

Term Life Insurance

What is Group Term Life Insurance?

Group Term Life Insurance is offered through your employer and pays a benefit to your beneficiary if you pass away during a specific period of time (known as a “term”). The term of this coverage is generally one year, renewing on an annual basis with your other employer-offered benefits. Your employer offers Basic Life Insurance and Accidental Death and Dismemberment Insurance, which is the amount they provide at no cost to you. You also have the option to elect additional coverage called Supplemental Life Insurance.

What is Accidental Death and Dismemberment (AD&D) Insurance?

AD&D Insurance pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. This coverage is part of the Group Term Life Insurance offered through your employer.

How can life insurance help?

Below are a few examples of how your life insurance benefit could be used (coverage amounts may vary):

- Pay off any remaining medical bills, funeral costs and debts
- Provide ongoing financial support to your family
- Keep your family in your home by paying off the mortgage
- Fund your children’s education

Who is eligible for life insurance?

- You—all permanent active full-time employees, excluding Educational Assistants, working 30+ hours per week.
- Your spouse*— Coverage is available only if Employee Supplemental Life Insurance is elected.
- Your children—to age 26. Coverage is available only if Employee Supplemental Life Insurance is elected.

**The use of “spouse” in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.*

What amount of coverage am I eligible for?

- For you
 - Your employer provides you with Basic Life Insurance and Basic AD&D Insurance of 2 times your annual salary to a maximum of \$500,000. There is no cost to you for this insurance. Coverage amounts are rounded to the next highest \$1,000.
 - Eligible employees may elect Supplemental Life and AD&D Insurance of \$10,000 to \$300,000 in \$10,000 increments.
- For your spouse*
 - Your employer provides you with \$1,000 of Basic Life Insurance on your spouse. There is no cost to you for this insurance.
 - Eligible employees may elect Spouse Supplemental Life Insurance of \$5,000 to \$250,000 in \$5,000 increments not to exceed 50% of your approved employee Supplemental Life Insurance amount.
- For your children
 - Your employer provides you with \$1,000 of Basic Life Insurance on your children. There is no cost to you for this insurance.
 - Eligible employees may elect Children Supplemental Life Insurance of \$10,000 on your children from birth to age 20, or to age 26 if they are a full-time student.

**The use of “spouse” in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.*

Term Life Insurance

Meet the Wilsons

Mark and Jodi Wilson had a busy life filled with work, sports and their three children. Mark was the breadwinner of the family and worked as a construction manager. Jodi had quit her job to stay home with the children when their second child was born. Mark had been suffering from recurring headaches and, after seeing many doctors, was diagnosed with an inoperable brain tumor. Fortunately for the Wilson family, Mark had elected Group Term Life Insurance coverage through his employer. When Mark passed away, Jodi was able to use the life insurance proceeds to pay off the remaining home mortgage and cover Mark's funeral. There was even enough money to support the family while she transitioned from being a stay-at-home mother to a working single parent.

Expenses covered by Mark's Life Insurance Proceeds:

\$180,000	Total Life Insurance Proceeds
-\$8,000	Funeral Costs
<u>-\$75,000</u>	Remaining Mortgage
\$97,000	Everyday Expenses (utilities, car, groceries, etc.)

The amounts shown are an example only. Actual costs/results may vary.

What does my life insurance include?

The benefits listed below are included with your life insurance coverage.

- **Accelerated Death Benefit:** If you have a medical condition that requires permanent continuous confinement in an institution or are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living.
- **Accidental Death and Dismemberment (AD&D) Insurance:** Pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. The proceeds can be used however you or your beneficiary would like.
- **Continuation:** If on an approved absence from work, you may continue your life insurance coverage under the employer's group policy for a set amount of time. Premiums must be paid during this time.
- **Conversion:** You, your spouse and/or your children may convert life insurance coverage to an individual whole life insurance policy when you leave your employer or due to loss of eligibility under the employer's group policy.
- **Portability:** You may apply to continue your Basic and Supplemental coverage when you leave your current employer, and pay premiums to the insurance company directly.
- **Waiver of Premium:** If you become unable to work due to total disability, your Basic and Supplemental Life Insurance can be continued without premium payment.
- **Convenient Payroll Deductions:** Premium deductions for Supplemental coverages are taken directly from your paycheck, so you never have to worry about late payments or lapse notices.

ReliaStar Life Insurance Company, a member of the Voya® family of companies

Term Life Insurance

How much does my life insurance cost?

Basic Life Insurance and Basic AD&D Insurance are provided by your employer at no cost to you.

The cost for Supplemental Life is calculated based on the age of the employee or spouse at the start of the plan's current policy year.

Rates shown are guaranteed until January 1, 2023.

Employee and Spouse Supplemental Life Insurance Rates

Age	Monthly Rate per \$1,000 of Coverage
Under 25	\$0.070
25-29	\$0.083
30-34	\$0.106
35-39	\$0.130
40-44	\$0.165
45-49	\$0.280
50-54	\$0.440
55-59	\$0.680
60-64	\$0.860
65-69	\$1.500
70 +	\$3.450

Supplemental Accidental Death and Dismemberment (AD&D) Insurance Rates

Coverage Type	Monthly Rate per \$1,000 of Coverage
Employee Supplemental AD&D	\$0.02

Children Life Insurance Rates

Monthly Rate per \$1,000 of Coverage
\$0.10

Monthly cost for all eligible children.

The rates are per individual.

Use the steps below to calculate your premium for you and your spouse based on the amount of insurance you elected:

Step 1: Enter the rate per \$1,000 based on age: _____

Step 2: Take the amount of insurance and divide it by 1,000: _____

(Example: For \$150,000 of coverage, enter "150")

Step 3: Multiply lines 1 and 2 (this is your monthly cost): _____

Monthly cost for your children: (covers all eligible children)

Enter the monthly cost for the amount of coverage from the table above: _____

Do I need to provide evidence of insurability (answer health questions) to be covered?

New Hires

- For you—You may elect up to \$100,000 of Supplemental Life Insurance without providing evidence of insurability.
- For your spouse*—You may elect up to \$20,000 of Supplemental Life Insurance on your spouse without providing evidence of insurability.
- For your children—You may elect up to \$10,000 of Supplemental Life Insurance on your children without providing evidence of insurability.
- If you elect higher amount(s), you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.

**The use of "spouse" in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.*

ReliaStar Life Insurance Company, a member of the Voya® family of companies

Term Life Insurance

Annual Enrollment

- For you
 - If you are not currently enrolled for Supplemental Life Insurance and are now eligible for the first time, you may elect up to \$100,000 during the current enrollment period without providing evidence of insurability.
 - If you currently have Supplemental Life Insurance, you may elect to increase your coverage amount up to a total of \$20,000 (two plan increments) when total coverage does not exceed \$100,000 during the current enrollment period without providing evidence of insurability.
 - If you are a late entrant, you must provide evidence of insurability for any coverage elected.
- For your spouse*
 - If you are not currently enrolled for Spouse Supplemental Life Insurance and are now eligible for the first time, you may elect up to \$20,000 during the current enrollment period without providing evidence of insurability on your spouse.
 - You must provide evidence of insurability on your spouse for any increase to coverage elected during the current enrollment period.
 - If you are a late entrant, you must provide evidence of insurability on your spouse for any coverage elected.
- For your children
 - If you are not currently enrolled for Children Supplemental Life Insurance and are now eligible for the first time, you may elect \$10,000 during the current enrollment period without providing evidence of insurability on your children.
 - If you are a late entrant, you must provide evidence of insurability on your children for any coverage elected.
- When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.

**The use of "spouse" in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.*

Exclusions and Limitations

Supplemental Life Insurance coverages have a two year suicide exclusion from the effective date of coverage or an increase in coverage.

AD&D Insurance has exclusions that are described in the certificate of insurance or rider.

Are there additional non-insurance services available?

- Funeral Planning and Concierge Services: You have the support of a team of independent professionals ready to assist with funeral planning for you and eligible family members.

Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX.

- Travel Assistance: When traveling more than 100 miles from home, Voya Travel Assistance offers enhanced security for your leisure and business trips. You and your dependents can take advantage of four types of services: pre-trip information, emergency personal services, medical assistance services and emergency transportation services.

Voya Travel Assistance services are provided by Europe Assistance USA, Bethesda, MD.