

Coverage Highlights - Standard Features

Eligibility	All eligible employees in active employment in the United States with the employer.
Funding	You pay for the cost of your insurance.
Waiting Period	Please see Human Resources for your benefit waiting period.
Do I have to take a health exam to get coverage?	<p>Newly Eligible Employees: If you and your dependents enroll <i>within 31 days</i> of your initial eligibility date, you may apply for up to the following <i>Guaranteed Issue</i> amounts of life coverage without medical questions:</p> <ul style="list-style-type: none"> • <u>Employee:</u> \$100,000; <u>Spouse:</u> \$25,000; <u>Child:</u> \$10,000 <p>Current Employees: If you and your dependents <u>do not enroll within 31 days of your initial eligibility date</u>, you may apply for coverage at your next annual enrollment period, but you will be subject to medical questions and this review may result in coverage being declined.</p> <p>Any amount of coverage <u>over</u> the guaranteed issue amounts shown above will be subject to medical questions, regardless of when you apply.</p>
"Buy 10" Provision	<p>Planning for your Future: As long as you elect at least the minimum coverage amount (\$10,000) at your <u>initial enrollment</u>, you can increase your amount up to the Guarantee Issue maximum (\$100,000) at <u>any future annual enrollment period</u> with NO MEDICAL QUESTIONS (must be actively at work to increase).</p>
Life Benefit Amount	<p>Amount of Life Insurance for You</p> <ul style="list-style-type: none"> • Amounts in \$10,000 increments up to 5x annual salary to a maximum of \$500,000. <p>Amount of Life Insurance for Your Spouse</p> <ul style="list-style-type: none"> • Amounts in \$5,000 increments up 100% of your amount to a maximum of \$500,000. <p>Amount of Life Insurance for Your Children</p> <ul style="list-style-type: none"> • Amounts in \$2,000 increments up to 100% of your amount to a maximum of \$10,000. • The maximum benefit for a child between the ages of live birth to 6 months is \$1,000. <p>In order to purchase Life coverage for your dependents, you must purchase Life coverage for yourself.</p>
Reduction of Benefits	<p>Your insurance will reduce to:</p> <ul style="list-style-type: none"> • 65% of the original amount at age 70, and • 50% of the original amount at age 75. <p>THE AMOUNT OF YOUR SPOUSE'S INSURANCE WILL REDUCE BY THE SAME PERCENTAGE AND AT THE SAME TIME YOUR INSURANCE REDUCES.</p>
Portability	If your employment ends with or you retire from your Employer or you are working less than the minimum number of hours as described under Eligible Groups in this plan, you may be eligible to elect portable coverage and continue your term insurance at group rates.
Conversion	When coverage ends under the plan, you and your dependents can convert to individual permanent life policies, without evidence of insurability.
Additional Features	Your policy also includes the below features: <ul style="list-style-type: none"> • Accelerated Death Benefit
Exclusions & Limitations	
Coverage Exclusions – Life Insurance	Life benefits will not be paid when death is caused by, contributed to by, or results from suicide that occurs within 24 months after the initial effective date of the insurance and/or occurs within 24 months after the date any increase or additional insurance becomes effective.



Voluntary Term Life Insurance Saranac Community School District

<p>Delayed Effective Date*</p> <p>* IMPORTANT, PLEASE READ</p>	<p>Employee: Insurance coverage will be delayed if you are not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.</p> <p>Dependent: Insurance coverage will be delayed if that dependent is totally disabled on the date that insurance would otherwise be effective. Exception: infants are insured from live birth.</p> <p>“Totally disabled” means that, as a result of injury, a sickness or a disorder, your dependent is confined in a hospital or similar institution; is unable to perform two or more activities of daily living (ADLs) because of a physical or mental incapacity resulting from an injury or a sickness; is cognitively impaired; is receiving or is entitled to receive any disability income from any source due to any sickness or injury; is receiving chemotherapy radiation therapy or dialysis treatment; or has a life threatening condition.</p>
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Rate Information

Your insurance age is based on your age as of the policy anniversary; your spouse's age is based on your age as of policy anniversary.

Your premiums will increase as you age and move into the next age band at policy anniversary.

Age	Employee Life Monthly Rates per \$10,000	Spouse Life Monthly Rates per \$5,000	Child Life Monthly Rates per \$2,000
Less than 25	\$0.72	\$0.36	\$0.50 NOTE: The premium paid for child coverage is based on the cost of coverage for one child, regardless of how many children you have.
25-29	\$0.80	\$0.40	
30-34	\$1.08	\$0.54	
35-39	\$1.58	\$0.79	
40-44	\$2.44	\$1.22	
45-49	\$3.78	\$1.89	
50-54	\$5.58	\$2.79	
55-59	\$7.98	\$3.99	
60-64	\$10.28	\$5.14	
65-69	\$14.62	\$7.31	
70-74	\$27.66	\$13.83	
75 and over	\$85.50	\$42.75	

Calculation Worksheet

	Coverage Amount	Increment	Rate	Monthly Cost
Employee Life	\$ _____	÷ \$10,000	× \$ _____	= \$ _____
Spouse Life	\$ _____	÷ \$5,000	× \$ _____	= \$ _____
Child Life	\$ _____	÷ \$2,000	× \$ _____	= \$ _____

To determine the cost per paycheck, multiply the total monthly cost by 12 and then divide by the number of pay periods per year.

This plan highlight is a summary provided to help you understand your insurance coverage from Unum. Some provisions may vary or not be available in all states. Please refer to your group certificate booklet for a complete plan description. If the terms of this plan highlight summary or your certificate differ from your policy, the policy will govern.

Underwritten by:

Unum Life Insurance Company of America 2211 Congress Street, Portland, Maine 04122, www.unum.com