

# For the employees of: Beth Israel Lahey Health, Inc. Group# 715379



## What is Group Term Life Insurance?

- Offered through your employer
- Pays a benefit to your beneficiary if you pass away during a specific period of time (“term”)
- Term is generally one year, renewing annually with other employer-offered benefits
- Your employer offers Basic Life Insurance, which is the amount they provide at no cost to you.
- You also have the option to elect additional coverage called Supplemental Life and AD&D Insurance.

## What is Accidental Death and Dismemberment (AD&D) Insurance?

AD&D Insurance pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. This coverage is part of the Group Term Life Insurance offered through your employer.

Eligibility and coverage options			
	For you	For your spouse*	For your children
<b>Eligibility</b>	<p>All Eligible Employees in Active Employment with the Employer in the United States.</p> <p>You must be an Employee of the Employer and in an eligible class.</p> <p>Temporary and seasonal workers are excluded from coverage.</p> <p>Minimum Hours Requirement: <b>20 hours per week</b></p>	<p>If your spouse is covered under the policy as an employee, then your spouse is not eligible for coverage as a spouse.</p> <p>Coverage is available only if Employee Supplemental Life Insurance is elected.</p>	<p>To age 26.</p> <p>If your child is covered under the policy as an employee, then your child is not eligible for coverage as a child.</p> <p>Coverage is available only if employee Supplemental Life Insurance is elected.</p>
<b>Basic Life Insurance coverage options</b>	<p>Your employer provides you with Basic Life Insurance:</p> <p><b>Option 1:</b> 1 times your basic yearly earnings to a maximum of \$2,250,000 rounded to the next higher \$1,000</p> <p><b>Option 2:</b> Tax choice of \$50,000 (only available for employees where 1x salary exceeds \$50,000 at time of election.</p> <p>There is no cost to you for this insurance.</p>	Not applicable	Not applicable
<b>Supplemental Life Insurance coverage options</b>	<p>You may elect Supplemental Life Insurance of 1 to 8 times your basic yearly earnings (BYE) in increments of 0.5 times your BYE. Coverage will be rounded to the next higher \$1,000.</p>	<p>You may elect Spouse Supplemental Life Insurance of \$10,000 to \$300,000 in \$10,000 increments.</p>	<p>You may elect children Supplemental AD&amp;D Insurance of \$10,000 or \$15,000.</p>

	The amount chosen cannot exceed a combined total amount of Basic and Supplemental Life of \$2.25M.	Coverage amount cannot exceed 100% of your approved employee Supplemental Life Insurance amount.	Coverage amount cannot exceed 100% of your approved employee Supplemental Life Insurance amount.
<b>Supplemental AD&amp;D Insurance coverage options</b>	You may elect Supplemental AD&D insurance of 1 to 6 times your basic yearly earnings in increments of 0.5 times your BYE. Total coverage will be rounded to the next higher \$1,000.  The amount chosen cannot exceed a combined total amount of Basic and Supplemental AD&D of \$1.5M	You may elect spouse Supplemental AD&D insurance of \$10,000 to \$300,000 in \$10,000 increments.  Coverage cannot exceed 100% of your employee Supplemental AD&D Insurance amount.	You may elect children Supplemental AD&D Insurance of \$10,000 or \$15,000  Coverage cannot exceed 100% of your employee Supplemental AD&D Insurance amount.
<b>ANNUAL ENROLLMENT</b>  <b>Guaranteed issue (GI) limit and Evidence of insurability (health questions)</b>	You may increase current coverage amount by 2 plan increments not to exceed \$500,000 without providing evidence of insurability during the current enrollment period.  If you are electing coverage for the first time or increasing more than 2 increments you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.  Total Basic and Supplemental Life Insurance coverage cannot exceed \$2,250,000.	If you elect or increase you current coverage you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.  Total Supplemental Spouse Life Insurance coverage up to \$300,000 is available.	You may elect coverage of \$10,000 or \$15,000 without providing evidence of insurability during the current enrollment period.  Total Supplemental Children's Life Insurance coverage of \$15k is available.
<b>Age reductions</b>  Note: Your payroll deductions will be adjusted to pay premium based on the new benefit amount(s).	Benefit amount reduces to 65% of original coverage at age 65, to 50% of original coverage at age 70 and to 30% of original coverage at age 75.	Benefit amount reduces to 65% of original coverage at employee age 65, to 50% of original coverage at age 70, and to 30% of original coverage at age 75 and after.	Not applicable

\*The use of "spouse" in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.

### What does my life insurance include?

The benefits listed below are included with your life insurance coverage.

- **Accelerated Death Benefit:** If you have a medical condition that requires permanent continuous confinement in an institution or are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living.
- **Accidental Death and Dismemberment (AD&D) Insurance\*:** Pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. The proceeds can be used however you or your beneficiary would like.
- **Conversion\*:** You may convert life insurance coverage to an individual Whole Life Insurance policy when you leave your employer or due to loss of eligibility under the employer's group policy.
- **Portability:** You may apply to continue your Basic and Supplemental coverage when you leave your current employer, and pay premiums to the insurance company directly.
- **Waiver of Premium:** If you become unable to work due to total disability, your Basic and Supplemental Life Insurance can be continued without premium payment.
- **Convenient payroll deductions:** Premium deductions for Supplemental coverages are taken directly from your paycheck, so you never have to worry about late payments or lapse notices.

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

\*Coverage on your spouse and children is also available.

### How much does my life insurance cost?

The cost for Supplemental Life is calculated based on the age of the employee as of each January 1 following annual enrollment.

#### Employee and Spouse Supplemental Life Insurance Rates

Age	Monthly rate per \$1,000 of coverage	
	Employee	Spouse
Under 25	\$0.040	\$0.040
25-29	\$0.050	\$0.050
30-34	\$0.060	\$0.060
35-39	\$0.070	\$0.070
40-44	\$0.080	\$0.080
45-49	\$0.110	\$0.110
50-54	\$0.180	\$0.180
55-59	\$0.325	\$0.325
60-64	\$0.470	\$0.470
65-69	\$0.960	\$0.960
70 +	\$1.550	\$1.550

Spouse rate is based on employee age

#### Supplemental Accidental Death and Dismemberment (AD&D) Insurance Rates

Coverage type	Monthly rate per \$1,000 of coverage
Employee Supplemental AD&D	\$0.015
Spouse Supplemental AD&D	\$0.025
Child Supplemental AD&D	\$0.025

#### Children Life Insurance Rates

Monthly cost for all eligible children

Monthly Rate per \$1,000 of coverage
\$ .120

Use the steps below to calculate your premium for you, your spouse and children based on the amount of insurance you elected:

**Step 1:** Enter the rate per \$1,000 based on age: \_\_\_\_\_

**Step 2:** Take the amount of insurance and divide it by 1,000: \_\_\_\_\_

(Example: For \$150,000 of coverage, enter "150")

**Step 3:** Multiply lines 1 and 2 (this is your monthly cost): \_\_\_\_\_

### Exclusions and limitations

Supplemental Life Insurance coverages have a two-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.

## Are there additional non-insurance services available?

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 services 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.

# Group Term Life Insurance

Enrollment at a glance



## Where do I get more information?

For more information or to access to the certificate of insurance, please call the Voya Employee Benefits Customer Service Team at (800) 955-7736

<https://presents.voya.com/EBRC/BILH2>

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).

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