

Help your employees get the coverage they need—anytime of year.

Pitch the paper and check out better online options for providing evidence of insurability (EOI).

You take pride in offering your employees group life, disability, and/or critical illness insurance benefits. These benefits from Principal® provide a guaranteed amount of protection for them and their loved ones. And if they need more coverage, employees need to show they're in good health (evidence of insurability). You can help them do this quickly and conveniently online—anytime of the year!

Online is the way to go

As an employer aligned with our large case service team, it's important to simplify the evidence of insurability process. This service benefits you and your employees—at no charge—no matter when it's needed:

- During your company's annual benefits enrollment.
- For late entrants after the benefits enrollment period.
- With new hires when benefit requests exceed the guaranteed issue amount.

You can speed up the EOI process by pitching the paper forms and choosing one of these online options:

Single sign-on. Provides immediate ability to submit EOI while enrolling.

Email transmission. There are three ways to enter employees' information:

- **Upload annual enrollment pended amounts.** You can upload a spreadsheet of pended annual-enrollment applicants on the EOI website.
- **Infrequent EOI requests.** You enter your pended employees' information.
- **Scheduled File Transfer Protocol (FTP).** A regularly scheduled file upload takes place throughout annual enrollments and during the year. It helps process pended EOI requests as they occur and keep employee records current.

To process employees' EOI information, Principal works with IBU, Inc., a national market leader in simplified underwriting solutions for life and health insurance companies.

Reap the benefits of online EOI

Enroll employees twice as fast.

Streamlined processes make annual enrollment and adding new employees easier for HR staff, taking less time and reducing paperwork.

Save time by using pre-filled forms.

Your employees complete one online form, answer some health questions, and hit "send".

Submit information securely and accurately.

With an encrypted website, employees have total privacy and completing the online forms helps ensure more accuracy. Plus, your HR staff no longer needs to handle employees' confidential medical information.

Cut decision time in half. With our online process, you'll see quicker turn-around times for decisions. It's typically less than 15 business days (with more than 50% of those decisions generated in less than 24 hours) vs. 30 days for the old paper process.

Keep up-to-date. Throughout the enrollment process, you have access to your employees' enrollment status with a list of all approved, pended, declined, and closed files for them. You receive real-time updates on enrollment status online or from your Principal relationship manager.

Higher employee-participation rates.

More employees enroll for the amount of insurance protection they need.

During annual benefits enrollment

With these two options, give employees a secure, convenient, and time-saving way to submit evidence of insurability during the annual enrollment period:



Single sign-on website

The single sign-on (SSO) option fits easily into your company's benefits enrollment system through an SSO link. It allows employees to immediately submit their EOI while enrolling in their benefits.

Here's how it works:

1. **Employees request more coverage.** The online system prompts them to complete the EOI information.
2. **A web link takes employees to a secure system.** They complete the information in an encrypted website.
3. **Email notice.** The coverage request is either approved or pended. If approved, you and your employee will be notified. If pended, a company representative contacts the employee for more information to help make the decision.
4. **Decision is made.** Requests are either approved, pended, declined, or closed—with related information sent to the employee. You also receive a copy of all email notices other than pended.



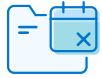
Email transmission for batch submissions

If you don't want an SSO link, a batch of pended applicants can be loaded weekly. Each applicant will be contacted via a login email transmission, which is a great way to provide EOI information. We provide the instructions for the EOI process steps, and you simply send a weekly spreadsheet after enrollment starts.

Here's how it works:

1. **You send information to IBU.** Submit a spreadsheet of employees' data and email addresses after enrollment starts.
2. **IBU sends emails to employees.** They receive an email and a secure link on how to access the encrypted website and complete the pre-filled EOI form.
3. **Employees complete online forms.** They answer some health questions and provide their electronic signatures. The information is available for review of status updates.
4. **Decision is made.** Requests are either approved, pended, declined, or closed—with related information sent to the employee. You also receive a copy of all email notices other than pended.

Anytime during the year



Submit individual applicants via email transmission

This secure, convenient, and time-saving login option isn't just for open enrollment—but anytime throughout the year. Plus, there's no need for an electronic FTP file or single sign-on connection.

Here's how it works:

1. **You enter employees' information in the secure website:**
 - Employee ID
 - Email
 - Name
 - Late or timely entrant
 - Date of birth
 - Selected coverages
2. **Employees receive an email.** It includes a link to a secure website and instructions on how to complete the pre-filled EOI form.
3. **Decision is made.** Requests are either approved, pending, declined, or closed—with related information sent to the employee. You also receive a copy of all email notices other than pending.

What coverage decisions mean

Approved. An employee's medical information falls within underwriting guidelines, so they may be automatically approved or an IBU representative may follow-up for additional information before making the final decision.

Pending. A trained professional asks the employee confidential medical questions to assess their medical risks.

Declined. Your notice only informs you of an employee's denial. Employees can find their denial details on the secure website.

Closed. The employee didn't respond or chose not to complete the necessary steps within five weeks of submission.



For more information

Contact your local Principal sales representative.

About IBU, Inc.

IBU, Inc., (www.ibuinc.com) is a market leader in providing innovative solutions to simplify underwriting for the life and health insurance industry. IBU combines secure online technology with the expertise of experienced professional underwriters to improve turnaround time and reduce costs. Founded in 2000 and based in Hartford, CT, the company serves over 40 insurance companies in the U.S. and Puerto Rico, and processes more than 100,000 applications annually.



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