



MultiLife Business Program

Program overview
and underwriting guidelines



Simplified protection for businesses covering multiple lives

It's hard work to build a business, and it's even harder to ensure its future success. That's why it's important for employers to protect their greatest assets—their employees. The loss of any key employee can quickly shift a business off track and disrupt its financial future. Help your clients protect their business by protecting and retaining their top talent with **Symetra's MultiLife Business Program**.

Our MultiLife Business Program provides streamlined life insurance protection to multiple key employees through a guaranteed-issue underwriting process designed specifically for them.



Program overview



Eligibility

Our MultiLife Business Program can help your business clients provide streamlined life insurance coverage for their most valuable employees. To be eligible for the program, the following business and employee requirements apply:

Businesses

- Minimum group size: 10 eligible employees.
- Maximum group size: 250 eligible employees (larger groups considered on a case-by-case basis).
- At least 80% of eligible employees must participate.
- Premiums must be paid via list bill by the employer at the same frequency (monthly or annually) for all policies in the group.

Employees

- An employer/employee relationship must exist.
- Issue ages: 20 to 70 years old (average age of eligible group must be 55 or younger).
- Executive, owner, management or white-collar roles.
- Minimum salary: \$75,000 annually, including base salary and bonuses (lower salary amounts considered based on geographic location and other factors as appropriate).
- Actively working for the employer for a minimum of 30 hours per week.
- Must not have been hospitalized or absent from work due to illness or accident for more than three days in the last three months.
- U.S. citizens or permanent residents working in the United States. Foreign nationals (non-U.S. citizens/non-permanent residents) from our “A-list” countries working in the U.S. will be considered but may only comprise of 10% of the total group’s coverage amount. Foreign nationals must have the same benefit program as domestic employees.

**Help your business clients
protect and retain their
key employees.**

Program overview



Product availability

Because every business is unique, we carefully selected one of our most competitive product solutions to offer through our MultiLife Business Program—Symetra Accumulator Ascent IUL. It's a straightforward indexed universal life product that can help meet several needs.

Accumulator Ascent IUL

Accumulator Ascent IUL is designed to provide both death benefit protection and growth potential for future income needs. With a variety of index strategy options to choose from—including our exclusive Putnam Dynamic Low Volatility Excess Return Index™ Strategies and our Allocation Index (AI) Strategies—clients can maximize their policy cash value accumulation potential and policy distributions, all with one easy-to-understand product.

Guidelines

- Minimum policy size: \$100,000 per employee
- Maximum policy size: The employee's current salary times 20 (not to exceed \$5 million)
- MultiLife Standard Non-Nicotine and MultiLife Standard Nicotine rate classes are available.
- 1035 exchanges may be considered, but must be for the entire group.
- All individual policies in the group must have the same case design, including:
 - Death benefit option
 - Life insurance test option
 - Optional riders, if elected
 - Index strategies
 - Premium mode
 - Dollar-cost averaging, if elected

Certain product features, benefits, rate classes, riders, terms and conditions may vary or may be unavailable when offered through the MultiLife Business Program.

Underwriting guidelines



Guaranteed issue (GI)

Our MultiLife Business Program provides coverage for eligible employees on a guaranteed-issue (GI) underwriting basis. With this underwriting edge, you and your business clients can offer a competitive life insurance solution to their key employees without the need for medical evidence or traditional underwriting reviews.

To determine eligibility, applicants will be asked three simple questions:

- 1 Have you been hospitalized or absent from work due to illness or accident for more than three days in the last three months?
- 2 Are you currently engaged in active full-time work?
- 3 Have you ever used tobacco or nicotine products?

Note: If applicants answer “yes” to question one or “no” to question two, they are not eligible for this program.

Maximum coverage amounts are determined by a formula that includes:

- ✓ Group size
- ✓ Salary multiple defined by Symetra
- ✓ Current total salary

Individual coverage amounts are capped at the employee’s current salary times 20 (not to exceed \$5 million).

Our MultiLife Business Program does not guarantee employee eligibility and that a policy will be issued.

MultiLife group cases are processed on an individual employee basis. Full underwriting is available for employees and groups that do not qualify for our program. If fully underwritten individual cases are approved and issued, they can be included in the group’s billing plan.

Guaranteed issue limits

Employer/employee-owned policies	
Number of Employees	Coverage amount multiples per life
10-19	\$50,000 x number of lives
20-49	\$60,000 x number of lives
50+	\$75,000 x number of lives

Examples				
Number of employees	Initial coverage amount limits based on multiple	Salary	20 x salary	Final coverage amount limits
10	\$500,000	\$75,000	\$1.5 million	\$500,000
25	\$1.5 million	\$100,000	\$2 million	\$1.5 million
60	\$4.5 million	\$150,000	\$3 million	\$3 million
100	\$7.5 million	\$300,000	\$6 million	\$5 million

Getting started



Case review & invitation process

Before individual employee applications can be accepted, we must first review and approve each business group case for eligibility. Our MultiLife Business Team of advanced markets and underwriting experts is here to guide you through the process from start to finish.

Our three-step case review process:

- 1 Submit your request**

Complete the Symetra MultiLife Company Submission Form (LIM-1649) and Group Census (LIM-1648), and send them to multilifesales@symetra.com.
- 2 Your request is reviewed**

We'll review the completed forms and determine if additional information is needed. We may request copies of your sales material (including illustrations) or contact you to discuss the case further.
- 3 A decision is made**

If approved, we'll provide a written invitation for the group to apply, a case summary, maximum coverage amounts and any other case requirements. Our invitation is valid for 30 days.

Once the group case is approved, eligible employees can complete their individual applications and any other required Symetra forms and submit them in a package to us.

Get your MultiLife cases started with us in three easy steps.

What else do I need to know?

Program conditions

Enrollment period

- Once a group is accepted, a 60-day enrollment period begins for new cases so all policies can share the same policy date.
- After the initial group is established, new employees can be added to the group in subsequent policy years. Future enrollment periods must coincide with the anniversary date of the original policies. A 60-day enrollment period opens prior to the original group's policy date when new policies may be added to the group. These new policies will have the same monthly anniversary date. Additions will require Symetra MultiLife Business Team review and determinations of eligibility.
- Cases submitted outside of these periods are subject to full underwriting.

Premium financing

- Allowed on MultiLife cases and follows our current premium financing pre-approval process.

Foreign nationals

- Foreign nationals from "A-list" countries may qualify. Foreign nationals can account for up to 10% of the total group's coverage amount. See our foreign national guidelines (LIM-1543) for our full list of "A" countries.
- Symetra's current foreign national requirements also apply to this program.

Program exclusions

- Third-party investment programs
- Groups formed to obtain insurance only
- Contractors or consultants
- Associations
- Charity groups/associations
- Churches or religious institutions
- Foundations
- Fraternal organizations
- Government entities
- Labor unions
- Professional sports teams

Post-issue policy administration

Policy increases

- Policy increases are available each policy year during the 60-day annual enrollment period. Up to 20% of the group's face amount can be increased each policy year (\$100,000 minimum), and must be applied uniformly across the entire group. Increases will require Symetra MultiLife Business Team review and approval.

Policy decreases

- Policy decreases are available each policy year during the 60-day annual enrollment period.

Group removals

- Employees can be removed at any time if requested by the employer or trust.

Portability

- Groups may allow employees who are U.S. citizens or permanent residents who leave the company to become the policyowner and continue payments on their own.



Symetra's MultiLife Business Program can give your business cases an underwriting edge.

Is Symetra's MultiLife Business Program right for your clients?

Our MultiLife Business Program can help clients with a variety of financial needs, including:

- **Key-person coverage** to help cover costs associated with the loss of key employees.
- **Buy-sell agreements** to assure the seamless transfer of ownership upon the death of an owner.
- **Executive bonus plans** to help provide special compensation or benefits to key executives.
- **Non-qualified deferred compensation plans** to provide income deferral and incentives for highly compensated key employees.
- **Supplemental executive retirement plans (SERPs)** to attract and retain key executives with both pre- and post-supplemental retirement benefits.
- **Split-dollar plans** to attract and retain top talent with life insurance protection and supplemental income.

Questions?

Contact the Symetra Life Sales Desk at 1-877-737-3611 or multilifesales@symetra.com for help with case design, illustration support and any questions you may have.



Why Symetra?

We love what we do. Symetra provides annuities, life insurance and employee benefits that help people live with financial security and confidence, and we've done it for more than 60 years. Like our icon—the swift—we're quick, hardworking and nimble in serving our customers. We can help your financial future take flight.



Three guiding principles form the foundation for how we make decisions: Value, Transparency and Sustainability—or VTS. Simply put, VTS defines how we do business inside and out. What does it mean?

- **Value:** Products and solutions people need at a competitive price—backed by dedication to excellent customer service.
- **Transparency:** We communicate clearly and openly so people can understand what they are buying.
- **Sustainability:** Our products stand the test of time. We're financially disciplined so we'll be here when customers need us.

**To learn more about Symetra,
visit www.symetra.com.**

Important information

Life insurance is issued by Symetra Life Insurance Company, 777 108th Ave NE, Suite 1200, Bellevue, WA 98004. Products, riders, features, terms and conditions may vary by state and may not be available in all U.S. states or any U.S. territory.

Symetra Accumulator Ascent IUL is a flexible-premium adjustable life insurance policy with index-linked interest options. Policy form number is ICC17_LC1 in most states.

Guarantees and benefits are subject to the claims-paying ability of Symetra Life Insurance Company.

Election of the Symetra Allocation Index (AI) Strategies does not guarantee a greater index credit for any index segment term.

Election of the Putnam Dynamic Low Volatility Excess Return Index Strategies does not guarantee a greater index credit for any index segment term.

There are other index strategies available within the Symetra Accumulator Ascent IUL policy.

Symetra Accumulator Ascent IUL has fixed and indexed accounts. Interest credited to the indexed accounts is affected by the value of outside indexes. Values based on the performance of any index are not guaranteed. The policy do not directly participate in any outside investment or index.

Except for the Putnam Dynamic Low Volatility Excess Return Index, the performance of an index does not include the payment or reinvestment of dividends in the calculation of its performance.

Allocations to the fixed account or index strategies are based on the allocation instructions provided at time of application, and may be subsequently changed in writing by the policyowner. When allocations occur, an index segment for each respective index strategy is created. Each index segment has its own index crediting method, index value, index cap, index spread, index floor, index participation rate, index segment term, and index start and maturity date. The index caps, floors and participation rates after the initial index segment term may be higher or lower than the initial rates, but will never be less than the guaranteed minimums shown in the policy. The index spreads after the initial index segment term may be higher or lower than the initial spreads, but will never be higher than the guaranteed maximum shown in the policy.

Policy endorsements are not available in all U.S. states or any U.S. territory, and terms and conditions may vary by state in which they are available. Where available, they are usually issued under the following endorsement form numbers: Symetra Allocation Index 1-Year Point-to-Point form number ICC20_LE6 and Symetra Allocation Index 2-Year Point-to-Point form number ICC20_LE7, Putnam Dynamic Low Volatility Excess Return Index with Bonus Index Account form number ICC22_LE2, and Putnam Dynamic Low Volatility Excess Return Index with High Participation Rate Index Account form number ICC22_LE3.

Symetra reserves the right to add, modify or remove any index strategy or crediting method. If any index is discontinued or if the calculation of any index is changed substantially, Symetra reserves the right to substitute a comparable index.

It is not possible to invest in an index.

The Putnam Dynamic Low Volatility Excess Return Index (the "Index") is the property of Putnam Investments, LLC, which has contracted with S&P Opco, LLC (a subsidiary of S&P Dow Jones Indices LLC) to calculate and maintain the Index. The Index is not sponsored by S&P Dow Jones Indices or its affiliates or its third party licensors (collectively, "S&P Dow Jones Indices"). Neither Putnam Investments, LLC nor S&P Dow Jones Indices will be liable for any errors or omissions in calculating the Index. Putnam Dynamic Low Volatility Excess Return Index™ is a trademark of Putnam Investments, LLC. "Calculated by S&P Dow Jones Indices" and the related stylized mark(s) are service marks of S&P Dow Jones Indices and have been licensed for use by Putnam Investments, LLC. S&P® is a registered trademark of Standard & Poor's Financial Services LLC ("SPFS"), and Dow Jones® is a registered trademark of Dow Jones Trademark Holdings LLC ("Dow Jones").

This is not a complete description of the Symetra Accumulator Ascent IUL product. For a more complete description, please refer to the policy.

This material is not intended to provide investment, tax or legal advice. Clients should consult with their attorney or tax professional for more information.

Restrictions may apply to the Symetra MultiLife Business Program, and it's subject to change without notice.

Individual policy ownership is not allowed for New York residents or foreign nationals (non-U.S. citizens/non-permanent residents).



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