

# *Sun Life Group Term Life Plan*

**Effective Date: July 1, 2015**

## **Basic Life Insurance**

This insurance coverage is provided by your employer at no premium cost to you.

## **Voluntary Life Insurance**

Your employer-paid basic life coverage provides important life insurance for you, but you may need to add to that coverage. Now you can... at low group insurance premium rates and through convenient payroll deduction.

To help meet this need, you have the opportunity to elect and pay for additional group life insurance under the voluntary portion of your Cafeteria Benefits program to go along with any other life insurance coverage you may have. Coverage is also available for your eligible dependents.

## **Features**

Sun Life's coverage features easy eligibility and simple enrollment procedures. Furthermore, automatic payroll deductions simplify paperwork. This means less bookkeeping for you and less worries about a lapse in coverage due to missed payments.

## **Low Cost**

Your premium cost is lower than for comparable insurance on an individual basis due to the "wholesale" economies inherent in group term life insurance. Additionally, the system absorbs the cost of administering the life insurance coverage which is issued and underwritten by Sun Life - a leader in the field of group insurance.

## **Eligibility**

You will be eligible to apply for insurance up to the guaranteed issue amount if you are a permanent, full-time employee.

## **Enrollment**

Enrollment is simple - just fill out, date and sign the enrollment card provided by your employer. Make sure you supply all required information and return the required forms to your employer's benefits office timely. That's all to apply. You will be notified as to when coverage starts. Employee currently approved for group life insurance will not have to fill out a new enrollment card, however, you may wish to consider updating your beneficiary designation.

## **Beneficiary**

You have the right to designate the beneficiary of your choice under your coverages. You are automatically the beneficiary under the dependent life insurance.

## **When Insurance Starts**

Your Basic Life Insurance becomes effective on the date of your eligibility if you are actively at work; otherwise and when eligible, on the first day of the coverage month after you return to active work.

Coverage will not become effective for any dependent who is confined in a medical facility on the date coverage would otherwise become effective. If you meet the eligibility requirements described in the policy on the date of enrollment and for your Voluntary Life Insurance to begin, coverage will become effective on the next first day of a coverage month provided you are actively at work; otherwise on

the day you return to active work. If you enroll for Voluntary dependent life insurance, that coverage may become effective on the day your Voluntary Life Insurance becomes effective for any dependents who meet the eligibility requirements outlined in the policy. If you or any dependents do not satisfy the eligibility requirements described in the policy on the date of enrollment or prior to coverage beginning, that person will not become insured until such person has undergone medical underwriting and furnished evidence of insurability satisfactory to Sun Life.

### **Reductions at Age 65 & Over**

Your benefit will begin reducing at age 65 as follows:

<b>Age Attained</b>	<b>Remaining Percentage of Original Amount</b>
65	65%
70	45%
75	30%
80	20%
85	15%
90	10%

### **Termination of Coverage**

All insurance under Sun Life's policies will terminate for events including but not limited to retirement, termination of employment, when the policy terminates, when eligibility requirements are not met, or when you request termination. Nevertheless, if you should die within the conversion application period, your existing life insurance may still be paid to the designated beneficiary. If any of your covered dependents should die within their conversion application period, the amount of life insurance on such dependent may be payable to you.

### **Disability**

Your insurance may be continued under the waiver of premium provision during periods of total disability provided the employer continues premium payments on your behalf prior to application and approval of the waiver of premium benefit. However, your insurance will be subject to the policy reduction schedule.

### **Accelerated Life Benefit Option**

Sun Life's policy has included an Accelerated Life Benefit (ALB) as part of your group life insurance. Under this benefit, if you are permanently and totally disabled and diagnosed with a terminal condition you may be eligible to receive a portion of your group life insurance coverage at such a difficult time. Please refer to Sun Life's group life insurance certificate for further eligibility details.

### **Portability Privilege Benefit**

If, prior to age 70, the Employee's Life Insurance ceases due to termination of his employment, the Employee may apply for portable coverage on his own life up to the amount of Life Insurance that ceased, to a maximum of \$500,000. An Employee is not eligible to port if:

- he is age 70 or older; or
- he retires; or
- his employment hours with the Employer have been reduced; or
- he remains in employment with the Employer, other than a full-time basis; or
- his insurance is being continued under the Waiver of Premium provision.

If the Employee elects to port any amount of his Life Insurance, he may also apply to port any AD&D or Dependent Life Insurance that ceased due to his termination of employment.

An Employee whose coverage has been continued on Waiver of Premium under this Policy is not eligible to apply for portable coverage.

An Employee who elects to convert his coverage to an individual policy under the Conversion Privilege is not eligible to apply for portable coverage.

### **Application for Portable Coverage**

1. Written application must be made to Sun Life within 31 days following the date the Life Insurance ceases.
2. Portable coverage will be effective on the date that Sun Life approves the Employee's Application for portable coverage.
3. Portable coverage will be provided under a group term life policy providing death and accidental death and dismemberment benefits only, without waiver of premium or Accelerated Death benefits.
4. The premium will be the current rate Sun Life charges for the standard class of risk and age the insured belongs to under the Portable Group Life Policy.
5. If the application for Portable Coverage is declined by Sun Life, the Employee will be given 31 days, commencing on the date the application is declined, to convert to an individual policy under the Conversion Privilege.

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### **Termination of Portable Coverage**

Portable coverage will terminate on the occurrence of the earliest of the following:

- the date for which the last premium has been paid by the Employee; or
- the date the Employee attains age 70; or
- the date the portable group insurance policy terminates.

When Portable Coverage terminates, the Employee will have the right to convert the amount of coverage to an individual policy

### **Suicide Limitation**

The amount of the Voluntary or dependent life insurance benefits that are payable will be limited to premiums paid if the insured commits suicide within two years from the effective date of the coverage.

### **Group Policy and Certificate**

If you become approved for coverage, you will receive a certificate outlining the benefits offered under the policy.

Plan Administrator  
Yancey County Government  
110 Town Square, Room 11  
Burnsville, NC 28714

### **Claims Procedure**

Claim forms need to apply for benefits under Sun Life's group insurance policies, can be obtained from your employer who will also be ready to assist in filing claims. The instructions on the claim form should be followed carefully and timely. This will expedite the processing of the claim. Be sure all questions are answered fully. If there is any question about a benefit offered, an explanation can be requested from your employer, who is usually able to provide the necessary information.

## Schedule of Benefits

<b>Basic Life Insurance</b>	\$15,000
<b>Basic Term Dependent Life</b>	LIFE AMOUNT
Spouse	\$5,000
Child:	
Live Birth to under 6 months	\$1,000
6 months to 19 years or 25 if a full-time student	\$2,500
<b>Cost - \$1.66 per unit</b>	

### **Voluntary Life Insurance**

\$10,000 to \$500,000 not exceed 5 times the annual salary of the employee. Elections are made in increments of \$10,000.\*

To be approved for Employee life insurance coverage over \$150,000, you must undergo medical underwriting and furnish evidence of insurability satisfactory to Sun Life. Increases in coverage or late enrollees must also provide evidence of insurability prior to receiving coverage.

\*See "Reductions at age 65 & Over"

### **Voluntary Spouse Life Insurance**

\$5,000 to \$250,000 up to 50 percent of the employee's voluntary life amount.

To be approved for \$25,000 in coverage and above, your spouse must undergo medical underwriting and furnish evidence of insurability, and spouse' coverage may not exceed the Employee's voluntary life insurance amount.

### **Voluntary Dependent Child Insurance**

See rate table on the following page.

**Semi-Monthly Premium Cost for Voluntary Coverage  
(spouse costs are based on employee age and spouse volume)  
Per \$1,000 of Life Insurance**

<b>Age (last birthday as of anniversary date)</b>	<b>Cost</b>
Under Age 30	.065
30-34	.065
35-39	.080
40-44	.110
45-49	.160
50-54	.250
55-59	.395
60-64	.505
65-69	.860
70+	2.255

<b>Dependent Children Cost (Eligibility: live birth to age 19 or 25 if a full time student)</b>	<b>Life/AD&amp;D</b>
\$2,500*	.35
\$5,000*	.70
\$10,000*	1.39

\*Benefit for Live Birth to 6 months - \$1,000



**The language contained herein is for general informational purposes only. Please refer to the carrier policy/certificate for a complete list of benefits, limitations and exclusions.**

**For questions or information about your coverage, call Sun Life Group Customer Service Center at (800) 247-6875**

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