



Employer Guide

Boosting your business

with Premier Benefit IUL



INSURANCE PRODUCTS	MAY LOSE VALUE	NOT A DEPOSIT
NOT BANK GUARANTEED	NOT FDIC INSURED	
NOT INSURED BY ANY GOVERNMENT AGENCY		

JOHN HANCOCK LIFE INSURANCE COMPANY (U.S.A.)
LIFE-8349 10/23



Helping you solve a key business need in *one powerful package*

Recognizing a crucial need for better employee life insurance options, John Hancock introduced Premier Benefit IUL,¹ an indexed universal life insurance policy — offering employees an easy way to buy voluntary, permanent life insurance with optional long-term care coverage* at work. Employees will also have access to John Hancock Vitality PLUS — a differentiator that can reward them for the everyday steps they take to live longer, healthier, better lives.²

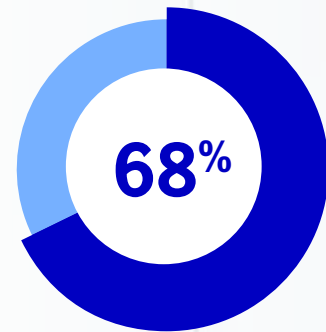
*If available through employer.

Premier Benefit IUL has *so much to offer*

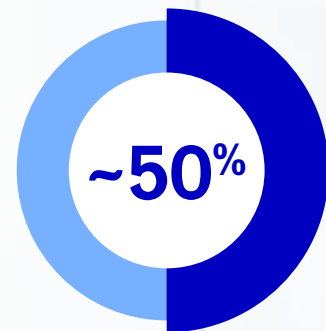
Voluntary coverage that includes life insurance, long-term care protection and John Hancock Vitality*

Not only can a Premier Benefit IUL policy help employees tailor their life and long-term care protection to fit their specific goals, but it can also help them earn rewards for the steps they take to live a healthy life.

In short, Premier Benefit IUL gives you a compelling way to help attract talent — and to foster the employee morale and loyalty that can support the success of your business.



Over two-thirds of employees believe voluntary benefits are an essential part of a comprehensive benefits package³



Nearly half of employees consider life insurance a top benefit in the workplace⁴



*Each policy is intended to be a voluntary insurance product offered by John Hancock and therefore excluded from coverage under the Employee Retirement Income Security Act of 1974 (“ERISA”) as provided in 29 CFR §2510.3-1(j). Employers should seek the advice of competent legal counsel to ensure that employer complies with all applicable laws and regulations that may be associated with permitting John Hancock to make this voluntary insurance product offering to employees.

A powerful opportunity from John Hancock^{7,8}



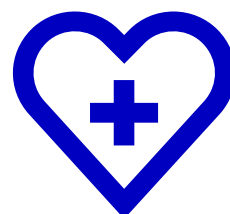
Cost-effective, permanent financial protection

Death benefit protection that can be passed income tax-free to employees' beneficiaries — and the option to add income tax-free long-term care protection for additional security⁵



Easy application process

Fully digital application process, with no need for the medical exams and labs often required with traditional underwriting; decisions communicated quickly (and in some cases instantly)⁶



Supports employees' well-being

John Hancock Vitality PLUS² reinforces the promotion of a healthier workforce, ultimately helping efforts to reduce absenteeism, increase productivity and potentially lower healthcare costs

All these advantages are backed by John Hancock's more than 160-years of life insurance experience and some of the strongest financial ratings in the industry⁹ — **giving your employees the assurance that we'll be here for them.**

⁵If available through employer.



Premier Benefit IUL *at a glance*



John Hancock Vitality PLUS

The John Hancock Vitality PLUS rider — included on every policy — is a program that rewards employees for taking steps to live longer, healthier, better lives. The more they participate, the more points they can earn, the higher their Vitality Status, and the greater their rewards and discounts²

Eligibility basics⁶ (Streamlined underwriting)

- Ages 20-65
- Maximum face amounts per life are based on group size and individual salary
- No medical records, medical exams or labs required⁶
- Preferred non-tobacco, Standard non-tobacco and Standard tobacco classes

Number of eligible employees	Maximum face amount	LTC maximum benefit pool	Minimum participation*
10-20	Lesser of: <ul style="list-style-type: none">• \$40,000 x number of eligible lives• 2.5x salary	Based on maximum face amount up to \$1 million	50%
21-50	Lesser of: <ul style="list-style-type: none">• \$45,000 x number of eligible lives• 3.0x salary	Based on maximum face amount up to \$1 million	35%
51+	Lesser of: <ul style="list-style-type: none">• \$50,000 x number of eligible lives• 5.0x salary up to \$5 million	Based on maximum face amount up to \$1 million	35%

Employee profile

- Base salary \$100,000 or over
- No contractors, part-time or temporary employees
- Actively working at least 30 hours per week, four days a week
- No known impairments or substandard risks
- Residing full-time in the US; those residing outside of the US are not eligible

Additional options

- Optional coverage for long-term care needs
- Cash Value Enhancement rider
- Accelerated Death Benefit rider

Implementation

Fully digital process that saves time — from completing applications to administering policies — helping ensure an easy process for employees from start to finish

*Of eligible employees.



Ready to get started?

1

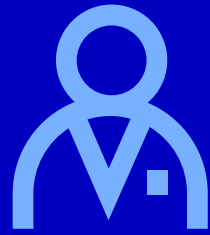
Your financial professional will ask for a census of your high-earning employees.

2

Your financial professional will submit all necessary information on JHSalesHub.com, and John Hancock will review and provide a proposal that includes the maximum coverages, participation requirements and any required stipulations.

3

Employees will be educated on Premier Benefit IUL and its associated risks and options⁷ and each employee will receive a link to the digital application, which they complete to receive their underwriting decision.



**Contact a John Hancock
sales professional for
more information about
Premier Benefit IUL.**

1. Insurance policies and/or associated riders and features may not be available in all states. Some riders may have additional fees and expenses associated with them.
2. The John Hancock Vitality PLUS rider has a fee of \$2 per month and can be discontinued at any time. If the John Hancock Vitality PLUS rider is not included, the John Hancock Vitality GO rider, which provides a limited suite of rewards and incentives, is included at no additional cost.
3. "2022 Wellbeing and Voluntary Benefits Survey," Buck Global LLC, February 2022.
4. Best Employee Benefits in 2023. Forbes Advisor, By Dana Miranda. Research conducted by OnePoll, February, 2023.
5. Life insurance death benefit proceeds are generally excludable from the beneficiary's gross income for income tax purposes. There are a few exceptions such as when a life insurance policy has been transferred for valuable consideration. Comments on taxation are based on John Hancock's understanding of current tax law, which is subject to change. No legal, tax or accounting advice can be given by John Hancock, its agents, employees or licensed agents. Prospective purchasers should consult their tax professional for details.
6. Policy issuance is not guaranteed as any life insurance purchase is subject to completion of an application, which may include health questions, and underwriting approval. John Hancock may obtain additional information, including medical records, to evaluate the application for insurance, and after the policy is issued to identify any misrepresentation in the application.
7. Each employee will make their own determination as to whether a policy is suitable for their needs. Neither John Hancock nor its agents or representatives are providing a recommendation as to the suitability of a policy for any employee.
8. Each policy is intended to be a voluntary insurance product offered by John Hancock and therefore excluded from coverage under the Employee Retirement Income Security Act of 1974 ("ERISA") as provided in 29 CFR §2510.3-1(j). Employers should seek the advice of competent legal counsel to ensure that employer complies with all applicable laws and regulations that may be associated with permitting John Hancock to make this voluntary insurance product offering to employees.
9. A+ rating from A.M. Best. Second highest of 13 ratings (superior ability to meet ongoing insurance obligations). Financial strength rating is current as of June 30, 2023, is subject to change, and applies to John Hancock Life Insurance Company (U.S.A.) and as a measure of the company's financial ability to pay claims and to honor any guarantees provided by the contract and any applicable optional riders. The company has also received additional financial strength ratings from other rating agencies. Financial strength ratings are not an assessment, recommendation, or guarantee of specific products and their investment returns or value, do not apply to individual securities held in any portfolio or the practices of an insurance company, and do not apply to the safety and performance of separate accounts.

The life insurance policy describes coverage under the policy, exclusions and limitations, what you must do to keep your policy in force, and what would cause your policy to be discontinued. Please contact a licensed agent or John Hancock for more information, costs, and complete details on coverage.

Vitality is the provider of the John Hancock Vitality Program in connection with policies issued by John Hancock. John Hancock Vitality Program rewards and discounts are available only to the person insured under the eligible life insurance policy.

Insurance products are issued by: John Hancock Life Insurance Company (U.S.A.), Boston, MA 02116.

Policy Form Series: ICC23 23PBIUL, 23PBIUL

Rider Form Series: ICC19 20HER, 20HER; ICC18 18VCR, 18VCR

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