

Knox County Schools

Your Summary of Group Life and AD&D Ultra® Benefits

Basic and Supplemental Term Life

Basic Accidental Death and Personal Loss Coverage (AD&D Ultra®)

Coverage Effective Date: **01/01/2016**

Your Group Life Insurance Benefits

Protecting your greatest asset - your family

Am I eligible for coverage?

You qualify if you are an active full or part-time employee working **at least 18 1/2 hours a week**. You must be working in an eligible group as defined by your employer.

When does my coverage begin?

When does coverage become effective?*

The "**Guaranteed Issue Amount**" is the most coverage you can get without having to submit Evidence of Insurability (EOI). Coverage up to the Guaranteed Issue Amounts will begin on **your date of hire**.

*You must be actively-at-work for your coverage to begin. Other rules may apply. Please review your policy documents for more information.

Do I have to provide **proof of good health (EOI)** to enroll?

EOI **is not required** if you enroll in the **Supplemental** Life insurance within **31** days of becoming **newly eligible** for benefits. An EOI Form (medical questionnaire) will be required for any amount if you enroll late.

When will coverage that **requires proof of good health (EOI)** begin?

Coverage will begin after Aetna reviews and approves your EOI.

How much coverage does my Employer provide?

Employer Paid – Basic Term Life

Your employer pays for a benefit in the amount of:

- ii **You:** 1.5 times your basic annual earnings rounded to the next higher \$1,000, up to a maximum of \$50,000, minimum of \$20,000

Life insurance provides your loved ones with financial protection if you die. It can help pay your final expenses like funeral and burial; everyday living expenses like mortgage or rent, car payments and groceries; future expenses like college tuition payments.

Employer Paid – Basic AD&D Ultra®

Your employer pays for a benefit in the amount of:

- ii **You:** 2 times your basic annual earnings rounded to the next higher \$1,000, up to a maximum of \$100,000

AD&D Ultra provides additional financial protection for the unexpected. AD&D Ultra pays a benefit if you are dismembered as the result of an accident, or an additional benefit to your life insurance benefit if you die as the result of an accident. It will also provide benefits for accidental; loss of eyesight, hearing or speech, loss of a limb, loss of limb use due to paralysis, disfiguring third-degree burns, or coma. Your basic coverage may begin to reduce when you reach a certain age.

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Can I buy coverage and how much will it cost?

You can buy coverage called Supplemental Life insurance for yourself and your spouse and children.

Supplemental Life Coverage

Available Coverage Amounts	
You	Option of: \$20,000; \$30,000; \$45,000; \$60,000; \$75,000; \$90,000; \$105,000; \$120,000; \$135,000; \$150,000
Your Spouse	Increments of \$10,000 up to a maximum of \$30,000
Child(ren)	\$5,000

Guaranteed Issue Amounts

New Hire/Newly Eligible*	
You	\$150,000
Your Spouse	\$30,000
Child(ren)	\$5,000

*Available during initial eligibility period. See your policy documents for more information.

Dependent coverage cannot exceed 100% of employee's coverage amount.

Child(ren) Eligibility: 14 days to age 26

Monthly Rates for Term Life Insurance (rate per \$1,000)

Age bands	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
Employee	0.060	0.080	0.090	0.100	0.150	0.230	0.430	0.660	1.270	2.060	2.900

Spouse: \$1.41 Semi-Monthly for \$10,000; \$2.82 Semi-Monthly for \$20,000; \$4.23 Semi-Monthly for \$30,000

Child(ren): \$0.450 Semi-Monthly for \$5,000

What additional features should I know about?

Waiver of Premium Provision for Permanently and Totally Disabled Employees If you are unable to work at any reasonable job (any which you are suited to perform due to education, training or experience), you may be eligible to have your life insurance coverage extended at no cost.

Accelerated Death Benefit Provision You and your spouse may be eligible to receive up to **75%** of your (combined basic and supplemental) life insurance coverage if diagnosed with a terminal or serious medical condition.

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AD&D Ultra® Features

A benefit is paid to your surviving spouse/domestic partner or dependent children if you die in an accident.

Seatbelt/airbag benefits: If you or your dependent die from a motor vehicle accident while wearing a seatbelt, a benefit is paid. An added benefit is paid if an airbag inflated.

Educational benefit: For your spouse and each eligible dependent child under 23.

Childcare Benefit: For each dependent child under 13 to help pay for childcare.

Repatriation of Mortal Remains: If you or your dependent die in an accident 200 miles or more from home, a benefit will be paid to transport the body to your hometown funeral home.

Conversion

If your coverage ends or is reduced, you can convert your term life policy to a Whole Life Policy.

You may convert your basic and/or supplemental coverage into a Whole Life Policy with rates based on your age at that time by paying premiums directly to Aetna. Whole life insurance is generally more expensive than term insurance so a change in your premium may apply. You will have **31** days to convert your coverage without answering any medical questions.

Portability

If you leave your employer, you can take your term life plan with you.

You have an additional option to conversion. You can continue your basic and/or supplemental life insurance as a term policy by paying premiums directly to Aetna. Term insurance is generally less expensive than Whole Life insurance but your rates will increase as you reach higher age bands. You will have **31** days to convert or port your coverage without answering any medical questions.

Aetna Life Essentials® Aetna Life Essentials web address: www.aetna.com/aetnalifeessentials/

Legal: Create a will, living will, health care directive or a durable/financial power of attorney.

Financial: Financial planning to help your beneficiaries maximize their life/AD&D Ultra payment.

Emotional: Master-level social workers provide emotional support in the event of an advanced illness or disabling condition.

Physical: Save on gym memberships, fitness equipment, eyeglasses, contact lenses and hearing aids.

Funeral Planning and Concierge Services

Advisory Assistance to help you and your family make decisions on all funeral-related issues. Planning advice and cost-comparison tools available **24/7** by phone and online. Call **1-800-913-8318** or visit www.everestfuneral.com/aetna (Ask your Human Resources department for your company code.)

Premium calculation

Calculation:	
Step 1:	Benefit _____ / 1000 = _____ # Units
Step 2:	# Units _____ x _____ Age-banded Rate = \$ _____ Premium Per Month
Step 3:	Monthly Premium _____ x 12 = _____ Annual Premium / _____ # Pay Periods = \$ _____ Payroll Deduction

Example: 35 year old, \$150,000 Benefit	
Step 1:	\$150,000 / 1000 = 150 Units
Step 2:	150 x 0.09 (35 year old rate) = \$13.5 Premium Per Month