

## Jefferson County Public Schools

### Summary of Group Term Life and Accidental Death and Personal Loss (AD&PL) Benefits

#### Your Group Life Insurance Benefits

Minding what matters most – the ones you love

#### Am I eligible for coverage?

You qualify if you are an active full-time employee working **at least 20 hours a week**. You must be working in an eligible group as defined by your employer. If you are a new hire or have not been previously covered by your employer's plan, you may need to complete a probationary or waiting period before your coverage begins.

#### 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 upon the annual enrollment effective date.

\*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 known as Evidence of Insurability (EOI) to enroll?\*

**Currently Covered: Special Enrollment Opportunity 4/1-6/15/2019.**

**EOI is not required** for you and your dependents to increase coverage up to specific Guaranteed Issue Amounts\*. See page 2 for details.

**Late Applicant** (did not enroll during your initial eligibility period):

**Special Enrollment Opportunity 4/1-6/15/2019. EOI is not required** for you and your dependents to elect coverage up to specific Guaranteed Issue Amounts\*. See page 2 for details.

**New hire/Newly eligible: EOI is not required** to enroll up to the Guaranteed Issue Amount during your **31-day** period of initial eligibility. If you don't enroll, you will be considered a "**late applicant**." During future enrollments, you may be required to submit EOI for any amount of coverage.

\*EOI (medical questionnaire) is required for amounts above the Guaranteed Issue maximum. Coverage

##### When will coverage that requires (EOI) begin?\*

Coverage will begin after Aetna approves your EOI. If your EOI is not approved, your coverage will be limited to any Guaranteed Issue amount that may apply.

\* You must be actively-at-work for coverage to begin, or any increases to take effect.

#### What is Life and AD&PL coverage?

**Group Term Life Insurance** helps provide financial protection for those who rely on your income if something happens to you. Term life insurance is a simple and inexpensive form of life insurance, which builds no cash value.

**AD&PL** pays a benefit in addition to your life insurance, if you die as a result of an accident. Additional benefits are also paid for loss of limb or sight or hearing or speech, and other serious injuries or conditions, like paralysis or coma, caused by an accident.

#### How much coverage can I buy and how much will it cost?

You can buy coverage called combined Optional Life and AD&PL insurance for yourself and your spouse and children.



Jefferson County Public Schools  
Your Summary of Group Term Life and AD&PL Benefits

Optional Life and AD&PL Combined Coverage

Available Coverage Amounts	
<b>You:</b>	Increments of <b>\$10,000</b> up to a maximum of <b>\$300,000</b>
<b>Your Spouse:</b>	Increments of <b>\$10,000</b> up to a maximum of <b>\$150,000</b>
<b>Your Child(ren):</b>	Increments of <b>\$2,500, \$5,000 and \$10,000</b>

Guaranteed Issue Amounts	
New Hire/Newly Eligible*	
<b>You:</b>	<b>\$200,000</b>
<b>Your Spouse:</b>	<b>\$50,000</b>
<b>Your Child(ren):</b>	<b>\$10,000</b>

**\*New Hire/Newly Eligible:** Enroll without EOI during your initial eligibility period. See page 1, or your policy documents, for more information.

Employee must buy optional coverage to buy dependent coverage.

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

Child(ren) Eligibility: Live birth to age 26.

Please note: Child(ren) from Live birth up to 14 days will be limited to a benefit of \$500.

Spouse rates are based on Employee's age.

**During this Special Enrollment Period**

*Enroll, or increase current coverage, up to specified amounts without EOI*

- **You (currently covered):** Increase coverage in \$10,000 increments up to \$100,000, not to exceed a guaranteed issue maximum of \$200,000
- **You (not currently covered):** Elect coverage in \$10,000 increments up to \$100,000
- **Spouse (currently covered):** Increase coverage in \$10,000 increments up to \$20,000, not to exceed to a guaranteed issue maximum of \$50,000
- **Spouse (not currently covered):** Elect coverage in \$10,000 increments up to \$20,000
- **Child(ren):** Enroll, or increase coverage up to a maximum of \$10,000

Amounts requested above specified amounts will require EOI.

Applicants previously declined for coverage and late applicants applying after this special enrollment will need to provide EOI for any amount of coverage.

**Monthly Rates for Term Life and AD&PL Insurance (rate per \$1 ,000)\***

Age bands	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
Employee	0.065	0.065	0.074	0.093	0.102	0.111	0.156	0.228	0.410	0.618	1.171	1.887	1.887
Spouse	0.065	0.065	0.074	0.093	0.102	0.111	0.156	0.228	0.410	0.618	1.171	1.887	1.887

**Child(ren): \$0.37** per \$2,500 of coverage



## Jefferson County Public Schools Your Summary of Group Term Life and AD&PL Benefits

### Optional AD&PL Coverage

Coverage Amounts	
<b>You:</b>	Increments of <b>\$10,000</b> up to a maximum of <b>\$300,000</b>
<b>Your Spouse:</b>	Increments of <b>\$10,000</b> up to a maximum of <b>\$150,000</b>
<b>Your Child(ren):</b>	Increments of <b>\$2,500</b> up to a maximum of <b>\$10,000</b>

When you enroll in Voluntary Term Life coverage, you will automatically be enrolled in an equal amount of Voluntary AD&PL. Your Voluntary AD&PL rate is included in your Voluntary Term Life rate.

#### Reductions that apply to Life Insurance

Your coverage will reduce as you age.

#### Your coverage will reduce as follows:

At age 70 your coverage will reduce by 35% of the original amount.  
At age 75 your coverage will reduce by 58% of the original amount.  
At age 80 your coverage will reduce by 72% of the original amount.  
At age 85 your coverage will reduce by 80% of the original amount.

### What additional features should I know about?

#### Extension of Life Insurance

for permanently and totally disabled employees

If you are unable to work at any job due to an injury or illness for an extended period of time, you may be eligible to have your life insurance coverage continued without paying premiums.

#### Accelerated Death Benefit Provision

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

#### AD&PL 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 a covered 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 covered 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 Group Term Life policy to a Whole Life Policy.

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



**Jefferson County Public Schools**  
**Your Summary of Group Term Life and AD&PL Benefits**

**Portability**

If your coverage ends, you can continue coverage as a Term Life Policy

You have an additional option to conversion. You can continue your optional life insurance as a Term Life 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 apply for portability without answering any medical questions.

**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: 40 year old, \$150,000 Benefit, paid Bi-Monthly/24	
Step 1:	\$150,000 / 1000 = 150 Units
Step 2:	150 x 0.111 (40 year old rate) = \$16.65 Premium Per Month
Step 3:	\$16.65 x 12 = \$199.8 / 24 = \$8.33 Bi-Monthly/24 Payroll Deduction



**Jefferson County Public Schools**  
**Your Summary of Group Term Life and AD&PL Benefits**

**Combined  
Optional Term Life  
and AD&PL**

**Sample Employee and Spouse Coverage Amounts and Bi-Monthly Premiums**

Age	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000	\$60,000	\$70,000	\$80,000	\$90,000	\$100,000	\$110,000
<20	\$0.33	\$0.65	\$0.98	\$1.30	\$1.63	\$1.95	\$2.28	\$2.60	\$2.93	\$3.25	\$3.58
20-24	\$0.33	\$0.65	\$0.98	\$1.30	\$1.63	\$1.95	\$2.28	\$2.60	\$2.93	\$3.25	\$3.58
25-29	\$0.37	\$0.74	\$1.11	\$1.48	\$1.85	\$2.22	\$2.59	\$2.96	\$3.33	\$3.70	\$4.07
30-34	\$0.47	\$0.93	\$1.40	\$1.86	\$2.33	\$2.79	\$3.26	\$3.72	\$4.19	\$4.65	\$5.12
35-39	\$0.51	\$1.02	\$1.53	\$2.04	\$2.55	\$3.06	\$3.57	\$4.08	\$4.59	\$5.10	\$5.61
40-44	\$0.56	\$1.11	\$1.67	\$2.22	\$2.78	\$3.33	\$3.89	\$4.44	\$5.00	\$5.55	\$6.11
45-49	\$0.78	\$1.56	\$2.34	\$3.12	\$3.90	\$4.68	\$5.46	\$6.24	\$7.02	\$7.80	\$8.58
50-54	\$1.14	\$2.28	\$3.42	\$4.56	\$5.70	\$6.84	\$7.98	\$9.12	\$10.26	\$11.40	\$12.54
55-59	\$2.05	\$4.10	\$6.15	\$8.20	\$10.25	\$12.30	\$14.35	\$16.40	\$18.45	\$20.50	\$22.55
60-64	\$3.09	\$6.18	\$9.27	\$12.36	\$15.45	\$18.54	\$21.63	\$24.72	\$27.81	\$30.90	\$33.99
65-69	\$5.86	\$11.71	\$17.57	\$23.42	\$29.28	\$35.13	\$40.99	\$46.84	\$52.70	\$58.55	\$64.41
70-74	\$9.44	\$18.87	\$28.31	\$37.74	\$47.18	\$56.61	\$66.05	\$75.48	\$84.92	\$94.35	\$103.79
75+	\$9.44	\$18.87	\$28.31	\$37.74	\$47.18	\$56.61	\$66.05	\$75.48	\$84.92	\$94.35	\$103.79

**Combined  
Optional Term Life  
and AD&PL**

**Sample Employee and Spouse Coverage Amounts and Bi-Monthly Premiums**

Age	\$120,000	\$130,000	\$140,000	\$150,000	\$160,000	\$170,000	\$180,000	\$190,000	\$200,000
<20	\$3.90	\$4.23	\$4.55	\$4.88	\$5.20	\$5.53	\$5.85	\$6.18	\$6.50
20-24	\$3.90	\$4.23	\$4.55	\$4.88	\$5.20	\$5.53	\$5.85	\$6.18	\$6.50
25-29	\$4.44	\$4.81	\$5.18	\$5.55	\$5.92	\$6.29	\$6.66	\$7.03	\$7.40
30-34	\$5.58	\$6.05	\$6.51	\$6.98	\$7.44	\$7.91	\$8.37	\$8.84	\$9.30
35-39	\$6.12	\$6.63	\$7.14	\$7.65	\$8.16	\$8.67	\$9.18	\$9.69	\$10.20
40-44	\$6.66	\$7.22	\$7.77	\$8.33	\$8.88	\$9.44	\$9.99	\$10.55	\$11.10
45-49	\$9.36	\$10.14	\$10.92	\$11.70	\$12.48	\$13.26	\$14.04	\$14.82	\$15.60
50-54	\$13.68	\$14.82	\$15.96	\$17.10	\$18.24	\$19.38	\$20.52	\$21.66	\$22.80
55-59	\$24.60	\$26.65	\$28.70	\$30.75	\$32.80	\$34.85	\$36.90	\$38.95	\$41.00
60-64	\$37.08	\$40.17	\$43.26	\$46.35	\$49.44	\$52.53	\$55.62	\$58.71	\$61.80
65-69	\$70.26	\$76.12	\$81.97	\$87.83	\$93.68	\$99.54	\$105.39	\$111.25	\$117.10
70-74	\$113.22	\$122.66	\$132.09	\$141.53	\$150.96	\$160.40	\$169.83	\$179.27	\$188.70
75+	\$113.22	\$122.66	\$132.09	\$141.53	\$150.96	\$160.40	\$169.83	\$179.27	\$188.70



Jefferson County Public Schools- -  
Your Summary of Group Term Life and AD&PL Benefits

Combined Optional  
Term Life and AD&PL  
Child(ren) Coverage Amounts and Bi-Monthly Premiums

	\$2,500	\$5,000	\$10,000
Child(ren)	\$0.18	\$0.37	\$0.74

**Life insurance plans/policies are offered and/or underwritten by Aetna Life Insurance Company (Aetna).**  
Insurance plans contain exclusions and limitations. See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Policies may not be available in all states, and rates and benefits may vary by location. Policies are subject to United States economic and trade sanctions. Policy form numbers issued in Idaho and Oklahoma include: **GR-9/GR-9N and/or GR-29/GR-29N.**