



TheStandard®

Group Additional Life Insurance

FOR EMPLOYEES OF BOULDER VALLEY SCHOOL DISTRICT

Answers to your questions about coverage from Standard Insurance Company



STANDARD INSURANCE COMPANY

About This Booklet

This booklet is designed to answer some common questions about the group Additional Life insurance coverage being offered by your *employer* to eligible employees. It is not intended to provide a detailed description of the coverage.

If coverage becomes effective and you become insured, you will be able to view a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events on the Boulder Valley School District's benefits website. The controlling provisions will be in the *group policy* issued by Standard Insurance Company. Neither the certificate nor the information presented in this booklet modifies the *group policy* or the insurance coverage in any way. If you have additional questions, please contact your human resources representative.

Please note that defined terms and provisions from the *group policy* are italicized in this booklet. Features of the group Additional Life coverage may vary by state.



Group Additional Life Insurance

It's not easy to think about, but what if you suddenly died? Your family could be faced with house payments, unpaid bills, childcare and other expenses just to maintain their current lifestyle. 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?

You make a great investment in your family. You spend time with them. You care for them. You work for them. And if you're not there for them, you want them protected. Your *employer* provides you with a basic amount of Group Life insurance to help protect your loved ones in the event of your death. Since every employee's needs are different, your *employer* also provides you with the opportunity to apply for Additional Life insurance from The Standard.

The advantages to you and your loved ones include:

- **Choice.** You decide how much coverage you need from the range of amounts available.
- **Flexibility.** If your needs change, you can request to change the amount of coverage. Increases in coverage require *evidence of insurability*.
- **Convenience.** With premiums deducted directly from your paycheck, you don't have to worry about mailing monthly payments.
- **Peace of Mind.** You can take comfort and satisfaction in knowing that you have done something positive for your family's future.

Commonly Asked Questions

The following information provides details to give you a better understanding of group Additional Life insurance available from The Standard.

Am I eligible for this coverage?

To be eligible for this plan:

- You must be insured for basic Group Life coverage with The Standard.
- You must be an active employee of Boulder Valley School District, excluding temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors.
- You are eligible to participate in this life plan if you are a regular employee working at least 20 hours each week or are a regular employee working .50 Full Time Equivalency (FTE).
- If you choose to cover your *spouse* or *children* they must not be full-time members of the armed forces of any country.

Is my Spouse or Child(ren) eligible for this coverage?

Child means:

- Your or your Spouse's unmarried child from live birth to age 26; or
- Your Disabled child who is continuously incapable of self-sustaining employment because of mental or physical handicap; and chiefly dependent upon you for support and maintenance or institutionalized because of mental retardation or physical handicap.

Child includes any of the following, if they otherwise meet the definition of Child:

- Your adopted child and children placed with you for adoption;
- Your stepchild, if living in your home; or
- Other unmarried dependent persons, but not including foster children, who
 - Reside with you; and
 - Receive from you or your Spouse all of their primary support and maintenance; and
 - You or your Spouse are, or became the court-appointed permanent legal guardian before the dependent reached age 18.

Spouse Means:

- A person to whom you are legally married and from whom you are not legally separated, or
- Your Domestic Partner. Domestic Partner means an individual with whom you have completed an affidavit of declaration of domestic partnership, submitted that affidavit to the Employer, and filed that affidavit for public record if required by law.

What is the effective date of the Additional Life coverage?

The effective date of the Additional Life coverage is dependent upon a minimum number of eligible employees in your company applying and qualifying for it (minimum participation). Your *employer* and The Standard have agreed upon this required level of participation. If it is not met, the Additional Life coverage will not become effective.

When does my insurance go into effect?

If the minimum participation requirement is met the effective date of your coverage depends on when you become an eligible *member*, when you apply and whether you are required to provide *evidence of insurability*.

For employees meeting the Member definition on or before January 1, 2011:

If you are not required to provide *evidence of insurability*, if you apply and agree to pay premiums, your Additional Life coverage becomes effective on January 1, 2011.

For employees meeting the Member definition after January 1, 2011:

If you are not required to provide *evidence of insurability*, if you apply and agree to pay premiums, your Additional Life coverage becomes effective on:

- The date you become eligible (first day of the month after you become a Member) if you apply on or before that date; or
- The first day of the month after you apply if you apply within 31 days after you become eligible.

All Members:

If you are required to provide *evidence of insurability*, if you apply and agree to pay premiums, your Additional Life coverage becomes effective on the date The Standard approves your *evidence of insurability*.

In every case, you must meet the *active work* requirement before your insurance becomes effective.

What is the active work requirement?

Active work means performing with reasonable continuity, the material duties of your own occupation at your *employer's* usual place of business. You must be capable of *active work* on the day before the scheduled effective date of your insurance or your insurance will not become effective as scheduled. 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 1 day of *active work* as an eligible employee.

How much coverage may I get for myself?

Eligible employees may elect Additional Life coverage in units of \$10,000 to a maximum of \$150,000.

If you apply when you are initially eligible, amounts of insurance up to \$150,000 will be *guarantee issue* (not subject to medical underwriting approval). If you elect less than \$150,000, at each annual enrollment period you will be able to apply for or increase your life insurance amount by \$10,000 without *evidence of insurability*. All late applications and requests for coverage increases (except as noted) are subject to medical underwriting approval.

Is Accidental Death and Dismemberment (AD&D) coverage also included?

This plan also includes AD&D insurance from The Standard. With Additional Life and AD&D insurance, you or your *beneficiaries* may be eligible to receive an additional amount in the event of death or dismemberment as a result of an accident.

The amount of this *AD&D insurance benefit for loss of life* is equal to the amount payable for Additional Life insurance coverage on the date of the accident.

The amount of this *AD&D insurance benefit* for other covered *losses* is a percentage of the amount payable for Additional Life insurance coverage on the date of the accident, as shown below:

<i>Loss:</i>	<i>Percentage Payable:</i>
One hand or one foot	50%
Sight in one eye, speech or hearing in both ears	50%
Two or more of the <i>losses</i> listed above	100%
Thumb and index finger of the same hand	25%
Quadriplegia	100%
Hemiplegia	50%
Paraplegia	50%

The *loss* must occur due to an accident and independently of all other causes, within 365 days after the accident. *Loss* of life must be evidenced by a certified copy of the death certificate. All other *losses* must be certified by a *physician* in the appropriate specialty as determined by us.

How much coverage may I get for my spouse and children?

This plan also includes Dependents Life insurance from The Standard.

Eligible employees may elect Additional Life coverage for a *spouse* in amounts of \$10,000, \$20,000 or \$30,000, not to exceed 100 percent of your Additional Life coverage.

When you are initially eligible, you can elect in \$10,000 increments up to \$30,000 of coverage for your *spouse* based on a *guarantee issue* basis (no *evidence of insurability*). If you elect an amount for your *spouse* that is less than \$30,000, each annual enrollment period you will be able to increase your *spouse's* life insurance amount by \$10,000 without *evidence of insurability*. All late applications and requests for coverage increases (except as noted) are subject to medical underwriting approval.

You may elect \$10,000 of Dependents Life insurance for your eligible *children*. This amount may not exceed 100 percent of your Additional Life coverage. All late applications and requests for coverage increases will be subject to medical underwriting approval.

How much coverage do I need?

It can be difficult to determine the amount of insurance you need. Each family has its own unique set of circumstances, combined with needs that may arise with the unexpected loss of life. Use the worksheet below in calculating the amount of life insurance coverage you may need. The final total is the amount of Additional Life insurance you might want to consider applying for to meet your obligations. Once you determine how much coverage you need, complete the Enrollment Form within your enrollment packet and submit it to your human resources department.

Immediate Needs	You	Your Spouse
Medical and hospital expenses	\$ _____	\$ _____
Funeral/Burial expenses	_____	_____
Loans/Debts requiring payment upon death	_____	_____
Taxes:		
Federal and state income taxes	_____	_____
Property taxes	_____	_____
Federal and state estate taxes	_____	_____
Long Term Needs		
Mortgage	\$ _____	\$ _____
Debts (credit cards, car and student loans, etc.)	_____	_____
Educational/Vocational fund	_____	_____
Childcare expenses	_____	_____
Emergency fund for unforeseen expenses	_____	_____
Income Replacement		
Consider the income needed to support your family and the number of years they will need that support.	\$ _____	\$ _____
Total Income Needs		
Add together all of the above.	\$ _____	\$ _____
Available Resources		
Existing life insurance coverage	\$ _____	\$ _____
Other assets such as 401(k), stocks, bonds, etc.	_____	_____
Total Additional Life Insurance Needed		
Subtract the amount of your available resources from your total income needs.	\$ _____	\$ _____

How much will the Additional Life coverage cost me?

Use the following rates to determine the monthly premium for your Additional Life and AD&D coverage:

Employee age on January 1	Rate per \$1,000 of total coverage
Age 29 and under	\$0.08
Age 30 through 34	\$0.09
Age 35 through 39	\$0.10
Age 40 through 44	\$0.14
Age 45 through 49	\$0.20
Age 50 through 54	\$0.29
Age 55 through 59	\$0.46
Age 60 through 64	\$0.60
Age 65 through 69	\$1.01
Age 70 and above	\$1.77

To calculate your monthly premium:

$$\frac{\$ \text{Amount of Additional Life elected for self}}{\$1,000} = \text{_____} \times \$ \frac{\text{Premium rate from appropriate chart}}{\text{_____}} = \$ \text{Your monthly cost}$$

Use the following rates to determine the monthly premium for your *spouse's* Additional Life and AD&D coverage:

Spouse age on January 1	Rate per \$1,000 of total coverage
Age 29 and under	\$0.08
Age 30 through 34	\$0.09
Age 35 through 39	\$0.10
Age 40 through 44	\$0.14
Age 45 through 49	\$0.20
Age 50 through 54	\$0.29
Age 55 through 59	\$0.46
Age 60 through 64	\$0.60
Age 65 through 69	\$1.01
Age 70 and above	\$1.77

To calculate the monthly premium for your *spouse*:

$$\frac{\$ \text{Amount of Additional Life elected for spouse}}{\$1,000} = \text{_____} \times \$ \frac{\text{Premium rate from appropriate chart}}{\text{_____}} = \$ \text{Your monthly cost}$$

Child(ren) Rate: \$.50 per month per family regardless of the number of *children* in the family unit

Employee Rates per Month - Additional Life with AD&D Coverage

Coverage Amount	Employee Age as of January 1st											
	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70*-74	75-79	80+
\$10,000	0.80	0.90	1.00	1.40	2.00	2.90	4.60	6.00	10.10	10.62	7.08	5.31
\$20,000	1.60	1.80	2.00	2.80	4.00	5.80	9.20	12.00	20.20	21.24	14.16	10.62
\$30,000	2.40	2.70	3.00	4.20	6.00	8.70	13.80	18.00	30.30	31.86	21.24	15.93
\$40,000	3.20	3.60	4.00	5.60	8.00	11.60	18.40	24.00	40.40	42.48	28.32	21.24
\$50,000	4.00	4.50	5.00	7.00	10.00	14.50	23.00	30.00	50.50	53.10	35.40	26.55
\$60,000	4.80	5.40	6.00	8.40	12.00	17.40	27.60	36.00	60.60	63.72	42.48	31.86
\$70,000	5.60	6.30	7.00	9.80	14.00	20.30	32.20	42.00	70.70	74.34	49.56	37.17
\$80,000	6.40	7.20	8.00	11.20	16.00	23.20	36.80	48.00	80.80	84.96	56.64	42.48
\$90,000	7.20	8.10	9.00	12.60	18.00	26.10	41.40	54.00	90.90	95.58	63.72	47.79
\$100,000	8.00	9.00	10.00	14.00	20.00	29.00	46.00	60.00	101.00	106.20	70.80	53.10
\$110,000	8.80	9.90	11.00	15.40	22.00	31.90	50.60	66.00	111.10	116.82	77.88	58.41
\$120,000	9.60	10.80	12.00	16.80	24.00	34.80	55.20	72.00	121.20	127.44	84.96	63.72
\$130,000	10.40	11.70	13.00	18.20	26.00	37.70	59.80	78.00	131.30	138.06	92.04	69.03
\$140,000	11.20	12.60	14.00	19.60	28.00	40.60	64.40	84.00	141.40	148.68	99.12	74.34
\$150,000	12.00	13.50	15.00	21.00	30.00	43.50	69.00	90.00	151.50	159.30	106.20	79.65

* Coverage amounts for ages 70 and over reduce due to Age Reduction (see Age Reduction Table).

Spouse Rates per Month - Additional Life with AD&D Coverage

Coverage Amount	Spouse Age as of January 1st											
	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70*-74	75-79	80+
\$10,000	0.80	0.90	1.00	1.40	2.00	2.90	4.60	6.00	10.10	10.62	7.08	5.31
\$20,000	1.60	1.80	2.00	2.80	4.00	5.80	9.20	12.00	20.20	21.24	14.16	10.62
\$30,000	2.40	2.70	3.00	4.20	6.00	8.70	13.80	18.00	30.30	31.86	21.24	15.93

* Coverage amounts for ages 70 and over reduce due to Age Reduction (see Age Reduction Table).

Will I have to provide information regarding my medical history?

If you apply for Additional Life insurance within 31 days of becoming eligible to apply and meet the active work requirement, you will automatically qualify for up to a set amount of insurance coverage called the *guarantee issue amount* (see “How much coverage may I get for myself?” above). This means that you will not have to answer medical questions to purchase coverage up to this amount. You are eligible for coverage on the first day of the calendar month following the date you become a *member* (see “Am I Eligible for this Coverage?” above).

Outside of new hire enrollment, you may only apply for new coverage or an increase in coverage after a family status change or during your *employer's* annual enrollment. If you apply more than 31 days after initially becoming eligible to apply or if you determine that you need more insurance than allowed during annual enrollment or after a family status change, 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.

How do I apply for Additional Life insurance coverage?

To apply for Additional Life insurance, complete the Enrollment Form in your enrollment packet, place it in a confidential envelope and submit it to your human resources department. You can only apply for new coverage or increases in coverage during annual enrollment or after a family status change. If you apply more than 31 days after becoming eligible or for amounts above the allowable increases during annual enrollment, satisfactory *evidence of insurability* is required. Coverage subject to *evidence of insurability* is not effective until approved by The Standard.

How are benefits paid?

For amounts of less than \$25,000, The Standard issues a check to each designated *beneficiary*. The Standard pays amounts of \$25,000 or more to each designated *beneficiary* by depositing funds into Standard Secure Access — a convenient, no fee, interest-bearing draft account.

With Standard Secure Access, each *beneficiary* receives a personalized checkbook and has complete control of the account. *Beneficiaries* can write checks as needed or for the full amount. This arrangement allows *beneficiaries* to earn interest on their benefits while they take the necessary time to consider financial decisions and evaluate their choices.

Will insurance benefits be reduced as I grow older?

Under this plan, coverage reduces to 60 percent at age 70, to 40 percent at age 75, and to 30 percent at age 80. If you or your *spouse* are age 70 or over, ask your human resources representative for the amount of coverage available.

What happens if I become totally disabled and can't work?

The Standard will continue your Additional 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* of 180 days
- Provide The Standard with satisfactory proof of *total disability*

Note: Once approved for waiver of premium, AD&D insurance will terminate.

What happens if I become terminally ill?

Under the *Accelerated Benefit* provision, you may be eligible to receive up to 75 percent, or a maximum of \$112,500, of your Additional Life insurance coverage if you become terminally ill, have a life expectancy of less than 12 months and meet other eligibility requirements.

This benefit allows you to use the proceeds as you desire — whether to cover medical expenses or to maintain your quality of life. The amount of Additional Life insurance payable upon your death is reduced by the *Accelerated Benefit* paid and an interest charge. However, to help protect your *beneficiaries*, The Standard will pay at least 10 percent of the original Additional Life coverage amount at that time even if interest charges on the accelerated amount would have exhausted the remaining benefits over time.

Are there any other benefits with Additional Life coverage from The Standard?

The Standard pays an additional benefit, the *Repatriation Benefit*, if you die more than 200 miles from your primary place of residence. The Standard will pay for expenses, up to a benefit maximum, incurred to transport your body to a mortuary near your primary place of residence.¹

The Standard includes a travel assistance program that provides a full range of 24-hour medical, legal and travel assistance services to you and your dependents when you travel more than 100 miles from home or in a foreign country.²

The AD&D coverage includes the following additional benefits when an *AD&D insurance benefit* is payable:

- **Seat Belt Benefit.** The *Seat Belt Benefit* provision provides an additional benefit in the event you die as a result of an *automobile* accident and you were properly wearing and using a *seat belt system*.
- **Air Bag Benefit.** The *Air Bag Benefit* provides an additional benefit in the event you die as a result of an *automobile* accident for which a *Seat Belt Benefit* is payable and the *automobile* is equipped with an *air bag system* which deployed as evidenced by a police accident report and you were seated in the driver's or passenger's seat intended to be protected by the *air bag system*.

¹ This benefit is not available in Illinois, Maryland or Virginia.

² Provided through an agreement with MEDEX® Assistance Corporation.

- **Family Benefits Package.** The Family Benefits Package includes the *Child Care Benefit*, *Higher Education Benefit* and *Career Adjustment Benefit*. It provides your eligible family members with additional financial help for childcare, college or career training.
- **Occupational Assault.** The *Occupational Assault* provision provides an additional benefit if you suffer death or dismemberment as a result of an act of workplace physical violence that is punishable by law.
- **Public Transportation.** The *Public Transportation* provision provides an additional benefit in the event of death as a result of an accident that occurs while you are riding as a fare-paying passenger on *public transportation*.

What are the exclusions?

Additional Life includes an exclusion for death resulting from suicide or other intentionally self-inflicted *injury* while sane or insane.³ The amount payable will exclude amounts that have not been continuously in effect for at least one year on the date of death.

AD&D insurance benefits are not payable for death or dismemberment caused or contributed to by:

- *War* or act of *war*, declared or undeclared, whether civil or international, and any substantial armed conflict between organized forces of a military nature
- Suicide or other intentionally self-inflicted *injury* while sane or insane.⁴ The amount payable will exclude amounts that have not been continuously in effect for at least one year on the date of death.
- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a *physician*
- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- Medical or surgical treatment for any of the above

When does coverage end?

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

- The date the last period ends for which a premium was paid for your Additional Life insurance (except if premiums are waived while *totally disabled*, if applicable)
- The date your employment terminates
- The date your Group Life insurance ends
- The date the *group policy* terminates
- The date Additional Life insurance terminates under the *group policy*
- The date you cease to be a *member*; however, insurance may continue for limited periods under certain circumstances
- If applicable, the date your *employer* ceases to participate under the *group policy*

³ For Missouri and New Jersey residents, "insane" is not applicable.

⁴ For Missouri and New Jersey residents, "insane" is not applicable.

Dependents Life coverage for your *spouse* and *children* ends automatically on the earliest of the following:

- Five months after the date you die
- The date your Group Life insurance ends
- The date the Dependents Life insurance terminates under the *group policy*
- 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
- For a *child* who is *disabled*, 90 days after we mail you a request for proof of *disability*, if proof is not given

AD&D insurance for you and your *dependents* will automatically end on the earliest of the following:

- The date your Group Life insurance ends
- The date your *Waiver of Premium* begins
- The date the AD&D insurance terminates under the *group policy*
- The date the last period ends for which a premium was paid for your AD&D insurance
- For your *dependents*, the date your Dependents Life insurance ends
- The date your employment terminates

If my Additional Life insurance ends or is reduced, may I convert to an individual policy?

If your Additional Life insurance from The Standard ends or is reduced for any reason other than failure to pay premiums, you may be able to convert the terminated coverage to certain types of individual life insurance policies without providing *evidence of insurability*. You must apply for conversion and pay the required premium within 31 days after group coverage ends or is reduced.

May I buy group life coverage after I leave my employer?

If your insurance ends because your employment terminates, you may be eligible to buy group life insurance from The Standard through the *Portability* provision, assuming you meet the eligibility requirements. Please see your human resources representative for additional information. This option is not available in all states and is subject to state variations.

What if I have additional questions?

If you have any additional questions, please contact your human resources representative at (720) 561-5022 or The Standard at (303) 759-8702.

Standard Insurance Company

Standard Insurance Company has earned a solid reputation for its quality products, expert resources, superior service, steady growth, innovation and strong financial performance. Founded in 1906, The Standard is a leader in the group disability and life insurance market, while also offering individual disability, group dental and retirement plans for groups and individuals.



TheStandard®

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