

Flagler County Public Schools - Class 4 All Other Full-Time Employees

Your Summary of Group Life and AD&D Ultra® Benefits

Basic and Optional Term Life

Basic and Optional Accidental Death and Personal Loss Coverage (AD&D Ultra®)

Benefit Election Period: **06/13/2016 to 06/30/2016**

Coverage Effective Date: **09/01/2016**

Your Group Life Insurance Benefits

Protecting your greatest asset - your family

Am I eligible for coverage?

You qualify if you are an active full-time employee working **at least 20 hours a week**. You must be working in an eligible group as defined by your employer.

When does my coverage begin?

When does coverage become effective?*

The "**Guaranteed Issue Amount**" is the most coverage you can get without having to submit Evidence of Insurability (EOI). Coverage up to the Guaranteed Issue Amounts will begin on **09/01/2016**.

*You must be actively-at-work for your coverage to begin. Other rules may apply. Please review your policy documents for more information.

Do I have to provide **proof of good health (EOI)** to enroll?

An EOI Form (medical questionnaire) **is required** to enroll in the **Optional** Life insurance if you are a late applicant during this enrollment period. If you are currently covered, you may be able to increase coverage without EOI.

When will coverage that **requires proof of good health (EOI)** begin?

Coverage will begin after Aetna reviews and approves your EOI. If EOI is not approved, coverage will be limited to any "Guaranteed Issue Amounts" that apply.

How much coverage does my Employer provide?

Employer Paid - Term Life

Your employer pays for a benefit in the amount of:

- **You:** \$20,000

Life insurance provides your loved ones with financial protection if you die. It can help pay your final expenses like funeral and burial; everyday living expenses like mortgage or rent, car payments and groceries; future expenses like college tuition payments.

Employer Paid - AD&D Ultra®

Your employer pays for a benefit in the amount of:

- **You:** \$20,000

AD&D Ultra provides additional financial protection for the unexpected. AD&D Ultra pays a benefit if you are dismembered as the result of an accident, or an additional benefit to your life insurance benefit if you die as the result of an accident. It will also provide benefits for accidental; loss of eyesight, hearing or speech, loss of a limb, loss of limb use due to paralysis, disfiguring third-degree burns, or coma. Your basic coverage may begin to reduce when you reach a certain age.

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Can I buy coverage and how much will it cost?

You can buy coverage called Optional Life insurance for yourself and your spouse. You can buy coverage called Optional AD&D Ultra® coverage for yourself.

Optional Life Coverage

Available Coverage Amounts

| | |
|------------------------|---|
| You | Increments of \$10,000 up to a maximum of \$300,000 |
| Your Dependents | Option 1: Spouse \$10,000, Child \$5,000 Option 2: Spouse \$20,000, Child \$5,000 Option 3: Spouse \$50,000, Child \$10,000 |

Guaranteed Issue Amounts

New Hire/Newly Eligible*

| | | | |
|--------------------|------------------|----------------------|-----------------|
| You | \$100,000 | | |
| Your Spouse | \$20,000 | Your Children | \$10,000 |

*Available during initial eligibility period. See your policy documents for more information.

Dependent coverage cannot exceed 50% of employee's coverage amount.

Child(ren) Eligibility: Dependent children to be covered from 14 days to end of calendar year they attain 26.

Monthly Rates for Term Life Insurance (rate per \$1,000)

| Age bands | <20 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 | 60-64 | 65-69 | 70-74 | 75+ |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Employee | 0.065 | 0.065 | 0.065 | 0.070 | 0.090 | 0.140 | 0.240 | 0.370 | 0.610 | 0.690 | 1.280 | 2.100 | 8.690 |

Dependent Rates: Option 1: **\$1.49**; Option 2: **\$2.52**; Option 3: **\$5.67**

Optional AD&D Ultra® Coverage

Coverage Amounts

You Equal to Optional Life Insurance

Optional AD&D Monthly Rates

Employee rate is **\$0.020** per \$1,000 of coverage.

Reductions that apply to Life Insurance

Your coverage will reduce as you age.

Your coverage will reduce as follows:

At age 65 your coverage will reduce by 35% of the original amount.
At age 70 your coverage will reduce by 50% of the original amount.
At age 75 your coverage will reduce by 65% of the original amount.

What additional features should I know about?

Waiver of Premium Provision for Permanently and Totally Disabled Employees

If you are unable to work at any reasonable job (any which you are suited to perform due to education, training or experience), you may be eligible to have your life insurance coverage extended at no cost.

Accelerated Death Benefit Provision

You may be eligible to receive up to **75%** of your (combined basic and optional) life insurance coverage if diagnosed with a terminal or serious medical condition.

Life, AD&D Ultra, STD and LTD policies have limitations and exclusions. The purpose of this Benefit Summary and any additional enrollment materials or brochures is to give a general overview of the policies. Complete coverage information can be found in the policy documents issued by Aetna to your employer. Please review the policy documents to familiarize yourself with the terms of coverage. If there is a discrepancy between the policy documents and these materials, the terms of the policy documents will apply.

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AD&D Ultra® Features

A benefit is paid to your surviving spouse/domestic partner or dependent children if you die in an accident.

Seatbelt/airbag benefits: If you or your dependent die from a motor vehicle accident while wearing a seatbelt, a benefit is paid. An added benefit is paid if an airbag inflated.

Educational benefit: For your spouse and each eligible dependent child under 23.

Childcare Benefit: For each dependent child under 13 to help pay for childcare.

Repatriation of Mortal Remains: If you or your dependent die in an accident 200 miles or more from home, a benefit will be paid to transport the body to your hometown funeral home.

Conversion

If your coverage ends or is reduced, you can convert your term life policy to a Whole Life Policy.

You may convert your basic and/or supplemental coverage into a Whole Life Policy with rates based on your age at that time by paying premiums directly to Aetna. Whole life insurance is generally more expensive than term insurance so a change in your premium may apply. You will have **31** days to convert your coverage without answering any medical questions.

Portability

If you leave your employer, you can take your term life plan with you.

You have an additional option to conversion. You can continue your optional life insurance as a term policy by paying premiums directly to Aetna. Term insurance is generally less expensive than Whole Life insurance but your rates will increase as you reach higher age bands. You will have **31** days to convert or port your coverage without answering any medical questions.

Aetna Life Essentials® Aetna Life Essentials web address:
www.aetna.com/aetnalifeessentials/

Legal: Create a will, living will, health care directive or a durable/financial power of attorney.

Financial: Financial planning to help your beneficiaries maximize their life/AD&D Ultra payment.

Emotional: Master-level social workers provide emotional support in the event of an advanced illness or disabling condition.

Physical: Save on gym memberships, fitness equipment, eyeglasses, contact lenses and hearing aids.

Funeral Planning and Concierge Services

Advisory Assistance to help you and your family make decisions on all funeral-related issues. Planning advice and cost-comparison tools available **24/7** by phone and online. Call **1-800-913-8318** or visit www.everestfuneral.com/aetna (Ask your Human Resources department for your company code.)

Premium calculation

| | |
|---------------------|--|
| Calculation: | |
| Step 1: | Benefit _____ / 1000 = _____ # Units |
| Step 2: | # Units _____ x _____ Age-banded Rate = \$ _____ Premium Per Month |
| Step 3: | Monthly Premium _____ x 12 = _____ Annual Premium / _____ # Pay Periods = \$ _____ Payroll Deduction |

| | |
|---|---|
| Example: 35 year old, \$50,000 Benefit | |
| Step 1: | \$50,000 / 1000 = 50 Units |
| Step 2: | 50 x 0.09 (35 year old rate) = \$4.50 Premium Per Month |

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Optional Term Life
Employee Coverage Amounts and Monthly Premiums

| Age | \$10,000 | \$20,000 | \$30,000 | \$40,000 | \$50,000 | \$60,000 | \$70,000 | \$80,000 | \$90,000 | \$100,000 |
|-------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| <20 | \$0.65 | \$1.30 | \$1.95 | \$2.60 | \$3.25 | \$3.90 | \$4.55 | \$5.20 | \$5.85 | \$6.50 |
| 20-24 | \$0.65 | \$1.30 | \$1.95 | \$2.60 | \$3.25 | \$3.90 | \$4.55 | \$5.20 | \$5.85 | \$6.50 |
| 25-29 | \$0.65 | \$1.30 | \$1.95 | \$2.60 | \$3.25 | \$3.90 | \$4.55 | \$5.20 | \$5.85 | \$6.50 |
| 30-34 | \$0.70 | \$1.40 | \$2.10 | \$2.80 | \$3.50 | \$4.20 | \$4.90 | \$5.60 | \$6.30 | \$7.00 |
| 35-39 | \$0.90 | \$1.80 | \$2.70 | \$3.60 | \$4.50 | \$5.40 | \$6.30 | \$7.20 | \$8.10 | \$9.00 |
| 40-44 | \$1.40 | \$2.80 | \$4.20 | \$5.60 | \$7.00 | \$8.40 | \$9.80 | \$11.20 | \$12.60 | \$14.00 |
| 45-49 | \$2.40 | \$4.80 | \$7.20 | \$9.60 | \$12.00 | \$14.40 | \$16.80 | \$19.20 | \$21.60 | \$24.00 |
| 50-54 | \$3.70 | \$7.40 | \$11.10 | \$14.80 | \$18.50 | \$22.20 | \$25.90 | \$29.60 | \$33.30 | \$37.00 |
| 55-59 | \$6.10 | \$12.20 | \$18.30 | \$24.40 | \$30.50 | \$36.60 | \$42.70 | \$48.80 | \$54.90 | \$61.00 |
| 60-64 | \$6.90 | \$13.80 | \$20.70 | \$27.60 | \$34.50 | \$41.40 | \$48.30 | \$55.20 | \$62.10 | \$69.00 |
| 65-69 | \$12.80 | \$25.60 | \$38.40 | \$51.20 | \$64.00 | \$76.80 | \$89.60 | \$102.40 | \$115.20 | \$128.00 |
| 70-74 | \$21.00 | \$42.00 | \$63.00 | \$84.00 | \$105.00 | \$126.00 | \$147.00 | \$168.00 | \$189.00 | \$210.00 |
| 75+ | \$86.90 | \$173.80 | \$260.70 | \$347.60 | \$434.50 | \$521.40 | \$608.30 | \$695.20 | \$782.10 | \$869.00 |

Optional AD&D Ultra®
Employee Coverage Amount and Monthly Premiums

| | Rate | \$10,000 | \$20,000 | \$30,000 | \$40,000 | \$50,000 | \$60,000 | \$70,000 | \$80,000 | \$90,000 |
|----------|---------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Employee | \$0.020 | \$0.20 | \$0.40 | \$0.60 | \$0.80 | \$1.00 | \$1.20 | \$1.40 | \$1.60 | \$1.80 |

Optional AD&D Ultra®
Employee Coverage Amount and Monthly Premiums

| | Rate | \$100,000 |
|----------|---------|-----------|
| Employee | \$0.020 | \$2.00 |

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