



Group Term Life Insurance Benefits at a Glance

Convenient, affordable life insurance, offering financial protection for your loved ones.

For the employees of:

Clear Creek Independent School District



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

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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.

What is Accidental Death Insurance?

Accidental Death Insurance pays a benefit to your beneficiary, separate from the life insurance benefit, if you 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 active employees who work in a Teacher Retirement System (TRS) eligible position working a minimum of 15 hours per week.
- Your spouse*—under age 70. If your spouse is covered under the policy as an employee, then your spouse is not eligible for coverage under the spouse rider/benefit. Supplemental Spouse Coverage is available only if Employee Supplemental Life Insurance is elected.
- Your children—to age 26. If both you and your spouse are covered under the policy as employees, then only one, but not both, may cover the same children under the children’s rider/benefit. If the parent who is covering the children stops being insured as an employee, then the other parent may apply for children’s coverage.

**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?

- Basic Dependent Life and AD&D Insurance
 - Your employer provides you with Basic Life Insurance and Basic AD&D Insurance of \$25,000. There is no cost to you for this insurance.
 - Basic Dependent Life is available for an additional cost. You can cover your spouse for \$10,000 and eligible children for \$5,000. The cost of this coverage is the same whether you are a single parent with one child or married with many eligible children.
- Voluntary Life Insurance
 - Eligible employees may elect Supplemental Life Insurance of \$10,000 to \$550,000 in \$10,000 increments not to exceed 5 times your annual salary.
 - Eligible employees may elect Spouse Supplemental Life Insurance of \$5,000 to \$250,000 in \$5,000 increments not to exceed 100% of your approved employee Supplemental Life Insurance amount.
 - Eligible employees may elect Children Supplemental Life Insurance of \$2,000 to \$10,000 in \$2,000 increments. Children from birth to 1 months of age covered for \$2,000.

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- Voluntary AD&D Insurance
 - Eligible employees may elect Supplemental AD&D Insurance \$10,000 to \$550,000 in \$10,000 increments not to exceed 5 times your annual salary.
 - If you only elect spouse coverage, your spouse coverage will be 60% of your employee Supplemental AD&D coverage amount.
 - If you only elect children coverage, your children coverage will be 10% of your employee Supplemental AD&D coverage amount.
 - If you elect both spouse and children coverage:
 - Spouse AD&D coverage will be 50% of your employee Supplemental AD&D coverage amount.
 - Children AD&D coverage will be 10% of your employee Supplemental AD&D coverage amount.

**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.*

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.

How much does my life insurance cost?

Employee 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 September 1, 2021.

Basic Dependent Life Rates

Monthly Rate

\$1.46

Monthly cost for all eligible dependents.

Employee and Spouse Supplemental Life Insurance Rates

Employee /Spouse Age	Monthly Rate per \$1,000 of Coverage	
	Employee	Spouse
Under 30	\$0.034	\$0.037
30-34	\$0.040	\$0.044
35-39	\$0.060	\$0.065
40-44	\$0.087	\$0.095
45-49	\$0.129	\$0.140
50-54	\$0.202	\$0.220
55-59	\$0.328	\$0.356
60-64	\$0.497	\$0.540
65-69	\$0.944	\$1.026
70-74	\$1.573	N/A
75 +	\$4.099	N/A

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

Coverage Type	Monthly Rate per \$1,000 of Coverage
Employee Supplemental AD&D	\$0.025
Family Supplemental AD&D	\$0.040

Children Life Insurance Rates

Monthly Rate per \$1,000 of Coverage

\$0.10

Monthly cost for all eligible children.

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: _____

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

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 \$250,000 or up to 5 times your annual salary, whichever is less, during the current enrollment period without providing evidence of insurability.
 - If you are not currently enrolled for Supplemental Life Insurance, you may elect up to \$20,000 or 5 times your annual salary, whichever is less, 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 by 2 plan increments or \$20,000 up to a total coverage amount of \$250,000 or 5 times your annual salary, whichever is less, during the current enrollment period without providing evidence of insurability.
- 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 \$50,000 during the current enrollment period without providing evidence of insurability on your spouse.
 - If you are not currently enrolled for Spouse Supplemental Life Insurance, you may elect up to \$10,000 during the current enrollment period without providing evidence of insurability on your spouse.
 - If you currently have Spouse Supplemental Life Insurance, you may elect to increase your coverage amount by 2 plan increments or \$10,000 up to a total coverage amount of \$50,000 during the current enrollment period without providing evidence of insurability on your spouse.
- 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 up to \$10,000 during the current enrollment period without providing evidence of insurability on your children.
 - If you are not currently enrolled for Children Supplemental Life Insurance, you may elect up to \$10,000 during the current enrollment period without providing evidence of insurability on your children.
 - If you currently have Children Supplemental Life Insurance, you may elect to increase your coverage amount to \$10,000 during the current enrollment period without providing evidence of insurability on your children.
- When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.

Will my benefits decrease as I get older?

- For you - Benefit amount(s) reduce to 65% of original coverage at age 65, to 45% of original coverage at age 70, 30% of original coverage at age 75 and to 20% of original coverage at age 80 and after.
- For your spouse – No age reductions. Coverage terminates at age 70.
- Your payroll deductions will be adjusted to pay premium based on the new benefit amount(s).

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 Europ Assistance USA, Bethesda, MD.

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How do I enroll?

You are eligible to enroll in any employee-paid benefits during the District's annual enrollment or during your first 31 days following your initial date of eligibility. Please contact the CCISD Benefits Department to confirm applicable dates. Coverage for District-paid benefits is automatic if you are at work full-time on your scheduled effective date of coverage.

Who do I contact with questions?

For more information, please call the Voya Employee Benefits Customer Service Team at (800) 955-7736.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company, a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

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