

Summary of Basic and Supplemental Group Term Life Benefits for Union County **Public** Schools

Colonial Life & Accident Insurance Company

1200 Colonial Life Boulevard
Columbia, SC 29210
(803) 798-7000
ColonialLife.com

Eligibility Guidelines

All active employees working a minimum of 30 hours or more per week on a regular basis.

Eligible spouses and dependent children (up to age 26) also qualify for coverage if employee purchases coverage.

Built-in-Benefits

Accelerated Death Benefit	An insured can advance up to 75% of their death benefit to a maximum of \$150,000 if diagnosed with a terminal illness and given 12 months or less to live.
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Benefit amount discounted for 12 months.

Employee Assistance Program	Provides online, telephonic, and in-person services to all employees with GTL 1.0 coverage and includes will preparation assistance
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Life Planning Financial and Legal Service	Provides terminally ill employees and designated beneficiaries financial, legal, and emotional support in dealing with death and loss.
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Portability	Employees and their spouse and dependent children may continue coverage when the employee leaves his job, reduces hours below the minimum required or retires.
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All ported insurance will continue to pay the active group rates. Evidence of insurability is not required at time of port.

Conversion	Right to convert to an individual level premium whole life plan then in use by us without proof of good health.
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Waiver of Premium	Included for all coverages purchased. Based on employee's total disability that occurs before age 65, lasts to age 65 or retirement with a 270 day elimination period. Total disability means unable to perform any occupation.
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Benefit Reduction Due to Age	When an employee turns 70, coverage reduces to 65% of the face amount in effect just prior to age 70.
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When an employee turns 75, coverage reduces to 50% of the face amount in effect just prior to age 70.

Policies issued to individuals over age 70 initially are automatically reduced in accordance with the schedule above.

Spouses experience the same reduction schedule, but it is based on the spouse's age.

Group Term Life Exclusions

Insurance delayed for employees not in active employment because of injury, sickness, temporary layoff, or leave of absence on date of insurance otherwise effective.

24 month suicide exclusion applies to initial amounts of insurance and any increases.

Supplemental Term Life Insurance 12 Monthly Premiums per \$1,000 of covered volume.

Age Band	Employee*	Spouse*
0-99	\$0.16	\$0.16
Voluntary Life – Child*	\$0.14	N/A

* Rates per \$1,000 of covered volume.