

Group Term Life Insurance

Explore Your Benefits & Costs



Group Name: Douglas County School District
Group Number: 670855

You're committed to caring for your loved ones. If the future doesn't go the way you planned, Group Term Life Insurance can help. After a death, it provides a benefit payment to your beneficiary(ies) that can be used for funeral expenses, co-signed loan debt, future education, or whatever they choose.

This document includes expanded information about Group Term Life Insurance, such as how much it will cost, details about what's covered and what's excluded, and more. As you explore, keep in mind:



No medical questions or tests are required for basic coverage*



Accidental Death & Dismemberment coverage is also available



Keep your coverage even if you leave your employer

It's difficult to think about loss, but important to be prepared for the unexpected. The Group Term Life Insurance available through your employer is a simple way to stay covered in the coming year.

*If you choose coverage beyond the basic amount, you may need to answer questions about current and past health conditions and receive approval from the insurer. Learn more in the "Guaranteed Issue/Evidence of Insurability" section that follows.

ReliaStar Life Insurance Company
a member of the Voya® family of companies



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Get basic coverage at no cost

Your employer is providing basic Group Term Life Insurance to you at no cost to you. This pays a benefit to your beneficiary if you pass away during a specific period of time (“term”) and if your coverage is active. Your coverage also includes Accidental Death & Dismemberment Insurance, which provides a benefit separate from the life insurance benefit, if you pass away or are severely injured as the result of a covered accident.

The basic coverage being offered to you is:

	Coverage Amount
 Administrative, Professional and Technical	3 times your Annual Earnings, rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000. The maximum amount is \$300,000.
 Certified and Classified Members	2 times your Annual Earnings, rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000. The maximum amount is \$100,000.




Add supplemental coverage based on your needs

In addition to the basic coverage being provided at no cost to you, you have the opportunity to elect additional coverage called Supplemental Life Insurance. Supplemental Accidental Death & Dismemberment insurance is also included, which provides the insured person or their beneficiary a payment separate from the life insurance benefit if the insured person dies or is severely injured in a covered accident.

When you enroll, you’ll have the opportunity to choose up to the following amount(s):



Not sure how much you need? Try the Life Insurance Calculator at go.voya.com/lifecalc to learn more.

	Coverage Amount	Guaranteed Issue Limit
 For you	\$10,000 to a maximum of \$500,000 in \$10,000 increments	\$300,000
 Your spouse*	\$10,000 to a maximum of \$250,000 in \$10,000 increments	\$50,000
 Your child(ren)*	\$5,000 to a maximum of \$20,000 in \$5,000 increments	\$20,000

*Children up to age 26. If your spouse or child are eligible for coverage as an employee, they are not eligible for additional coverage as a spouse or child.

Guaranteed-Issue Limit and Evidence of Insurability

The guaranteed-issue limit is the amount that's available to new hires, or when newly eligible, without providing evidence of insurability (EOI). To get coverage beyond this limit or add/increase coverage after this enrollment period, you may need to complete an EOI form for all applicable family members. This form includes questions about current and past health conditions. The insurer may request additional information before approving or denying coverage.

Enrollment at a scheduled annual enrollment period for an increase to existing Supplemental Employee Life coverage, or for those that do not have Supplemental Employee Life coverage currently and are newly enrolling as late entrants, any increased amount exceeding \$300,000 (new plus existing elections) or 1 plan increment, whichever is less, will require evidence of insurability.

If enrolling within 31 days after a change in family status, you may elect to increase your coverage amount by one plan increment up to a total of \$300,000, whichever is less, in Supplemental Employee Life Insurance without providing evidence of insurability.

Enrollment at a scheduled annual enrollment period for an increase to existing Supplemental Spouse Life coverage, or for those that do not have Supplemental Spouse Life coverage currently and are newly enrolling as late entrants, any increased amount exceeding \$50,000 (new plus existing elections) or 1 plan increment, whichever is less, will require evidence of insurability.

If enrolling within 31 days after a change in family status, you may elect to increase your spouse's coverage amount by one plan increment up to a total of \$50,000, whichever is less, in Supplemental Spouse Life Insurance without providing evidence of insurability.

When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.

Age reductions

Benefit amount reduces for Employee and Spouse Coverage to 50% of the original coverage when the employee or spouse reaches age 70. Premium amounts are also reduced accordingly, and automatically adjusted for the new benefit amount(s).

How much does it cost?

The cost of Group Term Life and Accidental Death & Dismemberment Insurance varies depending on the coverage amount you select. Use table below to calculate monthly premium amounts. "Age" refers to the employee or spouse's age as of July 1st.

Rates shown are guaranteed until July 1, 2028.

Employee Supplemental Life and AD&D Insurance Rates	
Employee Age	Monthly rate per \$1,000 of coverage
Under 25	\$0.058
25-29	\$0.066
30-34	\$0.081
35-39	\$0.089
40-44	\$0.097
45-49	\$0.135
50-54	\$0.204
55-59	\$0.364
60-64	\$0.540
65-69	\$1.015
70-74	\$1.657
75+	\$2.080

Spouse Supplemental Life and AD&D Insurance Rates	
Spouse Age	Monthly rate per \$1,000 of coverage
Under 25	\$0.058
25-29	\$0.066
30-34	\$0.081
35-39	\$0.089
40-44	\$0.097
45-49	\$0.135
50-54	\$0.204
55-59	\$0.364
60-64	\$0.540
65-69	\$1.015
70 -74	\$1.657
75+	\$2.080

Children Life and AD&D Insurance Rates

Monthly Cost for all eligible Children

Monthly rate per \$1,000 of coverage \$0.20

*Supplemental AD&D is automatically included in your Supplemental Life coverage.



To calculate your total monthly cost:

Employee Spouse Child(ren)

1. Enter the amount of coverage you'd like for you, your spouse, and your child(ren).
2. Divide each amount by 1,000.
3. Using the rate tables above, find the appropriate Life and AD&D rate per \$1,000 of coverage for each person
4. Multiply each answer from Step 2 by the appropriate rate.
5. Add your answers from Step 4 together to find your total monthly cost.

What else is included?



receive a portion of the benefit early.

Accelerated Death Benefit

If you are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living. Receipt of the accelerated benefit may be taxable or may adversely affect your eligibility for Medicaid or other government benefits. You should consult your personal tax advisor to assess the impact of this benefit.



continue coverage at no cost.

Waiver of Premium benefit

If you aren't working because you are totally disabled, Waiver of Premium allows you to keep your Group Term Life Basic and Supplemental coverage for a period of time without paying premiums.



keep coverage if employment ends

Continue or convert coverage

The portability provision allows for if your employment ends or you no longer meet your employer's eligibility criteria, you have the option to continue coverage by paying premiums directly to the insurance company. Or you may choose to convert coverage into an individual Whole Life Insurance policy. Coverage for your spouse or children is also available.

A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders.

The following non-insurance services are also provided:

Obtain support when experiencing a loss.

Bereavement Support, including Funeral Planning & Will Preparation

We work with Empathy to offer you Bereavement Support, including Funeral Planning & Will Preparation services. Combining technology and human care, Empathy helps families prepare for the future and navigate the emotional and practical challenges associated with loss.

From planning a funeral to the logistics of winding down an estate, Empathy offers an impactful solution to you and your family after the loss of a loved one. Empathy's bereavement support is also fully accessible to your loved ones, and various family members can share and join your account.

Bereavement Support, including Funeral Planning & Will Preparation services are provided by The Empathy Project, Inc., New York, NY.

Access extra support the next time you travel.

Voya Travel Assistance

Being in an unfamiliar place can cause stress, especially if something goes wrong. Voya Travel Assistance offers you and your dependents services when traveling 100 miles or more from home, including: medical assistance services, emergency medical transport services, travel assistance service such as pre-trip and cultural information, security services and accessible technology.

Voya Travel Assistance services are provided by International Medical Group, Inc. Indianapolis, IN.

Exclusions and limitations

Supplemental Life Insurance Coverages have a 1-Year suicide exclusion from the effective date of coverage or an increase in coverage. AD&D Insurance has exclusions that are described in the certificate of insurance or rider.



Questions?

Enrollment instructions will be provided by your employer. If you have additional questions before you enroll, please call:

- Voya Employee Benefits Customer Service at (800) 955-7736
- Scan the QR code or visit: <https://presents.voya.com/EBRC/dcsd>



This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).1516470

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