comparison purposes and may not reflect the complete provisions. Benefits are subject to state availability.<sup>1</sup>

## LIFE INSURANCE

### CURRENT AETNA PROVISION

### THE HARTFORD'S APPROACH

### COMMENTS

#### Eligibility –

Employees working outside the U.S. were addressed administratively.

#### Eligibility –

Employees working outside the U.S. must be addressed in the contract.

Need to identify all eligible employees when converting in order to ensure accurate eligibility is reflected in The Hartford's contract.

#### Handicapped Children –

Child **does not need to be disabled** before reaching the limiting age and proof of handicap is **not required** to be submitted within 31 days after the date child reaches the maximum age under plan.

#### Handicapped Children –

Child **must be disabled** prior to reaching limiting age and proof **is required** within 30 days from 26th birthday.

The Hartford's contract has tighter requirements around coverage on handicapped children.

#### Accelerated Death Benefit –

75%, up to \$500,000 and 24-month terminal illness period is standard offering.

#### Accelerated Death Benefit –

80%, up to \$500,000 and 12 months terminal illness period is standard offering.

The Hartford can match the 24-month terminal illness period; however, state restrictions may apply.

#### Accelerated Death Benefit (ADB) –

Terminal illness along with **medical condition triggers** included as triggers to apply for ADB.

#### Accelerated Death Benefit (ADB) –

Terminal illness only. Medical conditions **not included** as a trigger for applying for ADB.

The Hartford does not offer 'medical conditions' as a trigger for applying for ADB.

#### Family Status Change (FSC) –

Not included. Handled administratively.

#### Family Status Change (FSC) –

Standardly included in contract.

The Hartford's contract places clarity and parameters around what constitutes a Family Status Changes (FSC) and what changes in coverage are allowed.

#### Reinstatement –

Not standardly included.

#### Reinstatement –

12-month reinstatement period.

Under The Hartford's contract, reinstatement is allowed if required within 12 months.

#### Premium Waiver –

No refund of premium back to date disability started for supplemental (contributory) coverage.

Dependent Life and all AD&D coverage ends once employee is approved for extension.

#### Premium Waiver –

Automatic approval for premium waiver upon terminal illness diagnosis.

**Refund** of premium once premium waiver is approved back to date of disability.

Both plans provide similar premium waiver. Aetna's contract is less restrictive around benefits payable if death occurs before waiver of premium is approved. However, The Hartford's ability to return to work for up to 5 days, refund of premium, and dependent continuation without premium are more favorable.

Qualifying period will start over if employee returns to work at any time during qualifying period.

Dependent coverage that is contributory is not part of premium waiver.

Death prior to premium waiver approval, claim may be payable with or without payment of premium.

Attempt to return to work does not impact qualifying period if less than 5 days.

Dependent coverage that is contributory can be extended without premium if employee remains eligible for premium waiver.

When policy terminates, dependent coverage that was allowed to continue ends.

Death prior to premium waiver approval, claim only payable if premium received.

#### **Portability –**

Under port, employee remains covered for the exact same provisions under the existing policy.

Coverage can be ported up to the age of 98.

Employee and spouse coverage, provided premium is paid may extend to age 99.

Amounts over \$500,000 may require evidence of insurability.

Two-year suicide exclusion only included under port if person was covered less than two years on group plan.

Employee must port coverage in order for dependent spouse/child to port.

Once coverage is ported, if employee dies, dependents lose ported coverage.

Ill or injured persons cannot port coverage.

Accelerated Death benefit not offered under ported coverage.

Portability is offered if employment ends due to retirement.

Accidental Death coverage may be purchased if covered for AD&D on underlying group plan.

Conversion not available if ported coverage ends.

#### **Portability –**

The employee will be issued a new certificate under their port policy.

Coverage can be ported up to the age of 75.

Employee and spouse coverage, provided premium is paid may extend to age 75.

No evidence of insurability.

Two-year suicide exclusion on all ported coverage from date of port issuance.

Surviving dependent spouse/child can port coverage.

Once coverage is ported, if employee dies, dependents may continue ported coverage.

Ill or injured persons can port coverage.

Accelerated Death Benefit is allowed under ported coverage.

Accidental Death and Dismemberment (AD&D) coverage not offered under portability.

Conversion is available if ported coverage ends.

Both carriers provide portability with various differences. The Hartford's portability will be provided.

## ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) RIDER UNDER LIFE

### CURRENT AETNA PROVISION

#### **AD&D Exclusions –**

Includes an extensive list of AD&D exclusions beyond the following: war, self-inflicted injury, commission of or attempt to commit a felony, sustained while taking drugs except as prescribed by a physician, while intoxicated and while on full-time, active duty in the armed forces.

### THE HARTFORD'S APPROACH

#### **AD&D Exclusions –**

Standardly includes exclusion for war, self-inflicted Injury, commission of or attempt to commit a felony, sustained while taking drugs except as prescribed by a physician, while intoxicated and while on full-time, active duty in the armed forces

### COMMENTS

Both have exclusions that tie to the AD&D benefits. The Hartford's contract is slightly more favorable in that it is less restrictive.

<p><b>Coma Benefit –</b> Full principle sum is paid over a 12-month period</p>	<p><b>Coma Benefit –</b> Percentage of the principle sum is paid per month until maximum reached.</p>	<p>The Hartford's payment percentage is variable and same principle sum can be paid over time.</p>
<p><b>Third Degree Burn Benefit –</b> Pays 100% of principle sum if 75% or more of your body is burned and pays between 50% of principle sum if 50% to 74% of body is burned.</p>	<p><b>Critical Burn Benefit –</b> When included, this benefit pays 5% of principle sum to a maximum of \$5,000 if 25% of the body is burned and can only be corrected through reconstructive surgery.</p>	<p>The Hartford's Critical Burn Benefit is more limited. It pays a lesser amount and only applies if there is a need for reconstructive surgery; however, it does not require the higher percentage of burn to occur to receive a benefit.</p>
<p><b>Repatriation of Mortal Remains –</b> Will pay a benefit if outside a 200-mile radius from principle place of residence.</p>	<p><b>Repatriation of Mortal Remains –</b> Will only pay a benefit if transporting across state lines or county borders.</p>	<p>The Hartford's benefit is slightly better since the only requirement is crossing state or county lines versus an actual miles limit.</p>
<p><b>Education Benefit – <u>Dependent Child(ren)</u></b> Covers education level kindergarten to 12<sup>th</sup> grade and post high school</p>	<p><b>Education Benefit – <u>Dependent Child(ren)</u></b> Only pays benefit for child education benefit post high school.</p>	<p>The Hartford's Dependent Child(ren) education benefit limits benefit to post high school students only.</p>
<p><b>Total Disability Benefit –</b> Waives the 365-day covered loss period if the accident left the person disabled and they die as a direct result of the injuries sustained in the accident.</p>	<p>No similar benefit option.</p>	<p>The Hartford does not currently support this benefit feature.</p>

**SHORT-TERM DISABILITY**

CURRENT AETNA PROVISION	THE HARTFORD'S APPROACH	COMMENTS
<p><b>Exclusions –</b></p> <ul style="list-style-type: none"> <li>- War</li> <li>- Self-inflicted injury</li> <li>- Commission of or attempt to commit a criminal act</li> <li>- Insurrection, rebellion, or taking part in a riot or civil commotion</li> <li>- Motor vehicle accident caused by operating the vehicle while you are under the influence of alcohol.</li> </ul>	<p><b>Exclusions –</b></p> <p>The Hartford's standard exclusions are:</p> <ul style="list-style-type: none"> <li>- War</li> <li>- Self-inflicted injury</li> <li>- Commission of or attempt to commit a felony</li> <li>- Engaged in an illegal occupation</li> <li>- If not under regular care of physician</li> </ul>	<p>Both contracts exclude certain high-risk conditions or activities. In addition, Aetna and The Hartford both require claimants to be under the regular care of a physician; this requirement is reflected in The Hartford's Exclusions and Aetna's benefit eligibility.</p>
<p><b>Family Status Change (FSC) –</b> Not included</p>	<p><b>Family Status Change (FSC) –</b> Standardly included</p>	<p>The Hartford's contract places clarity and parameter around what constitutes a Family Status Changes (FSC) and what changes in coverage are allowed.</p>
<p><b>Reinstatement –</b> 24-month waiver for probationary period and 6-month waiver pre-existing condition exclusion.</p>	<p><b>Reinstatement –</b> It is The Hartford's practice to allow a 12-month waiver for probationary period and pre-existing condition exclusion.</p>	<p>At The Hartford, if a covered employee loses coverage because they left employment and are rehired within 12 months of their termination date, the Eligibility Waiting Period for coverage is waived, and depending on the condition/timing, they receive partial credit</p>

toward any pre-existing condition insured period that they had already satisfied.

**Vocational Rehabilitation – Mandatory**

**Vocational Rehabilitation – Voluntary**

The Hartford's provision is voluntary.

## LONG-TERM DISABILITY

### CURRENT AETNA PROVISION

### THE HARTFORD'S APPROACH

### COMMENTS

**Vocational Incentive Benefit –**  
10% - 20% of net benefit for 6 months while in Approved Vocational Rehab Plan

No similar benefit option.

The Hartford does not currently support this benefit feature.

**Exclusions –**

- War
- Self-inflicted Injury
- Commission of or attempt to commit a criminal act
- Insurrection, rebellion, or taking part in a riot or civil commotion
- Motor vehicle accident caused by operating the vehicle while you are under the influence of alcohol.

**Exclusions –**

- The Hartford's standard exclusions are:
- War
  - Self-inflicted Injury
  - Commission of or attempt to commit a Felony
  - Engaged in an illegal occupation
  - If not under regular care of physician

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At The Hartford, if a covered employee loses coverage because they left employment and are rehired within 12 months of their termination date, the Eligibility Waiting Period for coverage is waived, and depending on the condition/timing, they receive partial credit toward any pre-existing condition insured period that they had already satisfied.

<sup>1</sup> This is a high-level comparison of your Aetna benefits against The Hartford's benefit availability; it may not reflect differences in state availability, is not a line by line comparison and may not reflect all of the differences between your Aetna contract and your Hartford contract. In making this comparison, The Hartford reviewed key benefit features contained in your Aetna policy to determine whether The Hartford policy forms can achieve substantially the same coverage or meaning as the Aetna provision, although The Hartford language may differ.

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