



# GROUP TERM LIFE INSURANCE

Group Term Life Benefits Provided by Colonial

**Colonial Life.**  
The benefits of good hard work.®

## Group Term Life Insurance Buncombe County Schools



## How secure is your family's future without you?

Losing a loved one is always difficult. The last thing you need to worry about is the financial cost. Funeral expenses, medical bills and taxes are just the tip of the iceberg. Do you know how you would cover ongoing living expenses such as the mortgage, healthcare and utilities?

Plan for the future with Colonial Life's Group Term Life insurance.

### My coverage worksheet

#### What is group term Life Insurance?

- Death benefit protection
- Lower cost option
- Provides coverage for specified periods of time, which can be during high-need years
- Benefit is typically paid tax-free to your beneficiaries

*Guarantee issue amounts are available. This means no health questions will be asked.*

**Employer paid group term life** – each employee will be provided with \$7,000 in coverage with guaranteed issue underwriting.

#### How much coverage do I need?

<input type="checkbox"/> <b>You</b>  \$ _____  <ul style="list-style-type: none"> <li>■ Available in \$10,000 increments</li> <li>■ Minimum of \$10,000 to a maximum of 5 times your salary to \$500,000<sup>3</sup></li> </ul>	<input type="checkbox"/> <b>Your spouse*</b>  \$ _____  <ul style="list-style-type: none"> <li>■ Available in \$5,000 increments</li> <li>■ Minimum of \$5,000 to a maximum of \$500,000<sup>3</sup></li> <li>■ Spouse coverage cannot exceed your coverage amount<sup>1</sup></li> </ul>	<input type="checkbox"/> <b>Your dependent children*</b> (Up to age 26)  \$ _____  <ul style="list-style-type: none"> <li>■ Benefits available in \$5,000 increments to a maximum of \$10,000</li> <li>■ Each dependent child is covered for the same amount, except children from live birth to 6 months for whom the death benefit is \$1,000</li> </ul>
<p style="text-align: center;"><b>10 month rates</b> .199 per \$1,000</p>	<p style="text-align: center;"><b>10 month rates</b> .276 per \$1,000</p>	<p style="text-align: center;"><b>10 month rates</b> .334 per \$1,000</p>

<sup>1</sup>Dependent coverage must be sold in conjunction with supplemental coverage for the employee.

<sup>2</sup>The children's term rider rates are per thousand per dependent unit. The children's term rider is a blanket rider that covers all dependent children; therefore, one premium covers all children.



## What other benefits are included?

- **Accelerated death benefit:** An advance of up to 75% of the death benefit, to a maximum of \$150,000, if the covered person is diagnosed with a terminal illness. Terminal illness means an injury or sickness that results in the covered person having a life expectancy of 12 months or less and from which there is no reasonable prospect of recovery.<sup>2</sup>
- **LifeWorks employee assistance program:** A 24-hour confidential service for employees to use for personal support and referral. Face to face sessions with mental health professionals are available. Access available online or by phone.<sup>4</sup>

<p>ONLINE</p> <p><b>LifeWorks.com</b> Username: <b>coloniallife</b> Password: <b>lifeworks</b></p>	<p>TELEPHONE</p> <p>English: <b>1-888-645-1772</b> Spanish: <b>1-888-732-9020</b> TTY: <b>1-800-346-9188</b></p>
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- **Life planning financial & legal resources:** A service initiated by a claim to provide financial and legal services as well as grief support and referral for up to 12 months.<sup>4</sup>

## What features are included?

- **Portability:** All ported insureds will continue to pay at the active group rates.
- **Conversion:** You may be eligible to convert your coverage to a cash value policy without proof of good health when coverage ends under the group certificate.
- **Waiver of premium:** If included in your plan, premium payments are waived if you become disabled.

## Can I apply for guaranteed issue coverage for my spouse or dependent children at the initial enrollment?

Yes, but their coverage will not be effective if they are currently totally disabled. Being totally disabled<sup>5</sup> means the inability to perform two or more activities of daily living, being confined in a hospital or similar institution, or being unable to attend school outside the home (for a dependent child ages age 5 up to age 26). The ability to work does not determine disability. You can pay premiums on insurance for your dependents with no health questions asked. However, coverage isn't effective until the earlier of the date they are no longer totally disabled or two years after the date that coverage would have otherwise become effective for the spouse or dependent child. This provision does not apply to newborn children born while dependent insurance is in effect.

This policy has exclusions and limitations. For cost and complete details, see your Colonial Life benefits counselor. Applicable to policy number GTL1.0-P and certificate number GTL 1.0-C (including state abbreviations where used). Coverage may vary by state and may not be available in all states. This is not an insurance contract and only the actual policy provisions will control.

1 The maximum benefit is 50% of your benefit, up to \$250,000 in NE.

2 A life expectancy of 24 months or less in IL, KS, MA, TX and WA.

3 In WA, minimum face amount available is \$25,000.

4 LifeWorks Employee Assistance Program and Life Planning Financial & Legal Resources is provided by Ceridian Corporation. This service is available with Colonial Life & Accident Insurance Company's Group Term Life offering. Exclusions, limitations and prior notice requirements may apply, and service features, terms and eligibility criteria are subject to change. Ceridian Corporation is not engaged in rendering legal advice. Users should consult with their own attorneys. The services are not valid after termination of coverage and may be withdrawn at any time. Please contact the company for full details.

5 In ID, NH and TX, the definition of total disability does not include Activities of Daily Living (ADL) requirements.



## Summary of Basic and Voluntary Group Term Life Benefits For Buncombe County Schools

### Eligibility Guidelines

- All active employees working a minimum of 30 hours or more per week on a regular basis.
- Eligible spouses and dependent children (up to age 26) also qualify for coverage if employee purchases coverage.

### Built-in-Benefits

#### Accelerated Death Benefit

- An insured can advance up to 75% of their death benefit to a maximum of \$150,000 if diagnosed with a terminal illness and given 12 months or less to live.
- Benefit amount discounted for 12 months.

#### LifeWorks Employee Assistance Program

- Provides online, telephonic, and in-person services to all employees with GTL 1.0 coverage and includes will preparation assistance.

#### Life Planning Financial and Legal Service

- Provides terminally ill employees and designated beneficiaries financial, legal, and emotional support in dealing with death and loss.

### Portability

- Employees and their spouse and dependent children may continue coverage when the employee leaves his job, reduces hours below the minimum required or retires.
- All ported insurance will continue to pay the active group rates.
- Evidence of insurability is not required at time of port.

### Conversion

- Right to convert to an individual level premium whole life plan then in use by us without proof of good health.



**Waiver of Premium**

- Included for all coverages purchased. Based on employee’s total disability that occurs before age 65, lasts to age 65 or retirement with a 270 day elimination period. Total disability means unable to perform any occupation.

**Benefit Reduction Due to Age**

- When an employee turns 70, coverage reduces to 65% of the face amount in effect just prior to age 70.
- When an employee turns 75, coverage reduces to 50% of the face amount in effect just prior to age 70.
- Policies issued to individuals over age 70 initially are automatically reduced in accordance with the schedule above.
- Spouses experience the same reduction schedule, but it is based on the spouse's age.

**Group Term Life Exclusions**

Insurance delayed for employees not in active employment because of injury, sickness, temporary layoff, or leave of absence on date of insurance otherwise effective.

24 month suicide exclusion applies to initial amounts of insurance and any increases.

**Employer Paid Basic Term Life Insurance**

- \$7,000 benefit – no cost to the employee

<b><u>Employee Supplemental Life</u></b>	<b><u>10-month (10-deductions)</u></b>	<b><u>10-month semi-monthly (20 ded.)</u></b>
Increments of \$10,000 to a maximum of \$500,000 Or the lesser of 5x salary	\$0.199 per \$1,000	\$0.0995 per \$1,000
<b><u>Spouse Supplemental Life</u></b>		
Increments of \$5,000 to a maximum of \$500,000 not to exceed 100% of the Employee Supplemental Life amount	\$0.276 per \$1,000	\$0.138 per \$1,000
<b><u>Child(ren) Supplemental Life</u></b>		
Increments of \$5,000 to a maximum of \$10,000	\$0.334 per \$1,000	\$0.167 per \$1,000