

Reliance Standard Basic & Voluntary Term Life

Effective Date: (pending underwriting approval, if applicable)

• This information is a brief description of your coverage and is not a contract. Read your certificate for the exact terms and conditions.

PLAN BASICS

- **Basic Term Life Coverage** is provided to all **full-time employees** of Lee County Government **working 40 hours per week**.
- The amount of **Basic Term Life Coverage** is \$50,000.
- In addition to the Basic Life Insurance that Lee County Government is providing to employees, eligible employees can purchase coverage by enrolling in a **Voluntary Term Life Insurance Plan**.
- The **Basic Employee Life is convertible**.
- The **Dependent /Voluntary Life** coverages are portable and convertible. Please refer to your certificate for eligibility.
- Coverage terminates when the respective employee is no longer employed by Lee County Government.

VOLUNTARY COVERAGE AVAILABLE

Employee:

Apply for Voluntary Life coverage in amounts of \$10,000 to a maximum of \$300,000 (in \$10,000 increments to \$100,000 and \$50,000 increments afterwards).

- If enrolled within 31 days from date of eligibility, new hires are guaranteed coverage up to \$100,000.
- Employees who elect coverage outside their initial 31 day period or are increasing their coverage, **must provide proof of good health satisfactory to the carrier**.

Spouse & Child(ren):

You may also cover your dependents with the following amounts:

- Option 1- **Spouse** - \$5,000 & **Children** - \$5,000
 - Option 2- **Spouse**- \$20,000 & **Children**- \$10,000
- Children** - (covered from live birth through age 20 or through age 24 if a full-time student)

• **It is your responsibility to notify the Human Resources Department in writing when a dependent is ineligible for coverage. Examples of ineligible dependent status are divorce, death, or a child graduates from college.**

- **As an employee, you may elect Optional Dependent coverage without electing Optional Employee coverage.**

PLAN FEATURES

Accelerated Life Benefit

Allows employees to receive a portion of their life insurance if he or she is diagnosed with a terminal illness or physical condition which is reasonably expected to result

in death within 12 months. The Accelerated Life Benefit can be up to 75% of your life insurance.

Waiver of Premium Benefit*

Reliance Standard may continue your Life Insurance without premium payments if you:

- become totally disabled while insured under the group policy
- are under the age of 60
- continuously disabled for 180 consecutive days
- give us satisfactory proof of loss

This benefit ends at age 70.*

BENEFIT REDUCTION SCHEDULE : Benefits will begin reducing as follows:

Age when reduction occurs:	65	70
Reduces to:	65%	50%

COVERED MEMBERS

An active employee of Lee County Government working 40 hours per week.

PORTABILITY

If you are under age 65 and your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage. Please see your Human Resources representative for additional information. This is subject to state variations.

CONVERSION

If your coverage terminates while you are covered under the plan, you may purchase without medical evidence of insurability, any individual insurance policy, except a term or universal policy, This also includes a policy with disability, accidental death, or other additional benefits or a policy in an amount we issue for the form of life insurance you select. You must apply for this policy within 31 days after the date your coverage terminates. This privilege applies to insurance continued under Waiver of Premium, but excluding AD&D insurance.

ACCIDENTAL DEATH AND DISMEMBERMENT

Benefits under this coverage are payable as described in your certificate. All active employees have Basic Accidental Death and Dismemberment coverage.

EXCLUSIONS

AD&D Insurance Benefits are not payable for death or dismemberment caused or contributed to by:

- war or act of war, declared or undeclared, whether civil or international, and any substantial armed conflict between organized forces of a military nature
- suicide or other intentionally self-inflicted injury
- committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician

SCHEDULE OF BENEFITS

- **Basic Employee** Life & AD&D - **\$50,000** (at no cost to you, paid by Lee County Government)

Voluntary **Employee** Life Coverage

<u>Face Amount</u>	<u>Rates (based on 24 pay periods)</u>
\$10,000	\$1.20
\$20,000	\$2.40
\$30,000	\$3.60
\$40,000	\$4.80
\$50,000	\$6.00
\$60,000	\$7.20
\$70,000	\$8.40
\$80,000	\$9.60
\$90,000	\$10.80
\$100,000	\$12.00
\$150,000	\$18.00
\$200,000	\$24.00
\$250,000	\$30.00
\$300,000	\$36.00

- Amounts over \$100,000 will require you to complete a health statement.

- Voluntary **Dependent** Life Coverage

Option 1- \$5,000 on Spouse & \$5,000 on Child(ren) = \$.92 (per pay period)

Option 2 - \$20,000 on Spouse & \$10,000 on Child(ren) = \$2.95 (per pay period)

- Children means as many children as you may have

PLAN SPONSOR

Lee County Government
106 Hillcrest Drive
Sanford NC 27330
919.718.4615

This is neither an Insurance Contract nor a Summary Plan Description and only the actual policy provisions will prevail. All information in this booklet including premiums are subject to change. All policy descriptions are for informational purposes only.

Customer Service and Claims

800.351.7500 (8am - 7pm)

