

Product Overview

*Products to keep your clients' income,
retirement savings and business strong.*



GUARDIAN®

We provide you with income protection products to keep individuals and businesses strong.

DISABILITY INSURANCE

▶ Personal Income Protection

Income protection is one of the most important types of coverage available, because income determines not only your client's current standard of living, but supports their long-term financial goals as well.

Berkshire Life is a leading provider of non-cancellable individual disability income insurance¹. Our range of offerings is one of the broadest in the industry, enabling you to tailor coverage to the unique needs of each client. With **PROVIDER PLUS**², we protect your client's ability to earn an income—in their occupation—should a disabling injury or illness strike. ProVider Plus is the choice of many professionals, and it's tailor-made for those whose practice is limited to a single medical or dental specialty.

ProVider Plus offers some of the highest issue limits in the industry and policy features you won't find with other carriers. Get value for your clients—while you earn more!

▶ Small Business Protection

While business owners may protect themselves with individual disability income and life insurance, many don't consider the impact a disability can have on their business, and the detrimental effect that disability can have on the value of their business.

BUSINESS PROVIDER[™] disability products help protect business owners by:

- Reimbursing for covered overhead expenses³
- Covering fixed-term payment obligations⁴; and
- Funding buy-sell agreements in the event of total disability⁵

These products offer a combination of unique coverage features, competitive premiums, and generous compensation you won't find with any other carrier.

▶ Worksite Benefits

Small to mid-size employers are seeking ways to enhance their existing disability insurance benefits while controlling costs. **DI@WORK**[™] is a turnkey disability insurance program⁶ with the flexibility to:

- Help employers protect more of their employees' income at no additional cost to the company
- Provide executives with access to more disability insurance to cover additional sources of income, including bonuses and retirement plan contributions
- Provide an easy way for employees to sign up for more disability insurance at work with discounted rates and streamlined underwriting. Coverage is offered on a guaranteed standard issue basis.

With our comprehensive sales support program, your opportunity to turn one sale into multiple sales has never been easier!

¹ Berkshire Life is a leading provider of non-cancellable disability income insurance according to the 2010 LIMRA International U.S. Individual Disability Income Insurance, Participant's Report, based on 2009 annualized premium.

² ProVider Plus is available on Berkshire Policy Forms 1400, 1500 and 1600.

³ Overhead Expense Disability Insurance is available on Berkshire Policy Form 4200.

⁴ Business Reducing Term Insurance is available on Guardian Policy Form AH55-A. Not available in Florida, Montana, North Carolina, South Carolina or Virginia.

⁵ Disability Buy-Out Insurance is available on Berkshire Policy Form 3200.

⁶ DI@Work is available on Berkshire Policy Form 1200.

PRODUCT FEATURES AND INFORMATION

	PERSONAL INCOME PROTECTION				BUSINESS PROTECTION			WORKSITE BENEFITS	SPECIAL PROGRAMS	
Product	ProVider Plus		ProVider Plus Limited		Overhead Expense [‡]	Business Reducing Term [§]	Disability Buy-Out [‡]	Income ProVider	Student Loan Protection Program [§]	Retirement Protection Plus
Policy Form	Berkshire Policy Forms 1400, 1500 and 1600		Berkshire Policy Forms 1400, 1500 and 1600		Berkshire Policy Form 4200	Guardian Policy Form AH55-A	Berkshire Policy Form 3200	Berkshire Policy Form 1200	Guardian Policy Form AH55-A	Utilizes either the ProVider Plus or Income ProVider Policy Form
Use	Individual Disability Income insurance protection		Individual Disability Income insurance protection		Covers tax-deductible normal, necessary and customary expenses incurred to run the business	Coverage for fixed-term business payments, including business loans, purchase agreements, lease agreements, employment contracts	To fund the purchase of the totally disabled owner's interest in the business	Guaranteed Standard Issue Disability Income insurance for employees on an employer-sponsored basis	To cover student loan payments	Individual & Guaranteed Standard Issue Disability Income insurance to help protect retirement contributions
Underwriting	Full underwriting or Guaranteed Standard Issue through the Group Conversion Program		Full underwriting		Full underwriting	Full underwriting	Full underwriting	Guaranteed Standard Issue	Full underwriting	Full underwriting or Guaranteed Standard Issue
Issue Ages	18 – 60		18 – 60		18 – 60	18 – 55	18 – 60	18 – 70	18 – 55	18 – 60
Classes	6 – 1; 6M – 1M Preferred, Select and Standard		6 – 3; 6M – 3M Preferred, Select and Standard		6 – 3; 6M – 3M Preferred, Select and Standard	6, 5, 4, 3 and 2 Standard	6 – 3; 6M – 3M Preferred, Select, and Standard	6–3; 6M–3M	Physicians, Dentists, Medical/Dental Residents, Attorneys ^{††} , Pharmacists, Veterinarians	6–3; 6M–3M (ProVider Plus) 6, 5, 4, 6M–3M, 3 (Income ProVider)
Elimination Periods	30, 60, 90, 180, 360 or 720 days		90, 180, or 360 days		30, 60 or 90 days	1, 2, 3, 6 or 12 months	360, 540, and 720 days	90, 180, 360 and 720 days	1, 2, 3, 6 or 12 months	180 or 360 days
Benefit Periods	To Age 67, To Age 65, 10 Years, 5 Years and 2 Years*		To Age 67, To Age 65, 10 Years, 5 Years and 2 Years [†]		Benefit period options of 12, 18 or 24 months*	Terms from 5 to 30 years, not to exceed age 60	Funding method options of Lump Sum, Installment (12, 24, 36, 48 or 60 months); or Down Payment	To Age 67, To Age 65, 5 Years and 2 Years	Terms from 5 to 30 years, not to exceed age 60	To Age 65
Renewability	Non-Cancellable and Guaranteed Renewable		Non-Cancellable and Guaranteed Renewable		Non-cancellable and Guaranteed Renewable to age 65; Conditionally Renewable thereafter	Conditionally Renewable	Conditionally Renewable	Non-Cancellable and Guaranteed Renewable	Conditionally Renewable	Non-Cancellable and Guaranteed Renewable
Definition of Total Disability	True Own-Occupation Modified Own-Occupation		True Own-Occupation Modified Own-Occupation		Own-Occupation	Modified Own-Occupation	Own-Occupation, and not at work for the business	Two Years Modified Own-Occupation; thereafter Any Occupation (Can be enhanced through riders)	Modified Own-Occupation	Modified Own-Occupation
Minimum Policy Size	\$500 per month		\$500 per month		\$1,000 per month	\$1,000 per month	\$20,000	\$500 per month	\$500 per month	\$500 per month (ProVider Plus) \$500 per month (Income ProVider)
Maximum Issue Limit	Occupation Class	Maximum Issue Limit**	Occupation Class	Maximum Issue Limit**	Per-month limits: \$50,000 – 12-month benefit period \$40,000 – 18-month benefit period \$30,000 – 24-month benefit period Maximum issue limit for Supplemental Overhead Expense benefit is 1 times the base monthly overhead expense benefit	Sliding scale from \$22,500 per month at 5 years to \$6,660 per month at 30 years	\$2,000,000	\$10,000 per month Guaranteed Standard Issue (up to an additional \$6,000 available with full underwriting)	\$2,000 per month	\$4,090 per month (Age 18-49) \$4,550 per month (Age 50 and over) (\$6,000 with Future Increase Option)**
	6, 5	\$20,000	6, 5	\$20,000						
	6M – 3M, 4	\$16,000	6M – 3M, 4	\$16,000						
	3	\$10,000	3	\$10,000						
Premiums	Unisex & Gender Distinct Level and Graded		Unisex & Gender Distinct Level and Graded		Gender Distinct Level Rates; Unisex in MT	Gender Distinct Level Rates	Gender Distinct Level Rates; Unisex in MT	Unisex Level Rates	Gender Distinct Level Rates	Unisex, Gender Distinct, Level, Graded (ProVider Plus); Unisex, Level (Income ProVider)
Discounts	Employer-Sponsored; Student and Resident; Professional Group and Association Discount		Employer-Sponsored; Student and Resident; Professional Group and Association Discount		10% Association Discount	None	10% Multi-client (3 lives)	Non-Tobacco User and Employer-Sponsored	None	See discounts available with ProVider Plus or Income ProVider Policy Forms
Conversion to Individual Disability Income Policy					Allowed; subject to eligibility requirements	N/A	Allowed; subject to eligibility requirements	N/A	N/A	N/A
Optionally Available Riders	Lump Sum Disability Benefit Rider, Graded Lifetime Indemnity for Total Disability, Additional Monthly Benefit, Catastrophic Disability Benefit, Cost of Living Adjustment, Residual Disability Benefit, Unemployment Waiver of Premium, Retirement Protection Plus Disability Benefit, Automatic Benefit Enhancement, Future Increase Option, Partial Disability Benefit, and Social Insurance Substitute		Catastrophic Disability Benefit, 3% Maximum Cost of Living Adjustment, Basic Residual Disability Benefit, Unemployment Waiver of Premium, Retirement Protection Plus Disability Benefit, Automatic Benefit Enhancement, Benefit Purchase, and Social Insurance Substitute		Supplemental Overhead Expense Benefit Future Increase Option Automatic Benefit Enhancement	None	Future Purchase Option	Extended Own-Occupation, True Own-Occupation, Cost of Living Adjustment, Catastrophic Disability Benefit, Basic Residual Disability Benefit, Enhanced Residual Disability Benefit, and Retirement Protection Plus	None	Additional Monthly Benefit, Cost of Living Adjustment
Other Notable Features			Basic Residual Disability Benefit or 3% Maximum Cost of Living Adjustment Rider required on all policies		Residual disability is built into the base policy; Accelerated Benefits Endorsement		Business valuation formula defined in the contract	Enhanced Portability Feature 12-month Return-to-Work Benefit built in to base policy		

* Twenty-four month mental and/or substance-related disorders limitation is included on all policies issued to anesthesiologists/anesthetists (MD and DO), emergency room physicians, pain management physicians, and nurse anesthetists. Limitation also applies to all new policies issued in the states of California and Florida. The limitation does not apply to policies issued as a result of a future increase option or future purchase option where the policy from which the option is exercised does not contain such a limitation. The limitation does not apply to any policies issued in the state of Vermont, regardless of occupation.

† A twenty-four month mental and/or substance-related disorders limitation is included on all ProVider Plus Limited policies except those issued in the state of Vermont. A discount may apply in some states and for some policy benefit periods.

‡ Refer to Policy for full details.

§ Business Reducing Term and Student Loan Protection Programs not available in FL, MT, NC, SC and VA.

** Maximum issue limits shown apply to issue ages 18-55. See Field Underwriting Guide for other issue ages.

†† Certain conditions and eligibility requirements may apply to these programs.

▶ *Special Programs*⁷

The **RETIREMENT PROTECTION PLUS (RPP)**⁸ program is designed to help protect retirement plan contributions in the event of a disability. RPP is available as a stand-alone policy or as an optional rider with both ProVider Plus and Income ProVider.

Guardian's unique **STUDENT LOAN PROTECTION**⁹ program covers up to \$2,000 in monthly payments on student loan debt in the event of total disability. Get the competitive advantage by helping your clients protect their income and their student loan debt.⁷

Target prospects who are completing their education and entering the workforce with our **SPECIAL LIMITS FOR NEW PROFESSIONALS PROGRAM**. We offer special issue limits to eligible occupations for ProVider Plus coverage with no financial underwriting requirements.

The **GROUP CONVERSION FOR NEW PROFESSIONALS** program presents a unique opportunity to develop large numbers of new professionals as long-term clients. Under an approved program, medical residents, dental students and veterinary students are provided with Guardian Group Long Term Disability coverage during their residency/student years. Upon completing their program of training, they may apply to convert their group coverage to a ProVider Plus individual disability income policy.

We offer a simplified underwriting program for **START-UP BUSINESS OWNERS** to help provide disability income coverage to business owners without a track record of business earnings.

Our **HOME-BASED BUSINESS OWNERS** program enables you to provide coverage for certain home-based business owners that other companies may not want to insure.

▶ *Discount Programs*⁷

The following discount programs offer a permanent 10% discount on premiums to groups with 3 or more issued lives.¹⁰

Employer-Sponsored Programs

- The **QUALIFIED SICK PAY PROGRAM (QSPP)** enables employers to fund a qualified sick pay plan with disability income insurance.
- The **EXECUTIVE BONUS PROGRAM** is for employers who choose to provide a bonus to key employees in the value of the disability income insurance premium.
- The **VOLUNTARY INCOME PROTECTION (VIP) PROGRAM** is for business owners who want to provide income protection to their employees at no expense to the business.
- See Pub4540BL for more details on these programs.

Programs for Professional Groups⁷

A permanent 10% discount on premiums is offered under the following programs:

- The **STUDENT/RESIDENT DISCOUNT PROGRAM** is available to students and residents affiliated with a school or hospital.⁷
- The **PROFESSIONAL GROUP DISCOUNT PROGRAM** is available to groups of 3 or more employees of the same company when no employer-sponsored program is in place.
- The **ASSOCIATION DISCOUNT PROGRAM** enables you to offer members of approved associations a 10% discount on individual income and business overhead expense coverage.

Contact a Guardian disability income specialist to learn more.

⁷ Certain conditions and eligibility requirements may apply.

⁸ Retirement Protection Plus is not a pension plan or a substitute for one.

⁹ Student Loan Protection is available on Guardian Policy Form AH55-A.

¹⁰ Minimum lives required for discount eligibility may vary by state.

Disability income products underwritten and issued by Berkshire Life Insurance Company of America, Pittsfield, MA, a wholly owned stock subsidiary of The Guardian Life Insurance Company of America, New York, NY, or provided by Guardian.

Product availability, provisions, and features may vary from state to state.

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