

Group-Sponsored Benefits

Life, Accidental Death & Dismemberment (AD&D) and Dependent Life Insurance

Life

- Pays a benefit for death occurring any time, anywhere, from any cause
- Coverage also includes
 - a waiver of premium if disabled prior to age 60
 - a conversion privilege
 - an accelerated death benefit is available up to 75% of the employee's group term life insurance amount in force on the date Consumers Life receives proof the employee is terminally ill. This sum is limited to a maximum of \$225,000 and a minimum of \$7,500. For this benefit, "terminally ill" is defined as an employee who has a life expectancy of 12 months or less due to a medical condition.

Accidental Death & Dismemberment (AD&D)

- Pays a full benefit if a covered employee dies as a result of an accident
- Includes 24-hour coverage, on or off the job
- A covered employee, as a result of an accident, may be eligible for:
 - 1) A full benefit for the following losses:
 - a) Both hands or both feet
 - b) Entire sight in both eyes
 - c) One hand and one foot
 - d) Speech and hearing (both ears)
 - e) Quadriplegia
 - 2) 75% of the benefit for paraplegia
 - 3) 50% of the benefit for the loss of:
 - a) One hand or one foot
 - b) Entire sight of one eye
 - c) Speech
 - d) Hearing in both ears
 - e) Hemiplegia
 - 4) 25% of the benefit for the loss of:
 - a) Thumb and index finger on the same hand
 - b) Uniplegia

Additional Benefits

AD&D coverage also includes the following benefits, which are paid in addition to the Life and AD&D benefit:

■ Seatbelt Benefit

Pays an additional benefit of up to the lesser of 20% of the principal sum, or \$20,000, if an employee dies as a result of an accident while wearing a seatbelt

■ Airbag Benefit

Pays an additional benefit up to 5% of the principal sum if an employee dies while driving or riding in an automobile, provided that the employee was positioned in a seat equipped with a factory-installed air bag

■ Repatriation Benefit

Pays an additional benefit of up to \$5,000 of the principal sum for the preparation and transportation of an employee's body to a mortuary if the employee dies as a result of a covered accident 75 miles or more away from his or her principal residence

■ Dependent Education Benefit

If the principal sum is payable under the AD&D benefit for the employee's loss of life, each dependent child of the employee who qualifies will receive reimbursement for incurred educational expenses in a school of higher education beyond the 12th grade. The maximum Dependent Education Benefit for each student shall equal the least of the following amounts:

- 1) 3% of the principal sum per year for each dependent child;
- 2) \$5,000 per year for each dependent child;
- 3) \$30,000 for all dependent children and all years;
- 4) The amount of expense actually incurred

■ Coma Benefit

If an injury occurs as a result of an accident, an additional benefit is payable to the employee or the employee's legal representative if the employee becomes comatose within 31 days of the accident and remains comatose beyond the waiting period (31 days from the

date the employee becomes comatose). This additional benefit is equal to 1% of the Principal Sum per month from the end of the waiting period and will cease on the earliest of:

- 1) The end of the month in which the employee dies;
- 2) The end of the 11th month for which the benefit is payable; or
- 3) The end of the month in which the employee recovers from the coma

Non-Medical Maximum

- Non-medical maximum is the maximum amount of Life and AD&D coverage not subject to evidence of insurability
- Evidence of insurability is required for amounts in excess of the non-medical maximum
- Minimum coverage: \$10,000; additional amounts available in multiples of \$5,000 or a multiple of annual base earnings (e.g. 1, 1 1/2, 2, etc.)
- Benefits reduce by 50% of the original amount at age 70 and further reduce to 25% of the original benefit at age 75

Group Size	Non-Medical Maximum	Maximum Issue
1 to 9	\$35,000	\$100,000
10 to 24	\$50,000	\$150,000
25 to 49	\$75,000	\$175,000
50 to 150	\$100,000	\$200,000

Dependent Life

- Available only in conjunction with employee Life and AD&D coverage
- For Spouse/Domestic Partner: \$5,000
- For Children:
 - 14 days to 6 months: \$100
 - 6 months to age 21: \$5,000 (To age 25 if a full-time student and dependent upon the insured for support)
- 1–9 employees: \$0.93 per month per covered family
- 10+ employees: Composite-rated

Eligibility and Effective Dates

- An employer must be a member of COSE
- The employer must contribute at least 25% of the cost of insurance
- If the employer contributes 100% of the premium, all eligible employees must enroll
- Employees must be full-time, working 20-25 hours or more per week
- Coverage will become effective on the first of the month following enrollment, provided the employee has completed any waiting period and is actively at work on that date
- Premium continuation is required during disability
- Benefits terminate at retirement
- Employers must meet the minimum enrollment requirements as shown in the table below

Minimum Enrollment Requirements

Number of Full-Time Employees	Minimum Enrollment
1	1
2	2
3	3
4	4
5 to 6	5
7 to 8	6
9	7
10	8
11	9
Over 11	75%

Monthly Life and AD&D Rates

Group-Sponsored Life and AD&D Rates

Employer groups with 1–9 employees (10+ groups composite-rated)

Age Range	Monthly Rate
Under 30	\$0.07
30 to 39	\$0.08
40 to 44	\$0.15
45 to 49	\$0.26
50 to 54	\$0.43
55 to 59	\$0.66
60 to 64	\$0.96
65 and older	\$1.35

Life and AD&D monthly rates are per \$1,000 of coverage.