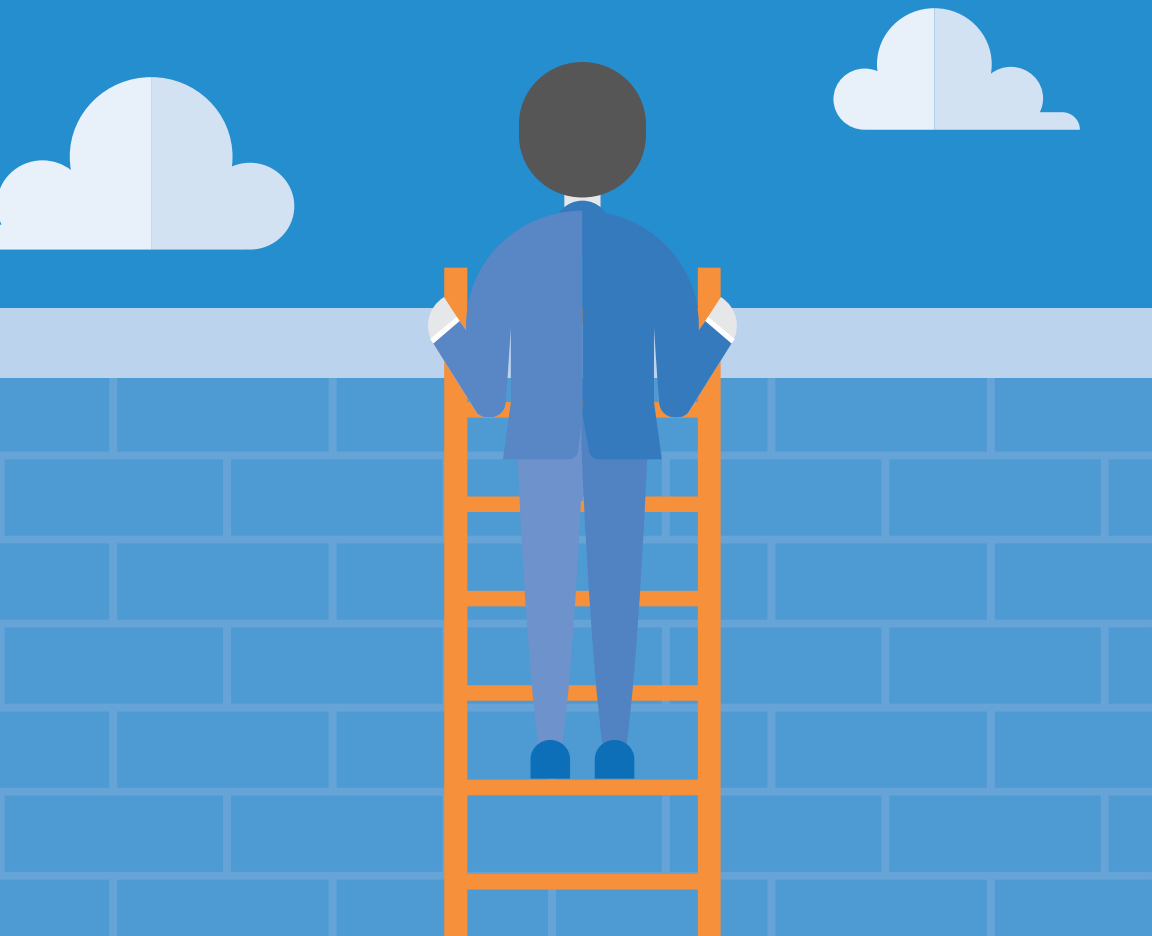


Group benefits

# Looking out for your clients and their employees



# Three simple steps to creating a tailored benefits program with Principal<sup>®</sup>

Your clients want quality benefits. And those benefits need to fit their budget and work for their employees. That's where you come in. You can easily help clients choose what's best for them. Just follow these steps:



**Select products.**  
Tailor dental, disability, life, vision, critical illness<sup>1</sup> and accident solutions to fit your client's needs.



**Determine who pays for benefits.** Your client can pay all, part or none of their employees' benefits.



**Add enrollment and benefit administration.** Select the right option to make the process simple, accurate and effective.

## When you need help, we're there

You receive the support and resources needed to be at the top of your game. And your clients receive quick responses to their questions and concerns. Need help? Start by contacting your local sales office.

## We're part of your community. We live, work and play beside you.

Being in your market allows us to:

- Understand your market's specific needs
- Create solutions to solve your challenges
- Develop close relationships

<sup>1</sup> Specified disease in New York.

# What we offer

	Employer-paid 3-5,000 enrolled employees	Voluntary 5-5,000 eligible employees	Self-funded 100-5,000 enrolled employees <sup>2</sup>
Dental	❖	❖ <sup>4</sup>	❖
Disability, short-term	❖ <sup>3</sup>	❖	❖
Disability, long-term	❖ <sup>3</sup>	❖	
Life	❖ <sup>3</sup>	❖	
Vision	❖ <sup>3</sup>	❖	❖
Critical illness		❖ <sup>5,6</sup>	
Accident		❖ <sup>5</sup>	

## Clients save money with 3+ coverages

The more products your clients offer, the more they and their employees can save. With our multiple product discount program, clients may be eligible to receive a 5% discount when they have 3-2,499 eligible employees.

# Participation requirements

	Employer-paid	Voluntary <sup>7</sup>
Dental Disability Life Vision	<ul style="list-style-type: none"> <li>• 100% for non-contributory</li> <li>• 50% for contributory or 3 enrolled employees, whichever is greater</li> </ul>	20% or 5 enrolled employees, whichever is greater
Critical illness Accident	Not available	10% or 5 enrolled employees, whichever is greater

## Support for clients with 500 – 5,000 employees

Larger employers often need extra assistance to create and maintain a competitive benefits package.

Based on your clients' needs and the Principal products they offer, your clients may choose to use our large case service options. These are available to select customers who have 500-5,000 employees.

<sup>2</sup> Available to employers with 100+ employees and at least one insured coverage.

<sup>3</sup> 3 employees if sold with another coverage; 5 employees if sold standalone.

<sup>4</sup> 5 employees when employer pays less than 50% of employee premium.

<sup>5</sup> Must be sold with another coverage.

<sup>6</sup> A minimum of 50 employees in Vermont.

<sup>7</sup> Participation requirements may be waived for qualified groups with 5-499 eligible employees. A minimum of 3 enrolled employees per voluntary coverage is required. In NY, 50% of eligible employees, or 5, whichever is fewer.

# Dental

Each client is one-of-a-kind. We help you treat them that way with customized designs. Simply select the right combination to personalize your client’s dental design—whether paid for by them or their employees. Coverage is available to employees and dependents to age 26.

## › Creating a dental design tailored to your client is easy!

### Step 1 | Choose a benefit design.

Preferred Provider Organization (PPO)	<ul style="list-style-type: none"> <li>• Gives members the freedom to choose any dentist—whether inside or outside our network.</li> <li>• In-network dentists offer the most savings. Claims are based on a discounted fee schedule.</li> <li>• Non-network claims are paid based on usual, customary and reasonable (UCR) fees or negotiated discounted fees.</li> </ul>
Network Select <sup>1</sup>	Provides benefits only when employees visit PPO dentists.
Exclusive Provider Organization (EPO) <sup>1</sup>	Provides benefits only when employees visit EPO dentists who greatly discount fees. The EPO network is a subset of our PPO network.
Point of Service (POS) <sup>1</sup>	Determines benefits at time of service, depending on if members visit EPO, PPO or non-network dentists.
Pre-Paid/Dental Health Maintenance Organization (DHMO) <sup>1</sup>	Provides deep discounts for employees but with a smaller network of dentists.

### Step 2<sup>2</sup> | Select the category, deductible, coinsurance and maximums.

	Deductible options	Coinsurance options	Maximum options
<b>Preventive</b>	\$0-300	10-100%	\$200-\$3,000
<b>Basic</b>		10-100%	
<b>Major</b>		10-80%	

<sup>1</sup> Limited availability.

<sup>2</sup> Doesn't apply Pre-Paid/DHMO.

### Step 3<sup>2</sup> | Choose the service category for procedures.

Easily move procedures between service categories to fit your client's budget. You may also customize age limits and frequency of procedures.

Preventive		Basic		Major
Exams / cleanings	X-rays	Fillings	Crowns Oral surgery Periodontics Endodontics	Dentures Bridges

### Step 4<sup>2</sup> | Enhance your client's dental design with additional features.

**Additional options.** Add coverage for services typically not included in a traditional dental policy: cosmetic services, dental implants, orthodontia, and temporomandibular joint (TMJ) treatment.

**Maximum Accumulation Plan.** Allows a portion of unused maximum dollars to roll over to the following year, if the employee is eligible. When your client transfers to our plan, we honor current rollover balances so employees don't have to start over.<sup>3</sup>

**Preventive Passport.** Stretches employees' dental benefits by encouraging routine care which doesn't count against the annual maximum.

**Employee Choice.** Offer two great dental designs using this feature. Employees decide which design to purchase at enrollment.

#### Extra care at no extra cost

Oral health programs are included in all our dental designs. At-risk members receive extra care with the Periodontal Program and Cancer Treatment Oral Health Program. Plus, members can be confident they've received the best advice with the Second Opinion Program.

### › Large network with a nationwide reach

Having access to a large network means happier employees because they have a variety of dentists to choose from. That means that if your client switches to Principal from another carrier, it's likely that fewer employees will need to change their dentists.

#### 120,000+ unique dentists with multiple offices

You have high expectations of the dentists in our network. That's why we regularly review dentists to make sure they're providing excellent care and their procedure costs are in line with what other dentists are charging.

The Principal Plan Dental Network ranks #1 in size in many metropolitan statistical areas.<sup>4</sup>

<sup>3</sup>We limit the amount we transfer to the lesser of the calendar-year maximum with us or \$2,000.

<sup>4</sup>July 2019 Zelis Network360® Analytics Suite.

# Disability

Knowing the ins and outs of disability coverage lets you design programs that meet clients' specific needs. Our flexible options make customization easy!

Enjoy one-stop shopping for disability coverage: Make sure your clients have both group short-term disability (STD) and long-term disability (LTD). Then enhance their benefit package by adding individual disability insurance.

## › One small word makes a big difference

Just one word can determine when—or if—an employee qualifies as disabled. That word is “or.” Using our “or” definition of disability, employees qualify for benefits by meeting either of the following criteria:

Unable to perform the majority of substantial duties of their own job (for STD) and occupation (for LTD).

or

Unable to earn 80% of their pre-disability income

This means that employees who are not **totally disabled** may still qualify from day one.

## Short-term disability

**We use an “own job” definition of disability instead of the more common “own occupation.”**

**What's the difference?** Most carriers expect employees on STD leave to return to their **original job**. We look at the job they're performing on the date of disability, not the broader **occupation**.

- **Standard and optional features.** Choose from a range of benefit percentages, maximum benefits, elimination periods, benefit payment periods and more.
- **Incremental benefits.** Gives employees the power to purchase a specific benefit amount that fits their budget.

## Long-term disability

- **Standard and optional features.** Choose from a range of benefit percentages, maximum benefits, elimination periods, own occupation periods, benefit payment periods, work and rehabilitation incentive benefits, and more.
- **Bonus-up plan.** Increases employees' income replacement by including the cost of coverage in their income.
- **Tax choice.** Allows employees to decide if premiums are paid by the employer pre- or post-tax.
- **Incremental benefits.** Gives employees the power to purchase a specific benefit amount that fits their budget.

**We make it easy for employees on claim to get help and return to work.**

### **Getting employees back on their feet—and back to work**

Our Return-to-Work Resources<sup>SM</sup> program offers personal rehabilitation plans, work and rehabilitation incentives, and reasonable accommodation benefits.

### **Personalized claim services**

Each employee receives the right services at the right time. Employees receive expert assistance from:

- Occupational associates—Assist with job development and placement.
- Claim specialists—Serve as the main points of contact and identify appropriate options.
- Social Security advocates— Assist with filing for Social Security Disability Insurance.

### **Claims—it's all in the details**

Employees can:

- Submit and view claims online 24 hours a day.
- Submit a single form for STD and LTD claims.
- Receive electronic funds transfer for LTD monthly disability benefit payments.

And for routine STD claims, most common conditions are approved with set timeframes and expectations for returning to work.

### **› Business owner solutions.**

Help business owners get the protection they need to help their business run if a disabling illness or injury keeps them from working.

Business owners can be confident in their coverage thanks to our standard definition of compensation. This definition covers the owner's share of the net profits plus his or her salary, averaged over the last two years.

Principal also offers individual disability solutions to help business owners protect their income, business, and employees from the threat of a disability.

### **› Absence management resources. Be compliant with FMLA laws.**

Keeping up with and administering employees' leaves of absence can be challenging. Clients have fewer worries interpreting federal and state laws when using Principal Absence Management. They'll know decisions are compliant and consistent with disability and Family and Medical Leave Act (FMLA) administration. Employers with 150+ employees and short-term disability coverage from Principal are eligible for these services.

### **› Employee Assistance Program (EAP).<sup>1</sup> Help when employees need it.**

From concerns like decreasing stress to more complex issues such as divorce, the Employee Assistance Program provides recommendations and information to help employees with life's everyday, and not so everyday, challenges. Employees and their family household members have access to free, confidential service, as well as referrals to supportive and community resources.

Choose from three service levels: Core, Enhanced and Premier.

<sup>1</sup> Not available with self-funded coverage. Not all services available to group policies issued in New York.

# Life

Employers, employees and beneficiaries all have different needs for life insurance. Find the solution that satisfies everyone with our flexible products. Then add Accidental Death & Dismemberment coverage to give employees even more benefits.

	Group Term Life	Voluntary Term Life
Employee benefits	Flat, percentage of salary or combination	Increments or percentage of salary
Coverage amounts	Up to \$1 million <sup>1</sup>	Up to \$500,000
Guaranteed coverage	Available	Available
Waiver of premium	Available with a choice of definition of disability, elimination periods and duration options	Available with a choice of definition of disability, elimination periods and duration options
Accelerated benefits	75% of benefit up to \$250,000 <sup>2</sup> (available in most states)	75% of benefit up to \$250,000 <sup>2</sup> (available in most states)
Optional dependent coverage	Flat benefits for spouse and children up to age 26	Flat benefits for spouse and children up to age 26 <ul style="list-style-type: none"> <li>• Up to \$250,000 for spouse</li> <li>• Up to \$25,000 for children</li> </ul> Guaranteed coverage
Conversion	Employees and dependents can purchase individual insurance if coverage terminates	Employees and dependents can purchase individual insurance if coverage terminates
Portability	Not applicable	Options include: to age 70, three or five-years

## Accidental Death & Dismemberment (AD&D)<sup>3</sup>

- Can add to group term life for employees or voluntary term life for employees and spouses
- Core benefit is paid for loss of life, hands, feet, thumb and index finger, or vision as a result of an accident
- Optional packages include:
  - › Standard—seatbelt/airbag, education, repatriation, loss of use/paralysis, loss of speech and/or hearing, exposure, disappearance
  - › Family—child care, spouse career adjustment
  - › Transportation—helmet, public transportation



## › Getting benefits sooner

Helping individuals receive the benefits promised—as quickly and easily as possible—is our top priority. Often, a benefit check can be received sooner. For qualified claims up to \$50,000, we can gather information over the phone—without your client submitting a claim form or death certificate. Beneficiaries are then able to manage financial responsibilities a little easier. With online claim submission, employers and beneficiaries can easily submit claims 24/7.

Extra features<sup>4</sup>—at no extra cost to your client

### **Travel assistance<sup>5</sup>**

Helps employees ease some of the worries of traveling—whether in the U.S. or internationally.

Employees, their spouses and dependent children have access to a variety of services, including travel and medical assistance plus emergency medical evacuation benefits. Assistance is available for travel 100+ miles away from home for up to 120 consecutive days. Available with group term life insurance only.

### **Will and legal document center<sup>6</sup>**

Lets employees create simple legal documents online.

These online resources and tools are easy-to-use. Employees and their spouses can create essential legal documents—such as a will, living will, healthcare power of attorney, durable power of attorney, and medical treatment authorization for minors. Plus, they can access estate planning tools and a personal information organizer.

### **Identity theft kit<sup>6</sup>**

Lets employees be proactive in protecting one of their most important assets—their identity.

If employees' identities are stolen, despite their best efforts, they'll get valuable tips on how to restore it.

### **Beneficiary support**

Helps those coping with the death of a loved one.

Beneficiaries receive help coping with the emotions and financial decisions that surface when a loved one dies. Services include grief support and a financial review. Spouses and dependents also receive three months of free online will preparation services.

<sup>1</sup>Varies by case size and requires underwriting approval.

<sup>2</sup>Available to qualified terminally ill employees. Death benefits are reduced by the amount of any accelerated benefits received. Because of possible tax consequences, employees should contact a tax advisor before receiving accelerated benefits. Receipt of the accelerated death benefit may affect eligibility for public assistance programs.

<sup>3</sup>In some states, certain provisions listed as AD&D may be paid as a personal loss benefit.

<sup>4</sup>These products and services are not part of the insurance contract and may be changed or discontinued at any time. Principal is not liable for products and services provided by third parties. Not available to group policies issued in New York.

<sup>5</sup>Participants are responsible for any incurred fees or expenses, including medical. Indemnified transportation services are administered by AXA Assistance USA, Inc., and underwritten by a third-party licensed insurance company.

<sup>6</sup>The use of these services should not be considered a substitute for consultation with an attorney.

# Vision

It's simple and affordable. Vision insurance is easy for employers to administer and can fit all budgets. Recommend that clients round out their employee benefits package with this coverage that's available to employees, spouses, and dependents to age 26.

## > Features

- An established network of VSP providers, including both independent providers and retail chains
- Discounts and special offers on name-brand eyewear
- Cost savings on qualifying vision procedures and screenings

Managed care vision features	Copay
<b>Exams<sup>1</sup></b> Every 12 months	Covered in full after \$10 copay
<b>Prescription glasses</b> Lenses—One pair covered every 12 months Frames <sup>2</sup> —Covered up to \$130 or \$150 every 12 or 24 months	\$10 or \$25 copay
<b>Elective contacts</b> Fitting and evaluation services Every 12 months	Covered in full after \$60 copay
<b>Elective contacts<sup>3</sup></b> Materials—Covered up to \$130 or \$150 every 12 months	Not applicable
<b>Necessary contacts</b> Every 12 months	Covered in full after \$10 or \$25 copay

<sup>1</sup> Materials-only benefit designs are available that include prescription glasses and contacts but not exams. Only available with the \$150 allowances and 12\12\12 frequencies.

<sup>2</sup> Frame allowances may vary at participating retailers.

<sup>3</sup> Can choose elective contacts instead of glasses.

# Supplemental benefits

Help clients enhance their benefits program with critical illness and accident insurance.<sup>2</sup> They pay lump-sum tax-free<sup>1</sup> cash benefits directly to employees, regardless of other insurance coverages or actual expenses. The purchase process is straightforward for employers and employees with our simplified product designs.

## › Critical illness

Critical illness insurance covers some of the most common serious illnesses like cancer, heart attack, stroke, and more. When a covered employee or family member is diagnosed with a specific critical illness, they receive a cash benefit to use any way they want.

- Benefit amounts up to \$100,000.
- Guaranteed coverage.
- Multiple payouts—Covers additional occurrences when separated by 12 months. The same illness must be 12 months treatment free.
- Dependent coverage available to age 26.
- Optional: health screening/wellness benefit and portability.

## › Accident

Accident insurance pays an up-front benefit based on covered injuries received because of an accident. It's not dependent on services, tests or treatments, so a covered employee or family member can get paid right away with less paperwork. And there's no guesswork about the benefit amount.

- Covers burns, comas, concussions, dental or eye injuries, dislocations, fractures, internal injuries, and disc/knee cartilage/tendon/ligament/rotator cuff injuries.
- Choice of 24-hour coverage or off-the-job only for employees. (Spouse coverage is always off-the-job only.)
- Optional: dependent coverage to age 26, accidental death and dismemberment (AD&D) benefit, wellness benefit and portability.

<sup>1</sup> Based on current federal income tax laws, if insurance premiums are paid with after-tax dollars, the benefits are received income-tax-free.

<sup>2</sup> Specified disease in New York.

ACCIDENT AND CRITICAL ILLNESS INSURANCE PROVIDE LIMITED BENEFITS. Provisions may vary by state, and some provisions are not available in all states. Critical illness or accident must be sold with another Principal group product.

# Fast, convenient and simple ways to manage group benefits

## › Education and enrollment

More employee participation. Less work for you and your clients. That’s what our education and enrollment programs are all about. Clients choose the best way to educate employees about benefits—group or one-on-one meetings. Then they select the enrollment method that works best for them—online, paper or census. When it’s time to promote enrollment, clients have access to customized materials, enrollment books and forms. Most items are also available in Spanish.

## Suite of services

Minimum number of eligible employees

Enrollment	Principal® Easy Elect <sup>1</sup>	5
	eBenefits Edge Enrollment PLUS1	50
Enrollment and administration	eBenefits Edge Simplified Management	25
	eBenefits Edge Total Management	50
Administration	eService	No minimum

<sup>1</sup> In certain situations, eBenefits Edge Enrollment Exclusive is used.

Implementing benefits, educating and enrolling employees, and administering benefits can be challenging—not to mention time-consuming. We're here to help. Take advantage of our online services that make benefits management easy!

## › Online benefits administration

Help clients and their employees manage benefits at their fingertips. Recommend one of our online benefit administration services. Basic services meet simple benefit administration needs—like managing benefits for group insurance from Principal. Or, services can be more robust and support not only group insurance from Principal, but also insurance carriers outside Principal, 401(k), COBRA and more.

Principal products needed to qualify	Products supported	Cost
1	Any Principal group product	Free
2 (75+ employees) 3 (50-74 employees)	Any Principal group product + medical coverage from another provider	Single per-employee fee
4	Products from all benefit providers	Flat monthly fee
2 (75+ employees) 3 (50-74 employees)	Products from all benefit providers	Per employee per month fee (75+ employees) Flat monthly fee (50-74 employees)
1	Any Principal group product	Free

## Connectivity

Have clients who already use a payroll, benefit administration, human resource information system (HRIS) or other system? Recommend one of our easy ways to connect:

- **Free Electronic Data Interchange (EDI) services.** Clients with at least 50 enrolled employees can securely transmit employee benefit information from their system to ours. Flexible format and secure transmission methods are available.
- **Free Application Program Interface (API) services.** Providers may use our APIs to extract benefit information, employee information, and/or submit transactions in an easy, automated way—saving time initially and throughout the year.

## Your clients' needs are covered

You can count on us to offer the solutions your clients need to manage benefits online, including solutions outside Principal.

# An employee benefits leader you can count on.

## A little bit about Principal

Principal helps people and companies around the world build, protect and advance their financial well-being with our retirement, insurance and asset management expertise. Principal Financial Group, Inc.:

- is ranked No. 219 on Fortune magazine's list of the Largest 500 Corporations based on revenues. (May 2019)
- has \$735 billion in total assets under management.<sup>1</sup>

Principal Life Insurance Company:

- has strong financial ratings from A.M. Best Company, Moody's Investors Service, S&P Global and Fitch.<sup>2</sup>
- is ranked as the No. 3 provider of group benefits (dental, life and disability) insurance based on 2019 LIMRA data on fully insured employer contracts in force. (May 2020)

## Set your clients up for success

Working with our group benefits team for clients' employee benefit solutions, you're able to take advantage of our knowledge, experience and commitment to service. We currently have 78,000+ employer relationships with 3.7 million covered members (May 2020).



Contact your local sales representative or go to [advisors.principal.com](https://advisors.principal.com).

<sup>1</sup> Data for the trailing twelve months ended December 31, 2019, unless otherwise noted. For the latest and additional information, visit [principal.com](https://principal.com).

<sup>2</sup> Ratings reflect each rating agency's opinion of our financial strength, operating performance and ability to meet our obligations to policyholders and are not a rating of securities nor a recommendation to buy, hold, or sell any security, including our common stock. The ratings are not a recommendation of the specific policy provisions, rates, or practices of the insurance company.

# Sell more, retain more, earn more.

It's not every day you're rewarded for your hard work, but it should be. That's what the Principal® Privileged Partner Program<sup>1</sup> is all about—acknowledging your value to us and to your clients.

Through the program, Principal recognizes top-producing brokers for new and retained business with us. First and foremost, it's about thanking you for counting Principal among your trusted carriers.

<sup>1</sup> Principal Privileged Partners are highly valued group benefits producers and have not entered into a legal partnership with any company of the Principal Financial Group®.



[principal.com](https://www.principal.com)

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