

Plan Highlights

Basic Life and AD&D

Supplemental and Dependent Life Insurance

Monroe County Community College

ELIGIBILITY

Employees: Each Active, Full-time Support & Maintenance employee working 30 or more hours per week, except any person working on a temporary or seasonal basis.

Dependents: You must be insured in order for Dependents to be covered.

Dependents are:

- your legal spouse not legally separated or divorced from you.
- your unmarried financially dependent children* from birth to 20 years (to 26 years if full-time student).

*natural and adopted children; stepchildren and foster children in your custody.

Upper age limits do not apply to handicapped children.

- A person may not have coverage as both an Employee and Dependent.
- Only one insured spouse may cover Dependent children.

BENEFIT AMOUNT

Employer Paid Basic Life/AD&D
\$30,000

Employee Paid Supplemental Life

Employee - Choose from a minimum of \$10,000 to a maximum of \$500,000 in \$10,000 increments

Employee Paid Dependent Life

Spouse - Choose from a minimum of \$2,500 to a maximum of \$100,000 in \$2,500 increments

(spouse amount may not exceed 50% of employee amount)

Dependent Child(ren):

Age 14 days & over: Choose from a minimum of \$2,500 to a maximum of \$10,000 in \$2,500 increments

GUARANTEE ISSUE (INITIAL ELIGIBILITY PERIOD ONLY)

Employee: \$100,000

Spouse: \$20,000

Child: All child amounts are guarantee issue

CONTRIBUTION REQUIREMENTS

Basic Life/AD&D is 100% employer paid

Supplemental and Dependent Life is 100% employee paid

BENEFIT REDUCTION DUE TO AGE

<u>Age</u>	<u>Original Benefit Reduced To</u>
65	65%
70	50%

FEATURES

- Living Benefit Rider (expressed as Accelerated Death Benefit in some states and Imminent Death Benefit in PA)
- Conversion Privilege
- Portability Privilege
- FMLA/MSLA Continuation
- Waiver of Premium

VALUE ADDED SERVICES

Bereavement Counseling Service