

East Texas Benefits Co-Op

Benefits at a Glance

Voluntary Group Term Life and Accidental Death and Dismemberment

Any full-time, active employee working at least 15 hours per week for the school districts who have elected to participate in the East Texas Employee Benefit Co-Op is eligible to elect Voluntary Group Term Life and Accidental Death and Dismemberment. The employee benefit amount may not exceed five times the employee's annual salary. The amount the coverage elected for a dependent cannot exceed the employee's benefit amount. Coverage reduces to 65% of the original amount upon attainment of age 65 and further reduces to 50% of the original amount upon attainment of age 70. Coverage terminates at retirement. Spouse Life and Accidental Death and Dismemberment Benefit will reduce by the same percentage and at the same time as the Employee Life and Accidental Death and Dismemberment Benefit.

Employee Life Benefit Amount:

Amounts in \$10,000 benefit units as applied for by the employee and approved by Unum not to exceed the lesser of 7 times annual earnings or \$500,000.

Spouse Life Benefit Amount:

Amounts in \$5,000 benefit units as applied for by the employee and approved by Unum not to exceed the lesser of 100% of the Employee Life amount or \$500,000.

Child Life Benefit Amount:

14 days to 6 months	\$100
6 months to age 26 years	\$5,000 or \$10,000

Amounts in \$5,000 benefit units as applied for by the employee and approved by Unum not to exceed the lesser of 100% of the Employee Life amount or \$10,000.

Guarantee Issue:	Employee	\$250,000 (New Hires Only)
	Spouse	\$50,000 (New Hires Only)
	Child(ren)	
	Age 14 days to 6 months	\$100
	6 months to age 26	\$5,000 or \$10,000(New Hires Only)

If you and your eligible dependents enroll within 31 days of your eligibility date, you may apply for any amount of coverage up to \$250,000 for yourself and any amount of coverage up to \$50,000 for your spouse without evidence of insurability. Any coverage over the Guarantee Issue amount(s) will be subject to evidence of insurability. If you and your eligible dependents do not enroll within 31 days of your eligibility date, you can apply for coverage only during an annual enrollment period and will be required to furnish evidence of insurability for the entire amount of coverage.

If you and your eligible dependents enroll within 31 days of your eligibility date, and later wish to increase your coverage, you may increase your coverage, with evidence of insurability, at anytime during the year. However, you may wait until the next annual enrollment and you can increase your coverage by one benefit unit (\$10,000 for employee and \$5,000 for spouse) without evidence of insurability.

Employee Accidental Death and Dismemberment Benefit Amount:

Amounts in \$10,000 benefit units as applied for by the employee and approved by Unum not to exceed the lesser of 10 times annual earnings or \$500,000.

Spouse Accidental Death and Dismemberment Benefit Amount Benefit Amount:

Amounts in \$5,000 benefit units as applied for by the employee and approved by Unum not to exceed the lesser of 100% of the Employee Accidental Death and Dismemberment amount or \$500,000.

Child Accidental Death and Dismemberment Benefit Amount Benefit Amount Benefit Amount:

14 days to 6 months	\$100
6 months to age 26	\$5,000 or \$10,000

Amounts in \$5,000 benefit units as applied for by the employee and approved by Unum not to exceed the lesser of 100% of the Employee Life amount or \$10,000

Employee and Spouse MONTHLY Premium Cost based on 12 payroll deductions per year

AGE	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
10,000	0.50	0.70	0.80	1.20	1.70	3.00	5.10	7.90	13.30	21.20	38.10
20,000	1.00	1.40	1.60	2.40	3.40	6.00	10.20	15.80	26.60	42.40	76.20
30,000	1.50	2.10	2.40	3.60	5.10	9.00	15.30	23.70	39.90	63.60	114.30
40,000	2.00	2.80	3.20	4.80	6.80	12.00	20.40	31.60	53.20	84.80	152.40
50,000	2.50	3.50	4.00	6.00	8.50	15.00	25.50	39.50	66.50	106.00	190.50
60,000	3.00	4.20	4.80	7.20	10.20	18.00	30.60	47.40	79.80	127.20	228.60
70,000	3.50	4.90	5.60	8.40	11.90	21.00	35.70	55.30	93.10	148.80	266.70
80,000	4.00	5.60	6.40	9.60	13.60	24.00	40.80	63.20	106.40	169.60	304.80
90,000	4.50	6.30	7.20	10.80	15.30	27.00	45.90	71.10	119.70	190.80	342.90
100,000	5.00	7.00	8.00	12.00	17.00	30.00	51.00	79.00	133.00	212.00	381.00
110,000	5.50	7.70	8.80	13.20	18.70	33.00	56.10	86.90	146.30	233.20	419.10
120,000	6.00	8.40	9.60	14.40	20.40	36.00	61.20	94.80	159.60	254.40	457.20
130,000	6.50	9.10	10.40	15.60	22.10	39.00	66.30	102.70	172.90	275.60	495.30
140,000	7.00	9.80	11.20	16.80	23.80	42.00	71.40	110.60	186.20	296.80	533.40
150,000	7.50	10.50	12.00	18.00	25.50	45.00	76.50	118.50	199.50	318.00	571.50

Child Life .80 per \$5,000 or 1.60 per \$10,000

Accidental Death & Dismemberment:

Employee and Spouse MONTHLY Premium Cost based on 12 payroll deductions per year

Employee: .20 per \$10,000
 Spouse: .20 per \$10,000
 Child(ren): .10 per \$5,000

Additional Benefits:

Survivor Support - This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to them. This service is also extended to employees upon the death or terminal illness of their covered spouse. The financial counselors, all highly trained attorneys, help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the counselor offer or sell any product or service.

Portability and Conversion - If you retire, reduce your hours or leave your employer, you can take this coverage with you according to the terms outlined in the contract. However, if you have a medical condition which has a material effect on life expectancy, you will be ineligible to port your coverage. You may be able to convert your Term life coverage to an individual life insurance policy.

Accelerated Benefit - If you become terminally ill and are not expected to live beyond a certain time period as stated in your certificate booklet, you may request up to 50% of your life insurance amount up to \$750,000, without fees or present value adjustments. A doctor must certify your condition in order to qualify for this benefit. Upon your death, the remaining benefit will be paid to your designated beneficiary(ies). This feature also applies to your covered dependents.

Waiver of Premium - If you become disabled (as defined by your plan) and are no longer able to work, your premium payments will be waived during the period of disability.

Retained Asset Account - Benefits of \$10,000 or more are paid through the Unum Retained Asset Account. This interest bearing account will be established in the beneficiary's name. He or she can then write a check for the full amount or for \$250 or more, as needed.

Suicide Exclusion - Life benefits will not be paid for deaths caused by suicide in the first twenty-four months after your effective date of coverage.

No increased or additional benefits will be payable for deaths caused by suicide occurring within 24 months after the day such increased or additional insurance is effective.

Delayed Effective Date: Employee: Insurance coverage will be delayed if you are not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

Dependent: Insurance coverage will be delayed if that dependent is totally disabled on the date that insurance would otherwise be effective. Exception: infants are insured from live birth.

"Totally disabled" means that, as a result of an injury, a sickness or a disorder, your dependent is confined in a hospital or similar institution; is unable to perform two or more activities of daily living (ADLs) because of a physical or mental incapacity resulting from an injury or a sickness; is cognitively impaired; or has a life threatening condition.