



## GROUP ADDITIONAL LIFE AND AD&D INSURANCE

We can help provide for your family when you can't.

Group Additional Life and Accidental Death and Dismemberment (AD&D) insurance can help protect your family's finances if something happens to you. This coverage can help provide financial support and stability to your family if you pass away or have a serious accident.

**Additional Life and AD&D insurance can help make things easier for the people you care about.**

**Life insurance** helps protect the people who depend on your income by paying them an amount of money specified in the policy if you die.

**AD&D insurance** pays an amount of money specified in the policy if a covered accident results in your death or a severe physical loss, such as a hand, a foot or your eyesight.

Life and AD&D insurance is an easy, responsible way to help your loved ones during a difficult time — and into the future.

### **What's at stake.**

A death or serious accident might leave your family facing expenses they couldn't cover without your income. That could include extra costs for medical care or a funeral.

You're covered under Basic Life insurance if you take no action, provided you meet the eligibility requirements. But if Basic Life insurance doesn't meet your needs, you can apply for additional coverage. **Plan now to help your family cover future expenses like:**



**Tuition**



**Child Care**



**Housing Costs**



**Daily Living Expenses**

# Life Insurance

## How Much Can I Apply For?

The coverage amount for your spouse cannot exceed 100 percent of your combined Basic and Additional Life coverage.

The coverage amount for your child(ren) cannot exceed 100 percent of your combined Basic and Additional Life coverage.

### For You:

**Class 1, 2 and 3:** Your choice of one of the following options:

- **Option 1:** \$50,000, less the amount of your Plan 1 (basic) Life Insurance.
- **Option 2:** 2 times your Annual Earnings, less the amount of your Plan 1 (basic) Life Insurance. The combined maximum amount of Plan 1 and Plan 2 is \$1,000,000 and the minimum amount is \$20,000.
- **Option 3:** 3 times your Annual Earnings, less the amount of your Plan 1 (basic) Life Insurance. The combined maximum amount of Plan 1 and Plan 2 is \$2,000,000 and the minimum amount is \$20,000.
- **Option 4:** 4 times your Annual Earnings, less the amount of your Plan 1 (basic) Life Insurance. The combined maximum amount of Plan 1 and Plan 2 is \$2,000,000 and the minimum amount is \$20,000.
- **Option 5:** 5 times your Annual Earnings, less the amount of your Plan 1 (basic) Life Insurance. The combined maximum amount of Plan 1 and Plan 2 is \$2,000,000 and the minimum amount is \$20,000.
- **Option 6:** 6 times your Annual Earnings, less the amount of your Plan 1 (basic) Life Insurance. The combined maximum amount of Plan 1 and Plan 2 is \$2,000,000 and the minimum amount is \$20,000.
- **Option 7:** 7 times your Annual Earnings, less the amount of your Plan 1 (basic) Life Insurance. The combined maximum amount of Plan 1 and Plan 2 is \$2,000,000 and the minimum amount is \$20,000.

The amount of your Plan 2 Life Insurance will be rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000.

### For Your Spouse:

**Class 1, 2 and 3:** Your choice of one of the following options:

- **Option 1:** \$20,000
- **Option 2:** 50% of the amount of your Life Insurance. The maximum amount is \$200,000.

### For Your Children:

**Class 1, 2 and 3:** \$10,000

## What Is The Guarantee Issue Amount?

Depending on your eligibility, this is the maximum amount of coverage you may apply for during initial enrollment without answering health questions.

### For You:

The Guarantee Issue Amount is any amount elected under Option 1 or 2. Amounts elected under Options 3, 4, 5, 6 or 7 require Evidence Of Insurability, proof of good health.

### For Your Spouse:

Up to \$50,000

## What Does My AD&D Benefit Provide?

### For You:

The AD&D insurance coverage amount matches what you elect for Additional Life insurance.

See the Important Details section for more information, including requirements, exclusions, limitations, age reductions and definitions.

## Additional Feature

**Accelerated Benefit Class 1, 2 and 3:** If you become terminally ill, you may be eligible to receive up to 100 percent of your combined Basic and Additional Life benefit to a maximum of \$500,000.

## How Much Your Coverage Costs

Your Basic Life insurance is paid for by University of Vermont. If you choose to purchase Additional Life coverage, you'll have access to competitive group rates, which may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.



### How Much Your Coverage Costs

How much your premium costs depends on a number of factors, such as your age and the benefit amount. The rates for your coverages are listed below. For some of the plan options (listed on page 2), cost may be shared between you and your employer. **Please contact the University of Vermont HR Department to determine your cost.**

If you buy coverage for your spouse, use your spouse's age to find your monthly spouse rate in the table below.

If you buy Dependents Life for your child(ren), your monthly rate is \$0.26 for each child you cover.

The monthly AD&D rate for your coverage is \$0.02 per \$1,000 of AD&D benefit, and is included in the rate table below.\*

Age (as of January 1)	*Your Rate (Per \$1,000 of Total Coverage)	Your Spouse's Rate (Per \$1,000 of Total Coverage)
<30	\$0.055	\$0.035
30-34	\$0.061	\$0.041
35-39	\$0.068	\$0.048
40-44	\$0.089	\$0.069
45-49	\$0.136	\$0.116
50-54	\$0.206	\$0.186
55-59	\$0.368	\$0.348
60-64	\$0.475	\$0.455
65-69	\$1.049	\$1.029
70+	\$1.689	\$1.669

#### How Much Life Insurance Do You Need?

After a serious accident or death in the family, there are many unexpected expenses.

Your benefits could help your family pay for:

- Outstanding debt
- Your child(ren)'s education
- Burial expenses
- Daily expenses
- Medical bills

To estimate your insurance needs, you'll need to consider your unique circumstances.

## Important Details

Here's where you'll find the nitty-gritty details about the plan.

### Life and AD&D Insurance Eligibility Requirements

A minimum number of eligible employees must apply and qualify for the proposed plan before coverage can become effective. If this requirement is not met, this plan will not become effective.

To be eligible for coverage, you must be:

- Insured for Basic Life insurance through The Standard
- Class 1: Active faculty or staff Members who work full-time for 9 or more months per year or who work a full-time equivalency of 75 percent for 12 months a year
- Class 2: Active faculty Members who work a full-time equivalency of 75 percent for less than 12 months a year.
- Class 3: Active staff Members who work a full-time equivalency of 75 percent for less than 12 months a year.

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

If you buy Additional Life and AD&D insurance for yourself, you may also buy Life coverage for your eligible child(ren) and/or spouse. This is called Dependents Life insurance.

You can choose to cover your spouse, meaning a person to whom you are legally married, or your domestic partner as recognized by law, or your civil union partner.

You may also choose to cover your child. Child means your child from live birth through age 25

Please note:

- Your child cannot be insured by more than one employee.
- Your spouse or child(ren) must not be full-time member(s) of the armed forces.
- You cannot be insured as both an individual and a dependent.

### Medical Underwriting Approval for Life Coverage

Required for:

- Coverage amounts higher than the guarantee issue amount
- All late applications (applying 30 days after becoming eligible)
- Requests for coverage increases
- Reinstatements
- Employees eligible but not insured under the prior life insurance plan

Visit [standard.com/mhs](http://standard.com/mhs) to submit a medical history statement online.

Note: If your family status changes, you may have the ability to apply for coverage or increase your coverage for a limited time without having to submit a medical history statement. Please see your human resources representative or plan administrator for more information.

### Coverage Effective Date for Life Coverage

To become insured, you must:

- Meet the eligibility requirements listed in the previous sections,
- Receive medical underwriting approval (if applicable),
- Apply for coverage and agree to pay premium, and
- Be actively at work (able to perform all normal duties of your job) on the day before the insurance is scheduled to be effective.

If you are not actively at work on the day before the scheduled effective date of your insurance, including any Dependents Life insurance coverages, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee. You may have a different effective date for Life coverage below and above the guarantee issue amount. Contact your human resources representative or plan administrator for further information about the applicable coverage effective date for your insurance, including Dependents Life insurance.

### Life and AD&D Age Reductions

Under this plan, your coverage amount reduces to 67 percent at age 65, to 45 percent at age 70 and to 30 percent at age 75. Your spouse's coverage amount reduces by your spouse's age as follows: to 67 percent at age 65, to 45 percent at age 70 and to 30 percent at age 75. If you or your spouse are age 65 or over, ask your human resources representative or plan administrator for the amount of coverage available.

### Life Insurance Waiver of Premium

Your Life premiums may be waived if you:

- Become totally disabled while insured under this plan,
- Are under age 70, and
- Complete a waiting period of 180 days

If these conditions are met, your Life insurance coverage may continue without cost provided you give us satisfactory proof that you remain totally disabled.

### Life Insurance Portability

If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage from The Standard.

### Life Insurance Conversion

If your insurance reduces or ends, you may be eligible to convert your existing Life insurance to an individual life insurance policy without submitting proof of good health.

### Life Insurance Exclusions

Subject to state variations, you and your dependents are not covered for death resulting from suicide or other intentionally self-inflicted injury, while sane or insane. The amount payable will exclude amounts that have not been continuously in effect for at least two years on the date of death.

### AD&D Benefits

The amount of the AD&D benefit is equal to the amount payable for your Life benefit on the date of the accident. For all other covered losses, the amount is shown as a percentage of the amount payable for the benefit on the date of the accident. No more than 100 percent of the AD&D benefit will be paid for all losses resulting from one accident.

Any loss must be caused solely and directly by an accident within 365 days of the accident. A certified copy of the death certificate is needed to prove loss of life.

All other losses must be certified by a physician in the appropriate specialty determined by The Standard.

Covered loss	Percentage of AD&D payable benefit
Life	100%
One hand or one foot	50%
Sight in one eye[, speech or hearing in both ears]	50%
Two or more of the losses listed above	100%

### AD&D Insurance Exclusions

You are not covered for death or dismemberment caused or contributed to by any of the following:

- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Suicide or other intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared), and any substantial armed conflict between organized forces of a military nature
- Voluntary consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician
- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- Medical or surgical treatment for any of the above

### When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date the group policy, or your employer's coverage under the group policy, terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy

In addition to the above requirements, your Dependents Life coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent.

For more details on when your insurance ends, contact your human resources representative or plan administrator.

### Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information presented in this summary does not modify the group policy, certificate or the insurance coverage in any way.



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at [standard.com](http://standard.com).

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

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