



Term Life and Accidental Death & Dismemberment (AD&D) Insurance



How does it work?

You choose the amount of coverage that's right for you, and you keep coverage for a set period of time, or "term." If you die during that term, the money can help your family pay for basic living expenses, final arrangements, tuition and more.

AD&D Insurance is also available, which pays a benefit if you survive an accident but have certain serious injuries. It pays an additional amount if you die from a covered accident.

Vassar College provides the following Term Life and AD&D coverage for you:

You:	Your employer is paying for base Life and AD&D coverage of 1 times your annual earnings to a maximum of \$200,000.
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Additional coverage available to purchase:

If you are actively at work at least 1000 hours per year, you may apply for additional coverage for:

You:	Purchase additional Life and AD&D coverage up to 5 times your annual earnings to a maximum of \$700,000. If you enroll during this enrollment period, you can purchase up to \$200,000 with no medical underwriting. The total amount of coverage between the base and additional amounts may not exceed \$700,000.
Your spouse:	Elect up to 100% of the employee benefit or \$500,000. If you enroll your spouse during this enrollment period, you can purchase up to \$50,000 worth of coverage with no medical underwriting. Spouse AD&D An amount equal to the amount selected for the spouse's life coverage.
Your children:	Live Birth to age 26 - \$10,000 Child AD&D An amount equal to the amount selected for the child's life coverage.

No medical underwriting is required for AD&D coverage.

How much coverage can I get?

Calculate your costs

1. Enter the coverage amount you want.
2. Divide by the amount shown.
3. Multiply by the rate.
Use the rate table (at right) to find the rate based on age.

(To get your age, subtract your birth year from 2024. To determine your spouse rate, subtract the employee birth year from 2024 and use the rate for the appropriate age band.)

4. Enter your cost.

	1	2	3	4
Employee	\$____,000	÷ \$1,000 = \$_____	X \$_____	= \$_____
Spouse	\$____,000	÷ \$1,000 = \$_____	X \$_____	= \$_____
Child	\$____,000	÷ \$1,000 = \$_____	X \$_____	= \$_____
Total cost				

Employee Monthly Rates			Spouse Monthly Rates		Child monthly rate
Age	Per \$1,000 of coverage		Age	Per \$1,000 of coverage	\$0.363 per \$1,000 of coverage
	Tobacco ^{††}	Non-tobacco			
15-24	\$0.080	\$0.052	15-24	\$0.052	
25-29	\$0.077	\$0.050	25-29	\$0.050	
30-34	\$0.077	\$0.050	30-34	\$0.050	
35-39	\$0.107	\$0.070	35-39	\$0.070	
40-44	\$0.165	\$0.107	40-44	\$0.107	
45-49	\$0.253	\$0.169	45-49	\$0.169	
50-54	\$0.396	\$0.264	50-54	\$0.264	
55-59	\$0.669	\$0.464	55-59	\$0.464	
60-64	\$0.744	\$0.516	60-64	\$0.516	
65-69	\$1.237	\$0.886	65-69	\$0.886	
70-74	\$3.043	\$2.380	70-74	\$2.380	
75+	\$3.043	\$2.380	75+	\$2.380	

1. Enter the AD&D coverage amount you want.
2. Divide by the amount shown.
3. Multiply by the rate.
Use the AD&D rate table (at right) to find the rate.
4. Enter your cost.

AD&D				
	1	2	3	4
Employee	\$____,000	÷ \$1,000 = \$_____	X \$0.015	= \$_____
Spouse	\$____,000	÷ \$1,000 = \$_____	X \$0.015	= \$_____
Total cost				

AD&D monthly rates		
	Coverage amount	Rate
Employee	per \$1,000 of coverage	\$0.015
Spouse	per \$1,000 of coverage	\$0.015
Child		\$0.375

Billed amount may vary slightly.

If you apply for coverage above the guaranteed issue amount, you may be subject to medical underwriting which may affect your ability to get the larger coverage amount. In order to purchase coverage for your dependents, you must buy coverage for yourself. Coverage amounts cannot exceed 100% of your coverage amounts. †† A tobacco user is defined as anyone who currently uses or has used a tobacco product within the last 12 months.

A 'Living' Benefit — If you are diagnosed with a terminal illness with less than 12 months to live, you can request 75% of your life insurance benefit (up to \$500,000) while you are still living. This amount will be taken out of the death benefit, and may be taxable. **These benefit payments may adversely affect the recipient's eligibility for Medicaid or other government benefits or entitlements, and may be taxable.** Recipients should consult their tax attorney or advisor before utilizing living benefit payments.

Waiver of premium — Your cost may be waived if you are totally disabled for a period of time.

Portability — You may be able to keep coverage if you leave the company, retire or change the number of hours you work.

Employees or dependents who have a sickness or injury having a material effect on life expectancy at the time their group coverage ends are not eligible for portability.

Exclusions and limitations

Actively at work

Eligible employees must be actively at work to apply for coverage. Being actively at work means on the day the employee applies for coverage, the individual must be working at one of his/her company's business locations; or the individual must be working at a location where he/she is required to represent the company. If applying for coverage on a day that is not a scheduled workday, the employee will be considered actively at work as of his/her last scheduled workday. Employees are not considered actively at work if they are on a leave of absence or lay off.

An unmarried handicapped dependent child who becomes handicapped prior to the child's attainment age of 26 may be eligible for benefits. Please see your plan administrator for details on eligibility. Employees must be U.S. citizens or legally authorized to work in the U.S. to receive coverage. Employees must be actively employed in the United States with the Employer to receive coverage. Employees must be insured under the plan for spouses and dependents to be eligible for coverage.

Exclusions and limitations

Life insurance benefits will not be paid for deaths caused by suicide occurring within 24 months after the effective date of coverage. The same applies for increased or additional benefits.

AD&D specific exclusions and limitations:

Accidental death and dismemberment benefits will not be paid for losses caused by, contributed to by, or resulting from:

- Disease of the body; diagnostic, medical or surgical treatment or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM)
- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane or self-inflicted injury while insane
- War, declared or undeclared, or any act of war
- Active participation in a riot
- The voluntary use of any prescription or non-prescription drug, poison, fume or other chemical substance unless used according to the prescription or direction of your or your dependent's doctor. This exclusion does not apply to you or your dependent if the chemical substance is ethanol.
- Intoxication – 'Being intoxicated' means your or your dependent's blood alcohol level equals or exceeds the legal limit for operating a motor vehicle in the state or jurisdiction where the accident occurred.

Delayed effective date of coverage

Insurance coverage will be delayed if you are not an active employee because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective. Delayed Effective Date: if your spouse or child has a serious injury, sickness, or disorder, or is confined, their coverage may not take effect. Payment of premium does not guarantee coverage. Please refer to your policy contract or see your plan administrator for an explanation of the delayed effective date provision that applies to your plan.

Base Coverage Age Reduction

Coverage amounts for base Life and AD&D Insurance for you will reduce to 50% of the original amount when you reach age 70. Coverage may not be increased after a reduction.

Additional Coverage Age Reduction

Coverage amounts for additional Life and AD&D Insurance for you will reduce to 50% of the original amount when you reach age 70. Coverage may not be increased after a reduction.

Termination of coverage

Your coverage and your dependents' coverage under the policy ends on the earliest of:

- The date the policy or plan is cancelled
- The date you no longer are in an eligible group
- The date your eligible group is no longer covered
- The last day of the period for which you made any required contributions

- The last day you are actively employed (unless coverage is continued due to a covered layoff, leave of absence, injury or sickness), as described in the certificate of coverage
- In addition, coverage for any one dependent will end on the earliest of:
- The date your coverage under a plan ends
 - The date your dependent ceases to be an eligible dependent
 - For a spouse, the date of a divorce or annulment
 - For dependents, the date of your death

Unum will provide coverage for a payable claim that occurs while you and your dependents are covered under the policy or plan.

This information is not intended to be a complete description of the insurance coverage available. The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. For complete details of coverage and availability, please refer to Policy Form C.FP-1 et al or contact your Unum representative.

Life Planning Financial & Legal Resources services, provided by HealthAdvocate, are available with select Unum insurance offerings. Terms and availability of service are subject to change. Service provider does not provide legal advice; please consult your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details.

Unum complies with state civil union and domestic partner laws when applicable.

Underwritten by:

Unum Life Insurance Company of America, Portland, Maine

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