

Group Term Life Insurance

Enrollment at a glance

For the employees of: Bickford Senior Living Group, LLC, 70107-6



What is Group Term Life Insurance?

- 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 provides Basic Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance to you if you work more than 30 hours per week. The benefit is 1 x annual earnings to a maximum of \$50,000.
- You have the option to elect Supplemental Life Insurance coverage if you work more than 16 hours per week.

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
Eligibility	All active employees working 16+ hours per week.	If your spouse is covered under the policy as an employee, then your spouse is not eligible for coverage under the spouse benefit. Coverage is available only if Employee Supplemental Life Insurance is elected.	From live birth to age 26. Coverage is available only if employee Supplemental Life Insurance is elected. If both parents are covered as employees, only one but not both may cover the same children. If the parent who is covering the children stops being insured as an employee, the other parent may apply for children's coverage.
Supplemental Life and AD&D Insurance coverage options	Eligible employees may elect Supplemental Life and AD&D Insurance of \$10,000 to \$300,000 in \$10,000 increments. If Supp AD&D is elected, the amount will match the amount of Supp Life elected. Supp AD&D is available for Employees Only.	Eligible employees may elect spouse Supplemental Life Insurance of \$5,000 to \$150,000 in \$5,000 increments. Coverage cannot exceed 50% of your approved employee Supplemental Life Insurance amount.	Eligible employees may elect Children Supplemental Life Insurance of \$2,000 to \$10,000 in \$2,000 increments on your children from live birth to 26 years.
Guaranteed issue (GI) limit	You may elect \$150,000 without providing evidence of insurability during your initial enrollment period.	You may elect up to \$30,000 without providing evidence of insurability during your initial enrollment period.	You may elect up to \$10,000 without providing evidence of insurability during your initial enrollment period.
Evidence of insurability (health)	Total Supplemental Life	Total Supplemental Life Insurance coverage up to	Not applicable

questions)	Insurance coverage up to \$300,000 is available if you complete an evidence of insurability subject to approval by the insurance company. When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.	\$150,000 is available if you complete evidence of insurability subject to approval by the insurance company. When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.	
Late entrants	If you are a late entrant, you must provide evidence of insurability for any coverage elected.	If you are a late entrant, you must provide evidence of insurability on your spouse for any coverage elected.	You must provide evidence of insurability for any coverage elected.
Age reductions 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 40% of original coverage at age 70 and to 20% of original coverage at age 75.	Benefit amount reduces to 65% of original coverage at age 65, to 40% of original coverage at age 70 and to 20% of original coverage at age 75.	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 includes 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 Supplemental coverage when you leave employment 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.

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 available if they are enrolled for Life Insurance.

How much does my life insurance cost?

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The cost for the Supplemental Life is calculated based on the age of the employee as of July, 1st. Rates shown are guaranteed until June 30, 2020.

Employee and Spouse Supplemental Life Insurance Rates	
Age	Monthly Rate per \$1,000 of Coverage
Under 25	\$0.08
25-29	\$0.08
30-34	\$0.10
35-39	\$0.14
40-44	\$0.21
45-49	\$0.32
50-54	\$0.52
55-59	\$0.92
60-64	\$1.41
65-69	\$2.71
70 +	\$4.39

Supplemental Accidental Death and Dismemberment (AD&D) Insurance Rates	
Coverage Type	Monthly Rate per \$1,000 of Coverage
Employee Supplemental AD&D	\$0.017

Children Life Insurance Rates	
Monthly cost for all eligible children	
Monthly Rate per \$1,000 of Coverage	
\$0.20	

The rates are per individual.

Use the steps below to calculate your premium for you and your spouse 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): _____

Monthly cost for your children: (covers all eligible children)
Enter the monthly cost for the amount of coverage from the table above: _____

Step 4: Divide the monthly cost by 2 to get the semi-monthly payroll deduction.

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?

- **Funeral Planning and Concierge Services**
Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX.
- **Employee Assistance Program**
Employee Assistance Program (EAP) services are provided by ComPsych® Corporation, Chicago, IL.
- **Voya Travel Assistance**
Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD.

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Who do I contact with questions?

For more information contact your Benefit Communication Administrator at 1-877-221-6117 or you can contact the Voya Employee Benefits Customer Service Team at (800)955-7736.

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, a member of the Voya[®] family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

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Bickford Senior Living Group, LLC, Group #70107-6,

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