

# Group Term Life Insurance

## Enrollment at a Glance

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

## For employees of Tulare County

### 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.

### Why do I need life insurance?

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 working 20 or more 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. Coverage is available only if Employee Supplemental Life Insurance is elected.
- Your children—to age 26. Coverage is available only if Employee Supplemental Life Insurance is elected. 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.

### What amount of coverage am I eligible for?

- For you— Eligible employees may elect Supplemental Group Term Life Insurance of \$10,000 to \$500,000 in \$5,000 increments.
- For your spouse\*— Eligible employees may elect Spouse Supplemental Life Insurance \$5,000 to \$50,000 in \$5,000 increments. Coverage is limited to 100% of the total amount of employee Supplemental Life Insurance.
- For your children— Eligible employees may elect Children Supplemental Life Insurance of \$10,000. Coverage is limited to 100% of the employee’s coverage amount.

### What does my life insurance include?

The benefits listed below are included with your life insurance coverage.

- Accelerated Death Benefit: If you are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living.
- 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 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 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.

*\*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.*

## How much does my life insurance cost?

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 January 1, 2024.

### Employee and Spouse\* Supplemental Life Insurance Rates

Age	Semi Monthly (24) per \$1,000 of Coverage
Under 25	\$0.0340
25-29	\$0.0405
30-34	\$0.0540
35-39	\$0.0610
40-44	\$0.0675
45-49	\$0.0945
50-54	\$0.1485
55-59	\$0.2770
60-64	\$0.4320
65-69	\$0.8305
70 +	\$1.3435

The rates are per individual.

### Children Life Insurance Rates

Coverage Levels	Semi Monthly Cost
\$10,000	\$1.00

One monthly cost covers all eligible children.

Use the steps below to calculate your premium 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— Eligible employees may elect Supplemental Group Term Life Insurance of \$10,000 to \$500,000 in \$5,000 increments.
- For your spouse\*— Eligible employees may elect Spouse Supplemental Life Insurance \$5,000 to \$50,000 in \$5,000 increments. Coverage is limited to 100% of the total amount of employee Supplemental Life Insurance.
- For your children— Eligible employees may elect Children Supplemental Life Insurance of \$10,000. Coverage is limited to 100% of the employee's coverage amount.

### New Hires

- For you—You may elect up to \$200,000 of Supplemental Life Insurance without providing evidence of insurability.
- For your spouse\*—You may elect up to \$50,000 of Supplemental Life Insurance on your spouse without providing evidence of insurability.
- For your children—You may elect \$10,000 of Supplemental Life Insurance on your children without providing evidence of insurability.
- If you elect higher amount(s), you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.

## Will my benefits decrease as I get older?

- For you—Benefit amount(s) reduce to 50% of original coverage at age 70 and to 25% of original coverage at age 75 and after.
- For your spouse\*— Benefit amount(s) reduce to 50% of original coverage at age 70 and to 25% of original coverage at age 75 and after.
- Your payroll deductions will be adjusted to pay premium based on the new benefit amount(s).

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## Exclusions

### What is not covered?

Supplemental Life Insurance coverages have a two year suicide exclusion from the effective date of coverage or an increase in coverage.

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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