

INDIVIDUAL DISABILITY INSURANCE



Boss^{plus} AT A GLANCE

THE
Great-West Life
ASSURANCE  COMPANY

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Boss^{plus} is designed exclusively for business owners, featuring a built-in cash flow benefit and the ability to satisfy the waiting period with accumulated days of total disability.

This brochure provides a brief description of certain important features of the *Boss^{plus}* plan and the optional benefit riders which can be added to design disability insurance protection to meet your needs.

For purposes of this brochure, references to “you” and “your” are to be read as references to the insured.



Built-in features

Basic policy

Your basic policy provides you with an income for the benefit period you select while you are totally disabled due to injury or sickness.

The benefit periods available on this plan are 24 months, 60 months, 120 months or to age 65.

Non-cancellable

Once issued, your policy cannot be cancelled or modified and the premium cannot be raised by Great-West before age 65. This period is known as the non-cancellable period.

Benefit start date

The benefit start date is the day from which your disability benefits become payable.

The benefit start dates available for this plan are 31, 61, 91, 121, 181, 366 or 731 days.

Waiting period

The waiting period is the number of days from the date you are disabled until the benefit start date.

Built-in features (cont.)

Satisfying the waiting period

You do not have to be continuously disabled to satisfy the waiting period. You may satisfy the waiting period with successive periods of total disability. Successive periods of total disability may be accumulated if you are disabled due to the reoccurrence of the same or a related disability. Each reoccurrence must be within 24 months (occupation classes 4A and 3A) or 6 months (occupation classes 2A, A and B) of returning to continuous full-time work away from the home.

If you add the Partial Disability Rider or the Enhanced Partial Disability Rider, you may also satisfy the waiting period with accumulated days of partial disability.

Total disability

Your policy provides protection for the benefit period you select while you are totally disabled.

During the first two years, **total disability** means, due to injury or sickness, you cannot perform the substantial duties of your regular occupation and you are not working in any gainful occupation. Thereafter, you are totally disabled if you cannot work in any gainful occupation.

Regular occupation means the occupation(s) in which you are regularly engaged on the date of disability. If you regularly engage in a gainful occupation between successive periods of total disability, the gainful occupation will be deemed to be your regular occupation.

Gainful occupation means an occupation for which you are reasonably fitted by reason of your education, training or experience.

Built-in features (cont.)

Presumptive total disability

You will be presumed to be totally disabled if, before age 65, you suffer the total and irreversible loss of sight of both eyes, hearing of both ears, speech, the use of both hands or both feet or the use of a hand and a foot.

If you become presumptively totally disabled before the monthly benefit becomes payable (and you are not already on claim):

- you do not need to satisfy your waiting period;
- premium will be waived from the date of disability; and
- your monthly benefit for total disability will be payable for the entire benefit period.

If you become presumptively totally disabled while the monthly benefit is payable (and you are already on claim):

- premium will be waived from the date you become presumptively totally disabled (if it has not already been waived under the Waiver of Premium Benefit provision); and
- your monthly benefit for total disability will be payable for the remaining balance of your benefit period.

For occupation classes 4A and 3A — the monthly benefit for total disability will be increased by 25% and Great-West will pay you a one-time lump sum benefit amount equal to the lesser of 3 times the increased monthly benefit for total disability and \$15,000.

Built-in features (cont.)

Catastrophic total disability (available for occupation classes 4A and 3A only)

You will be presumed to be totally disabled if, before age 65, you satisfy the Loss of Independent Existence definition shown below.

If you become catastrophically totally disabled before the monthly benefit becomes payable (and you are not already on claim):

- you do not need to satisfy your waiting period;
- premium will be waived from the date of disability;
- your monthly benefit for total disability will be increased by 25% and will be payable for the entire benefit period; and
- Great-West will pay you a one-time lump sum benefit amount equal to the lesser of 3 times the increased monthly benefit for total disability and \$15,000.

If you become catastrophically totally disabled while the monthly benefit is payable (and you are already on claim):

- premium will be waived from the date you become catastrophically totally disabled (if it has not already been waived under the Waiver of Premium Benefit provision);
- your monthly benefit for total disability will be increased by 25% and will be payable for the remaining balance of your benefit period; and
- Great-West will pay you a one-time lump sum benefit amount equal to the lesser of 3 times the increased monthly benefit for total disability and \$15,000.

Built-in features (cont.)

Catastrophic total disability (cont.)

Loss of Independent Existence means a condition that qualifies under the definition of Physical Impairment or Cognitive Impairment below and there is no reasonable chance of recovery based on the then current medical practice.

Physical Impairment means the inability to independently perform, whether with or without the use of any equipment, 2 or more of the following 6 activities of daily living:

- bathing – the ability to wash oneself in a bathtub, shower or by sponge bath;
- dressing – the ability to put on, remove, fasten and unfasten all necessary clothing, braces, artificial limbs or other surgical appliances;
- toileting – the ability to get to and from the toilet and complete related personal hygiene;
- bladder and bowel continence – the ability to manage bowel and bladder functions, with or without any protective undergarments or surgical appliances, so that a reasonable level of hygiene is maintained;
- transferring – the ability to move into and out of a bed, chair or wheelchair; and
- eating – the ability to consume food that has already been prepared and made available.

The diagnosis for the condition must be made by a physician and accompanied by a current physical assessment from an occupational therapist who is other than you.

Built-in features (cont.)

Catastrophic total disability (cont.)

Cognitive Impairment means mental deterioration and loss of intellectual ability, evidenced by deterioration in memory, orientation and reasoning, which is measurable by neuropsychometric methods and results from demonstrable organic cause, and where the severity is such that you are incapable of independent living and require a minimum of 8 hours of daily supervision.

For greater certainty, any mental or nervous disorder without a demonstrable organic cause, including but not limited to anxiety disorders, mood disorders, sleep disorders, pain disorders, personality disorders and psychotic disorders, does not satisfy the definition of Cognitive Impairment.

Recurrent disability

Your benefits may resume immediately if you are disabled due to the reoccurrence of the same or a related disability. Each reoccurrence must be within 12 months (occupation classes 4A and 3A) or 6 months (occupation classes 2A, A and B) of returning to full-time work away from the home. The waiting period need not be satisfied again.

Built-in features (cont.)

Waiver of premium benefit

If you have been totally disabled for 90 days, Great-West will refund any premium paid for this period and waive any premium that comes due while your disability continues.

The 90-day period may also include days of partial disability if you add the Partial Disability Rider or the Enhanced Partial Disability Rider.

Premium is payable from the date you are no longer disabled.

Cash flow benefit

You may also qualify for 2 months of a cash flow benefit when you return to work full-time in your regular occupation after you have satisfied your waiting period and have been disabled for 3 months.

The cash flow benefit following a period of disability is the monthly benefit for total disability multiplied by:

- 50% for the first month; and
- 25% for the second month.

The cash flow benefit will be paid, unless:

- you are receiving any other benefits under this policy;
- you are over age 65; or
- you have already received this benefit for this period of disability or this period of recurrent disability.

Built-in features (cont.)

Rehabilitation program benefit

While you are totally disabled you may receive your monthly benefit while voluntarily participating in a vocational program pre-approved by Great-West. Great-West also covers pre-approved expenses of the vocational program.

Transplant surgery benefit

If your policy has been in force for 6 months and you become disabled as the result of transplant surgery of an organ or other part of your body to another person, Great-West will consider the disability to result from sickness.

Survivorship benefit

If you die before age 65 while receiving your basic policy benefit, your estate will be paid a lump sum benefit equal to 3 times the monthly benefit amount payable at the time of your death.

After age 65

If your policy is in force at the end of the non-cancellable period, your policy is conditionally renewable each year after age 65 if you continue to work full-time for regular remuneration.

Benefits will be paid only for total disability under the basic policy and the premium may change at each renewal.

After age 65, total disability means that due to injury or sickness you cannot work in any gainful occupation. The benefit period is 24 months if you become totally disabled before age 75 and 12 months if you become disabled after age 75.

Optional benefit riders

There are several optional benefits available which can be added to design disability insurance protection to meet your needs.

Regular Occupation Period Extension

Provides an extension of the period for which the regular occupation definition of total disability is used from 24 months to the entire length of the benefit period you have selected.

Own Occupation Protection

(available for occupation classes 4A and 3A only)

Provides you with a monthly benefit while you are totally disabled in your regular occupation even if you are working in another occupation.



Optional benefit riders (cont.)

Partial Disability

Provides you with an income while you are partially disabled. You will be considered partially disabled if you are not totally disabled and are working full or part-time in any gainful occupation, but due to injury or sickness:

- you cannot perform one or more of all the important daily duties of the gainful occupation; or
- you suffer the necessary and continuous loss of at least 1/2 of the time normally spent in the daily performance of the gainful occupation.

While you are partially disabled, you will receive the monthly benefit for total disability for up to 24 months multiplied by the applicable percentage below:

Number of months of partial disability	Percentage of monthly benefit
1 to 12	50%
13 to 24	25%

The partial disability benefit will not be paid after the benefit period on the basic policy expires.

Optional benefit riders (cont.)

Enhanced Partial Disability

Provides you with a monthly benefit while you are partially disabled. After the first year of partial disability, you may choose between receiving the partial disability benefit and the enhanced partial disability benefit.

You will be considered partially disabled if you are not totally disabled and are working full or part-time in any gainful occupation, but due to injury or sickness:

- you cannot perform one or more of all the important daily duties of the gainful occupation; or
- you suffer the necessary and continuous loss of at least 1/2 of the time normally spent in the daily performance of the gainful occupation.

While you are partially disabled and have not made the **enhancement election**, you will receive the monthly benefit for total disability multiplied by the applicable percentage below:

Partial Disability Benefit

Number of months of partial disability	Percentage of monthly benefit
1 to 12	50%
13 to 24	40%
25 to 36	30%
thereafter	25%

Optional benefit riders (cont.)

Enhanced Partial Disability (cont.)

While you are partially disabled and have made the enhancement election, you will receive the monthly benefit for total disability multiplied by the applicable percentage below:

Enhanced Monthly Benefit for Partial Disability

Earned income loss	Percentage of monthly benefit
50% or more	50%
20% or more, but less than 50%	% of income loss
less than 20%	0%

The enhancement election is made by providing Great-West with written evidence of your prior earned income. Prior to making the enhancement election, you should consider which form of benefit is most suited to your particular circumstances. Once made, this election is final for this period of disability or period of recurrent disability.

For the purposes of determining your earned income loss, your prior earned income is the highest average monthly earned income over:

- (1) the taxation year immediately prior to the disability or, if earned income includes income from an incorporated business, the last complete fiscal period prior to the disability; or
- (2) the 6 consecutive calendar months immediately prior to the disability.

Benefits will not be paid after the benefit period on the basic policy expires.

Optional benefit riders (cont.)

Return of Premium 50%

Provides for the return of 50% of the annual eligible premium paid or waived under your policy on certain dates if you are not disabled and your claims have been minimal.

Return periods are non-overlapping 7 consecutive policy year periods during which any benefits paid and any eligible premium waived or refunded have been less than 20% of the total amount of eligible premium that was paid or waived.

The return of premium benefit becomes payable at the end of any return period provided you are not disabled.

The return of premium benefit, if any, will be the total amount of the annual eligible premium that was paid or waived, multiplied by 50%, less any benefits paid and any eligible premium waived or refunded during the applicable return period.

The return of premium benefit may also be payable upon your death or at the end of the premium period in which your 65th birthday occurs.

For the purposes of determining the return of premium benefit:

- annual eligible premium is the sum of the premium for the monthly benefit amount and any optional benefit riders (except the Accidental Death and Dismemberment Rider and Future Savings Protector Rider), any policy fee and any premium ratings, calculated based on an annual premium frequency. It will not include any interest, additional fees or additional cost associated with paying the premium by a frequency other than annual.
- benefits paid will not include any benefits paid under the Accidental Death and Dismemberment Rider and the Future Savings Protector Rider.

Optional benefit riders (cont.)

Return of Premium 50% (cont.)

The return of premium benefit will be reduced if you request to reduce a benefit amount, lengthen a waiting period, shorten a benefit period, reduce a benefit under an optional benefit rider or terminate an optional benefit rider. The return of premium benefit will reflect the reduced annual eligible premium that results from any of these policy changes from the beginning of the return period regardless of when the policy change was made during the return period.

The Return of Premium 50% Rider will not be available for reinstatement if the rider or the policy is terminated for any reason (such as a request by the owner to cancel the rider or the policy lapsed due to non-payment of premium).

Return of Premium – Surrender 50%

Provides for the return of a portion of the premium paid for the policy if the owner elects to surrender the policy on one of the optional surrender dates.

The optional surrender dates are:

- the later of:
 - the policy anniversary following your 55th birthday; and
 - the 10th policy anniversary following the date the Return of Premium – Surrender 50% Rider was added to the policy, unless you are disabled on that date. In this event, the optional surrender date will become the date the monthly benefit for disability is no longer payable.
- the last day of the premium period in which your 65th birthday occurs; and
- after the non-cancellable period, any subsequent annual renewal date provided you are working full time for regular remuneration.

Optional benefit riders (cont.)

Return of Premium – Surrender 50% (cont.)

If the policy is not renewed after the non-cancellable period, the return of premium benefit will automatically become payable.

The return of premium benefit, if any, will be the premium paid under the policy for benefits payable in the event of disability, from the date the Return of Premium – Surrender 50% Rider was added to the policy to the surrender date, multiplied by 50%, less any monthly benefit for disability paid under the policy for the same period.

For the purposes of determining the return of premium benefit, premium is the sum of any policy fee, premium for this rider, premium for monthly benefit amount and optional benefit riders providing for benefits in the event of disability, and premium ratings. It will not include any interest, additional fees, or premium waived by Great-West. It will not include premium for the Accidental Death and Dismemberment Rider if added to the policy as this rider does not provide benefits in the event of disability.

To be eligible for the return of premium benefit, you must be living on the surrender date.

The Return of Premium – Surrender 50% Rider will not be available for reinstatement if the rider or the policy is terminated for any reason (such as a request by the owner to cancel the rider or the policy lapsed due to non-payment of premium).

First Day Accident (available for occupation classes A and B only)

Provides you with an income from the first day of a disability due to injury.

Optional benefit riders (cont.)

Limited First Day Accident

Provides you with an income from the first day of a total disability due to an injury that occurs off-the-job. Monthly benefits will not be payable if total disability is contributed to or caused by strain, sprain or contusion.

For occupation classes 4A and 3A — If you are considered totally disabled under the Presumptive Total Disability or Catastrophic Total Disability provision, the monthly benefit will be increased by 25%. A lump sum benefit will not be payable under the terms of this rider.

Cost of Living Adjustor (4% Simple Interest)

Helps protect your benefit against inflation when you are disabled by increasing your monthly benefit semi-annually during the benefit period, until your 65th birthday. The first increase is 6 months from the date you are disabled. Your monthly benefit will be increased by 4% of the original benefit amount annually (2% every 6 months). When you recover you may apply to purchase the increase in your monthly benefit.

Cost of Living Adjustor (CPI)

Helps protect your benefit against inflation when you are disabled by increasing your monthly benefit semi-annually during the benefit period, until your 65th birthday. The first increase is 6 months from the date you are disabled. Your monthly benefit will be increased based on the Consumer Price Index (CPI) with a guaranteed minimum annual increase of 2% of your original benefit amount (1% every 6 months). The maximum cumulative increase is 10% of your original benefit multiplied by the number of years since the start of disability. When you recover you may apply to purchase the increase in your monthly benefit.

Optional benefit riders (cont.)

Future Earnings Protector Option

Provides you with the opportunity to increase your monthly benefit regardless of changes in your health.

If you are not disabled on your policy anniversary, you may apply to increase your monthly benefit by up to 20% of the total optionable amount, or 33 1/3% of the total optionable amount if you did not increase your benefit on your last policy anniversary.

You may increase your monthly benefit once on the first policy anniversary during a period of disability by up to the lesser of 20% of the total optionable amount and \$600.

The maximum increase is based on your earnings, the total amount of disability coverage you have in force with all companies and Great-West's financial underwriting rules then in effect.

Applications for an increase may be made within 60 days before your policy anniversary. This option may only be used up to the policy anniversary before your 55th birthday.

Optional benefit riders (cont.)

Future Savings Protector

Provides for the payment of a monthly savings benefit if you are receiving the total disability benefit and not working in any gainful occupation. Starting on the later of the benefit start date of the basic policy and 91 days from the date you are disabled, the monthly savings benefit amount you select will be deposited on your behalf into a savings vehicle made available by Great-West and selected by you.

For occupation classes 4A and 3A — if you are considered totally disabled under the Presumptive Total Disability or Catastrophic Total Disability provision, your monthly savings benefit will be increased by 25%. A lump sum benefit will not be payable under the terms of this rider.

Currently, the savings vehicle is a non-registered Great-West Group Flexible Accumulation Annuity (the "Group FAA") under which you may select from the following savings options for your individual account:

- Daily Interest Account
- Guaranteed Interest Options
- Canadian Money Market Investment Fund No. 1
- Canadian Bond Investment Fund No. 1
- Canadian Equity/Bond Investment Fund No. 1
- Canadian Equity Index Fund

Great-West reserves the right to modify or withdraw the Group FAA at any time and to add, modify or withdraw additional savings vehicles which it may make available from time to time. However, Great-West guarantees an interest bearing savings option will always be available.

Optional benefit riders (cont.)

Future Savings Protector (cont.)

The interest and investment income earned on the monies held in your savings options may be subject to taxation on an annual basis. You may apply to withdraw 50% of this income annually as a lump sum to assist in the payment of any income tax.

All other monies held in the savings vehicle will not be released until the earlier of your 65th birthday and death. Upon your death, the monies held in the savings vehicle will be paid to your beneficiary, if any, and otherwise to your estate.

Lifetime Accident and Graded Sickness Benefit

(available for occupation classes 4A, 3A and 2A only)

Provides you with an income for life by paying your monthly benefit from age 65 for life while you remain totally disabled. Total disability must begin before age 65.

If you become totally disabled due to injury before age 65 or sickness before age 55, 100% of your monthly benefit will be payable for life while you remain totally disabled.

If you become totally disabled after age 55 due to sickness, 100% of your monthly benefit will be payable until age 65. After age 65, your monthly benefit will be reduced based on your age at the time total disability began, and reduces by 10% each year, as indicated in the following example. If you become disabled at age 56 due to sickness, you will receive 100% of the monthly benefit until age 65 and then 90% for life while you remain totally disabled.

Optional benefit riders (cont.)

Lifetime Accident and Graded Sickness Benefit (cont.)

For occupation classes 4A and 3A — if you are considered totally disabled under the Presumptive Total Disability or Catastrophic Total Disability provision:

- before age 65, the monthly benefit determined above will be increased by 25%; and
- after age 65, the monthly benefit determined above will not be increased by 25%.

No lump sum benefit will be payable after age 65 for Presumptive Total Disability or Catastrophic Total Disability.

Accidental Death and Dismemberment

Provides you or your estate with a lump sum benefit for the loss of life, sight of both eyes, both hands or both feet, one hand and one foot, the use of both hands or both feet, or the use of one hand and one foot. Half of the lump sum benefit is payable for the loss of sight of one eye, one hand or one foot, or the use of one hand or one foot. The loss referred to above must be accidental, total and irrevocable.

Health Care Rider

(available for specified health care workers only)

Helps protect your income if you contract a covered infection (HIV, Hepatitis B or Hepatitis C) and legislation or regulations prohibit you from performing the substantial duties of your regular occupation.

Currently, no premium is payable for this optional benefit. However, Great-West reserves the right to charge a premium in the future. If a premium is charged for this optional benefit, it can only be changed at the end of every five-year period.

Important information

Boss^{plus} contains many valuable features and benefits which are described in greater detail in the Summary of Policy Benefits to be delivered with your policy.

The Canada Revenue Agency (CRA) has not yet provided a formal ruling regarding the tax treatment of return of premium benefits contained in a disability insurance policy. Therefore, the tax implications of return of premium benefits are subject to interpretation. You should discuss any tax implications with your professional legal and/or tax advisor to address your particular circumstances.

We recommend owners read their policy carefully upon delivery as it contains important definitions and exceptions.



About Great-West

At Great-West, we take pride in our history of serving the financial security needs of Canadians. For more than 100 years, we have helped our clients develop their financial security plans.

With 65 years' experience in the disability insurance market and more than 100 years' experience in the life insurance market, Great-West has established a solid reputation for providing quality products and services.

Great-West is a leading provider of living benefits for Canadians, based on insurance in force and new premium income.

For current information on Great-West's ratings and financial strength, see the Corporate Information section on www.greatwestlife.com.

For more information about how disability insurance may fit your needs ask your representative for an illustration.

experience
knowledge
strength