

ANCILLARY BENEFITS

# Life and AD&D

Southern Utah University offers Basic Life and Accidental Death & Dismemberment coverage for all benefit-eligible employees, as well as voluntary life and AD&D plans to supplement the basic coverage. These plans are offered through **The Standard**. A brief summary of the plan details and coverage amounts for these plans are shown below.

**Basic Life and AD&D:** *50% Company Paid*

Basic Life and Accidental Death & Dismemberment (AD&D) insurance is a crucial part of any financial plan. A life insurance policy could help cover costs like medical, funeral, and cost of living expenses if someone passes away unexpectedly. The monthly premium for this benefit is covered 50% by Southern Utah University.

Each eligible employee can receive basic life insurance for themselves and their eligible dependents. Basic Life and AD&D benefits reduction schedule starting at age 65, see Human Resources if you have any questions regarding the age reduction schedule. Life and AD&D benefits terminate upon retirement. Basic term life insurance includes a waiver of premium coverage which does not apply to any AD&D benefits.

Basic Life and AD&D Plan Details	
Employee	
• Life Insurance	2× Salary (Min \$40,000)
• Accidental Death & Dismemberment	2× Salary (Min \$40,000)
• Seatbelt Benefit *	\$10,000
Spouse Life Insurance	\$10,000
Child(ren) Life Insurance	
• Live birth to age 26	\$10,000

\* Seatbelt benefits are paid for a death resulting from an auto accident while properly wearing a seatbelt.

## Voluntary Supplemental Life and AD&D: 100% Employee Paid

Your basic life insurance amount may not be enough to cover all that you need it to. You have the option to purchase additional life and Accidental Death & Dismemberment (AD&D) coverage for you. Employee must enroll in voluntary supplemental life in order to enroll spouse or dependents in this coverage. This coverage is in addition to the company-provided amounts and the premiums are 100% employee paid through payroll deduction.

### Voluntary Supplemental Life and AD&D Plan Details

Who is eligible for this coverage?	Coverage is available to employees who are covered under the basic group term life insurance provided by Southern Utah University.
What is the coverage amount?	<b>Employee:</b> Up to \$500,000 (in increments of \$10,000) <b>Spouse:</b> Up to \$100,000 (in increments of \$10,000). <i>Note: Spouse coverage amount cannot exceed 100% of employee's supplemental coverage amount.</i> <b>Unmarried Dependent Child(ren)</b> Under the age of 26: \$10,000
What is the guaranteed issue amount?	This is the maximum you can purchase when you are first enrolling as a new hire without filling out a health assessment or Evidence of Insurability Form (EOI). If you wait to purchase additional coverage, or if you want to purchase above the guaranteed issue amount, you will likely need to fill out an EOI form and wait for approval from the carrier. For this plan, the guaranteed issue amounts are: <b>Employee:</b> \$250,000 <b>Spouse:</b> \$50,000 <b>Unmarried Dependent Child(ren)</b> Under the age 26: \$10,000

## During SUU's Annual Enrollment Period

**For You:** If you are currently enrolled for an amount less than \$250,000, you may elect to increase your coverage by \$10,000 or \$20,000 annually, up to, but not to exceed, the guarantee issue amount of \$250,000 without having to answer health questions. If you are not currently enrolled, you may elect \$10,000 or \$20,000 of coverage without having to answer health questions.

**For Your Spouse:** If your spouse is currently enrolled for an amount less than \$50,000, you may elect to increase coverage by \$10,000 or \$20,000 annually, up to, but not to exceed, the guarantee issue amount of \$50,000 without having to answer health questions. If your spouse is not currently enrolled, you may elect \$10,000 or \$20,000 of coverage without having to answer health questions.

**For Your Child(ren):** If your child(ren) is/are currently enrolled for an amount less than \$10,000, you may elect to increase coverage by \$5,000 annually, up to the maximum amount of \$10,000 without having to answer health questions. If your child(ren) is/are not currently enrolled, you may elect up to the maximum amount of \$10,000 without having to answer health questions.

**Note:** If you, and/or your spouse and/or your child(ren) were previously declined coverage by The Standard, you and/or your spouse and/or child(ren) will need to submit a medical history statement in order to apply for any amount of coverage during the Annual Enrollment period.

All late entrant applicants will need to complete a personal health application. All supplemental insurance amounts can be purchased at any time and are subject to evidence of insurability. Please note that some coverage is subject to a benefit reduction schedule starting at age 65, see Human Resources if you have any questions regarding the age reduction schedule. Benefits terminate upon retirement. Supplemental life offers a right of conversion. **Enrollment forms are available from Human Resources.**