Voluntary term life

Voluntary term life monthly rate[16] per $1,000 all members		
Age	Employee	Spouse
29 & under	$ 0.062	$ 0.062
30-34	$ 0.074	$ 0.074
35-39	$ 0.101	$ 0.101
40-44	$ 0.154	$ 0.154
45-49	$ 0.226	$ 0.226
50-54	$ 0.353	$ 0.353
55-59	$ 0.561	$ 0.561
60-64	$ 0.860	$ 0.860
65-69	$ 1.334	$ 1.334
70 & above	$ 2.195	$ 2.195

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all members

Features	Benefits	Details
Employee increment	$10,000	
Employee minimum	$10,000	
Employee maximum	$500,000	
Employee guarantee issue	Required for life insurance amounts greater than: Under age 70: $200,000 Age 70 and over: $10,000	
Spouse increment	$5,000	Employee coverage is required for spouse to elect coverage.
Spouse minimum	$5,000	
Spouse maximum	$200,000	Spouse benefits cannot exceed 100% of the employee's coverage.
Spouse guarantee issue	Required for life insurance amounts greater than: Under age 70: $30,000 Age 70 and over: $10,000	
Accidental Death & Dismemberment	Included	Included. Benefit equal to the base voluntary term coverage. This is automatically included for employees and spouse electing voluntary term life insurance.

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Child(ren) benefit	$10,000 $20,000	Employee coverage is required for child(ren) to elect coverage. One dollar amount can be elected for eligible children 14 days of age or older. For eligible children under 14 days of age, employees who elect child coverage receive $1,000 of coverage. Child benefits cannot exceed 100% of the employee's coverage. Eligible dependents include the employee's child(ren) under age 26. Additional eligibility requirements may apply.
Benefit age reduction	35% reduction at age 65, and an additional 15% reduction at age 70.	Age reductions will apply to both the employee and spouse. Age reductions apply to the benefit amount after proof of good health.
Portability	To age 70	Employees may continue coverage for themselves and any covered dependents until age 70 if the employee ceases to qualify as a member. The employee or spouse must enroll within 60 days from the date they cease to qualify as a member. Maximum age requirements apply. Portability is not available if: coverage is continued during disability / the employee has received accelerated benefits / individual purchase rights have been exercised / the employee dies / a dependent no longer meets the eligibility requirements.

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Additional benefits	
Accelerated benefits	Terminally ill employees may be eligible to receive up to 75% of their life insurance benefit up to $250,000, if their life expectancy is 24 months or less (as diagnosed by a physician) and the death benefit is at least $10,000. When an employee uses the accelerated benefit, the death benefit is reduced by the accelerated benefit payment. There are possible tax consequences to receiving an accelerated benefit payment and the employee should contact a tax advisor for details. Receipt of accelerated benefits could also affect eligibility for public assistance.
Coverage during disability	If an employee becomes totally disabled before age 60, coverage will continue and premium will be waived. The employee must be totally disabled for 12 months or unable to perform at least two activities of daily living for 1 month before the waiver begins. Coverage continues without premium payment until the employee recovers or turns age 65, whichever occurs first. No benefits will be paid for any disability that results from: willful self-injury or self-destruction, while sane or insane / war or act of war / voluntary participation in an assault, felony, criminal activity, insurrection, or riot.
Accidental Death & Dismemberment	Benefit is paid when the loss occurs within 12 months of the accident. • Full benefit – Loss of life, loss of both hands, both feet, sight of both eyes, one hand and sight of one eye, one foot and sight of one eye, or one hand and one foot. • Half the benefit – Loss of one hand, one foot, or sight of one eye. • One fourth the benefit – Loss of thumb and index finger on the same hand. Additional AD&D benefits: • Standard package – seatbelt/airbag, education, repatriation, loss of use/paralysis, loss of speech and/or hearing, exposure, disappearance.
Individual purchase rights	Several circumstances exist where employees and covered dependents can convert to individual policies. Upon coverage termination, employers are required to inform employees of their right to convert to an individual policy without proof of good health. The purchase amount varies depending on the termination situation.

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Additional information	
Participation	20% or 5 lives, whichever is greater. All eligible employees may enroll for coverage.
Eligibility	Employee: Eligible employees include all active, full-time employees living in the United States (except part-time, seasonal, temporary or contract employees) who work at least 30 hours per week. Employees must be enrolled with coverage before it can be offered to their dependents. Dependent: Eligible dependents include the employee's spouse and children. Additional eligibility requirements may apply.
Express claim processing	For claims meeting certain criteria, decisions are reached without the employer or beneficiary submitting paperwork.
Open enrollment	One month before the policy anniversary date, an employee can request to add or increase existing life insurance coverage for themselves or eligible dependents up to two benefit increments without providing proof of good health, not to exceed the maximum life insurance benefit allowed. Higher amounts of coverage can be requested, but will require approval of proof of good health.
Life benefit limitations and exclusions	Benefits are not paid if you or your dependents are outside the United States for certain reasons for more than six months.
AD&D limitations	Unless otherwise covered in the policy or required by state or federal law, AD&D benefits are not paid for losses resulting from: disease or treatment of disease or complications following the surgical treatment of disease / participation in certain criminal activities / participation in certain activities such as flying, ballooning, parachuting, parasailing, bungee jumping or other aeronautic activities / duty as a member of a military organization / war or act of war / the use of alcohol, if the insured's alcohol concentration level exceeds the legal limit in the jurisdiction where the injury occurs / the insured's operation of a motor vehicle or motor boat if the insured's alcohol concentration level exceeds the legal limit in the jurisdiction where the injury occurs / the insured's use of certain drugs, narcotics or hallucinogens not prescribed by a licensed physician / intoxication or being under the influence of a narcotic unless administered on the advice of a licensed physician.