

Group Term Life Insurance

Help minimize the financial impact on your loved ones when the unexpected happens



What is Group Term Life Insurance?

It's difficult to think about loss, but important to be prepared for the unexpected. With **Group Term Life Insurance**, your beneficiaries will be paid proceeds if you pass away during the term of the coverage. The term is generally one year, renewing annually with other employer-offered benefits.

Accidental Death & Dismemberment Insurance pays you or your beneficiary a separate payment if you die or are severely injured in a covered accident.



How much coverage do I get?

With **Voluntary Group Term Life Insurance**, you can buy coverage for yourself, your spouse, and your kids in the following amounts:

	Voluntary Life
You*	Choice of 1, 2, 3, 4, or 5 times basic annual earnings rounded to the next higher \$1,000 to a maximum of \$500,000.
Your Spouse**	\$10,000 to a maximum of \$250,000 in \$10,000 increments, not to exceed 100% of the employee's Voluntary Life insurance amount.
Your Children***	\$10,000 or \$20,000

	Guaranteed Issue Limit
You	You may elect up to lesser of \$300,000 or 3x basic annual earnings without providing evidence of insurability during your initial enrollment opportunity.
Your Spouse	You may elect up to \$50,000 without providing evidence of insurability during your initial enrollment opportunity.
Your Children	Evidence of Insurability not required

You can also choose **Voluntary Accidental Death & Dismemberment Insurance** in the following amounts:

	Voluntary Accidental Death & Dismemberment
You*	Choice of 1, 2, 3, 4, or 5 times basic annual earnings rounded to the next higher \$1,000 to a maximum of \$500,000.
Your Spouse**	\$10,000 to a maximum of \$250,000 in \$10,000 increments, not to exceed 100% of the employee's Voluntary Life insurance amount.
Your Children***	\$10,000 or \$20,000

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

Why should I consider Voluntary coverage?



Beneficiaries can use the benefit to help pay for things like bills, tuition, and more.



You may be eligible to keep your coverage or convert it to an individual whole life policy even if you leave your employer.



You can enroll up to lesser of \$300,000 or 3x basic annual earnings without answering any medical questions. This guaranteed-issue amount is only available to new hires during their initial enrollment period.

* All active employees working 20+ hours per week

** Spouse under age 70. If your spouse is covered under the policy as an employee, then your spouse is not eligible for coverage under the spouse benefit as a spouse.

Spouse and Child coverage is available only if employee Voluntary Life Insurance is elected.

*** Children to age 26. If your child is covered under the policy as an employee, then your child is not eligible for coverage as a child.

How much does it cost?

The cost for Voluntary Life is calculated based on the start of the plan's current policy year.

Rates shown are guaranteed until 01/01/2029

The employee cost shown below includes both insurance premium and a non-insurance fee for Bereavement Support, including Funeral Support & Estate Planning.

Voluntary Life Insurance monthly rates per \$1,000 of coverage		
Employee or Spouse Age	Employee	Spouse
Under 25	\$0.04	\$0.04
25-29	\$0.04	\$0.04
30-34	\$0.05	\$0.05
35-39	\$0.07	\$0.06
40-44	\$0.09	\$0.08
45-49	\$0.13	\$0.11
50-54	\$0.20	\$0.18
55-59	\$0.32	\$0.29
60-64	\$0.44	\$0.44
65-69	\$0.84	\$0.84
70 +	\$1.36	\$1.36
The rates are per individual.		

Children Life Insurance Rates
Monthly cost for all eligible children
Monthly rate per \$1,000 of coverage
\$0.14



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

Voluntary Accidental Death and Dismemberment (AD&D) Insurance Rates	
	Monthly rate per \$1,000 of coverage
Employee Voluntary AD&D	\$0.015
Spouse Voluntary AD&D	\$0.015
Children Voluntary AD&D	\$0.052

What else is included?

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 limited life expectancy, this living benefit may pay you a portion of the benefit while you are still living. Receipt of this living benefit may be taxable or may adversely affect your eligibility for Medicaid or other government benefits. You should consult with your personal tax advisor before using the Accelerated Death Benefit.

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

Continue (Port) or convert coverage If your employment ends or you no longer meet your employer's eligibility criteria, you may have the option to continue coverage by paying premiums directly to the insurance company. You may also have the option 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 terms of coverage will be provided in the certificate of insurance and riders.

Non-insurance services

Employee Assistance Program resources are available to support you and your family with counseling, legal support and financial guidance. Licensed clinicians and care managers help you navigate life's challenges, providing personalized solutions and connecting you to optimal resources anytime, anywhere.

Employee Assistance Program services are provided by TELUS and its affiliates.

Exclusions and limitations

Voluntary 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.

This offer is contingent upon participation requirements being met.



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 to visit your Employee Benefits Resource Center to learn more about this benefit and review instructions on how to file a claim after your coverage effective date.

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



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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