



Additional Life Insurance

It's not easy to think about, but what if you suddenly died? Could your family live without your income? Would your family be able to cover the medical expenses associated with a terminal illness or with burial and funeral expenses?

Your employer provides you with a basic amount of Group Life insurance to help safeguard your loved ones in the event of your death. Since every employee's needs are different, your employer also offers you the opportunity to apply for Additional Life insurance from The Standard.

Standard Insurance Company has developed this document to provide you with information about the optional coverage you may select through your employer. Written in non-technical language, this is not intended as a complete description of the coverage. If you have additional questions, please check with your benefits administration.

Employer Plan Effective Date

The effective date of the plan is January 1, 2014.

Eligibility

To be eligible for this plan:

- You must be insured for Basic Life
- You must be an active employee of The George Washington University, and one of the following:
 1. Full time Staff Actively at Work for at least 35 hours per week.
 2. Full time Faculty Actively at Work for at least 20 hours per week.
 3. Part time Staff and part time Faculty Actively at Work at least 14 hours per week. Part time Staff have a 6 month eligibility waiting period.

Temporary and seasonal employees, leased employees and independent contractors are not eligible

Employee Coverage Amount

You may elect Additional Life coverage in units of \$10,000 to a maximum of \$750,000, not to exceed 5 times your Annual earnings.

If you wish to become insured for an amount of Additional Life in excess of \$200,000 during the first 30 calendar days after you become eligible for insurance, the excess will be subject to medical underwriting approval. All late applications and requests for coverage increases are also subject to medical underwriting approval.

Annual earnings means your annual benefits eligible salary on your last full day of active work.

Dependents Life insurance from Standard Insurance Company is also available with this plan. However, you must elect Additional Life insurance for yourself in order to elect Dependents Life insurance.

Spouse Coverage Amount

This coverage is available in units of \$5,000 to a maximum of \$375,000, but not to exceed 50 percent of your Additional Life coverage.

If you elect an amount for your spouse greater than \$25,000 during the first 30 calendar days after you become eligible for insurance, the excess will be subject to medical underwriting approval. All late applications and requests for coverage increases will also require medical underwriting approval.

Coverage Amount for Children

You may units of \$2,000 to a maximum of \$10,000 of Dependents Life insurance for your eligible children. This amount may not exceed 50 percent of your Additional Life coverage.

Child means your child from live birth to age 26.

Employee Rates

If you elect Additional Life insurance, your monthly premium rate for this plan is indicated in the table below. Premiums for this coverage will be deducted directly from your paycheck.

Employee's Age (as of last January 1)	Rate (Per \$1000 of Total Coverage)
< 25	\$0.050
25-29	\$0.060
30-34	\$0.080
35-39	\$0.090
40-44	\$0.120
45-49	\$0.220
50-54	\$0.390
55-59	\$0.660
60-64	\$0.900
65-69	\$1.620
70-74	\$2.150
75+	\$2.440

To calculate your premium:

1. Amount Elected: Write this amount on the Additional/Optional Life Requested Amount line on your Enrollment and Change Form. Line 1: _____
2. Line 1 divided by \$1,000 = Line 2. Line 2: _____
3. Select your rate from the rate table and enter on Line 3. Line 3: _____
4. Line 2 multiplied by Line 3 = Your monthly cost. Line 4: _____

Spouse Rates

If you elect Dependents Life insurance for your spouse, your monthly premium rate for this coverage is indicated in the table below. Premiums for this coverage will be deducted directly from your paycheck.

Employee's Age (as of last January 1)	Rate (Per \$1000 of Total Coverage)
< 25	\$0.050
25-29	\$0.060
30-34	\$0.080
35-39	\$0.090
40-44	\$0.120
45-49	\$0.220
50-54	\$0.390
55-59	\$0.660
60-64	\$0.900
65-69	\$1.620
70-74	\$2.150
75+	\$2.440

To calculate the premium for your spouse:

1. Amount Elected: Write this amount on the Dependent Life Spouse Requested Amount line on your Enrollment and Change Form. Line 1: _____
2. Line 1 divided by \$1,000 = Line 2. Line 2: _____
3. Select your rate from the rate table and enter on Line 3. Line 3: _____
4. Line 2 multiplied by Line 3 = Your monthly cost. Line 4: _____

Child(ren) Rates

If you elect Dependents Life insurance for your eligible child(ren), your monthly premium rate for this coverage is \$.103 per \$1,000 of Dependents Life Insurance; regardless of the number of eligible children covered. Premiums for this coverage will be deducted directly from your paycheck.

Employee Coverage Effective Date

- Please contact your benefits administration representative for more information regarding the following requirements that must be satisfied for your insurance to become effective. You must satisfy:
- Eligibility requirements
- An eligibility waiting period
- An evidence of insurability requirement, if the date you apply is more than 30 calendar days after you become eligible or if you determine that you need more insurance than the guarantee issue amount, satisfactory evidence of insurability is required. You will need to complete and submit a Medical History Statement. In some cases, we may request additional medical information or a physical exam. Evidence of insurability is also required for reinstatement of terminated coverage and for members eligible but not insured under prior life insurance plans.
- An active work requirement. This means that if you are not actively at work on the day before the scheduled effective date of insurance including Dependents Life insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Age Reductions

Under this plan, coverage reduces to 67 percent at age 70, to 45% at age 75, to 30% at age 80, and to 20% at age 85. If you, or your spouse, are age 65 or over, ask your benefits administration representative for the amount of coverage available. The age reductions shown above are based on the age of the employee. Reductions in insurance due to changes in age take effect on the January 1 coinciding with or next following the date of change in your age.

Suicide Exclusion

This plan includes an exclusion for death resulting from suicide or other intentionally self-inflicted injury. The amount payable will exclude amounts that have not been continuously in effect for at least two years on the date of death.

Waiver of Premium Provision

The Standard may continue your Life insurance without premium payments if you:

- Become totally disabled while insured under the group policy
- Are under the age of 60
- Complete the waiting period (elimination period) of 180 days
- Give us satisfactory proof of loss

Portability

If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage. Please see your benefits administration for additional information. This is subject to state variations.

When Coverage Ends

Additional Life coverage ends automatically on the earliest of the following:

- The last day of the last period for which you make a premium contribution (except if premiums are waived while totally disabled, if applicable)
- The date your employment terminates
- The date the group policy terminates or the date your employer terminates Additional Life coverage under the group policy
- The date you cease to be a member (insurance may continue for limited periods under certain circumstances)

When Spouse and Child Coverage Ends

Any spouse and child coverage will automatically end on the earliest of the following:

- Five months after the date you die
- The date your Life insurance ends
- The date Dependents Life insurance terminates under the group policy

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- The date your employer's coverage under the group policy for Dependents Life insurance terminates
 - The date the last period ends for which a premium was paid for your Dependents Life insurance
 - When the dependent ceases to be an eligible dependent
 - For your spouse, the date of your divorce or legal separation

Group Insurance Certificate

If you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage. The information presented above is controlled by the group policy and does not modify it in any way. The controlling provisions are in the group policy issued by Standard Insurance Company.