



## Group Additional Life and AD&D Insurance

We can help provide for your family when you can't.

Group Additional Life and Accidental Death and Dismemberment insurance can help protect your family's finances if something happens to you. This coverage can help provide financial support and stability to your family if you pass away or have a serious accident.

**Additional Life and AD&D insurance can help make things easier for the people you care about.**

**Life insurance** helps protect the people who depend on your income by paying them an amount of money specified in the policy if you die.

**AD&D insurance** pays an amount of money specified in the policy if a covered accident results in your death or a severe physical loss, such as a hand, a foot or your eyesight.

Life and AD&D insurance is an easy, responsible way to help your loved ones during a difficult time — and into the future.

### **What's at stake.**

A death or serious accident might leave your family facing expenses they couldn't cover without your income. That could include extra costs for medical care or a funeral.

You're covered under Basic Life insurance if you take no action, provided you meet the eligibility requirements. But if Basic Life insurance doesn't meet your needs, you can apply for additional coverage. **Plan now to help your family cover future expenses, such as:**



**Tuition**



**Child Care**



**Housing Costs**



**Daily Living Expenses**

# Life Insurance

## How Much Can I Apply For?

Note: You cannot buy more coverage for your spouse or child(ren) than you buy for yourself.

The coverage amount for your spouse cannot exceed 50% of your Additional Life coverage.

### For You:

Your choice of .5, 1 or 2x annual earnings rounded to the next \$1,000  
Your plan maximum benefit is \$500,000

### Basic (contributory) Dependents Life insurance for your Spouse and Child(ren):

You may elect to insure your dependent spouse and child(ren) under either Option 1 or Option 2, but not both.

#### Option 1:

For your spouse: \$5,000  
For your child(ren): \$2,500

#### Option 2:

For your spouse: \$10,000  
For your child(ren): \$5,000

Additional Spouse Life: Your choice of \$10,000, \$25,000, \$50,000, \$75,000 and \$100,000

## What Is The Guarantee Issue Amount?

Depending on your eligibility, this is the maximum amount of coverage you may apply for during initial enrollment without answering health questions.

### For You:

Up to \$500,000

### For Basic Dependents Life

\$10,000 for spouse  
\$5,000 for child(ren)

### For Your Spouse:

Up to \$25,000

## What Does My AD&D Benefit Provide?

### For You:

If you are insured for Additional Life, you are also insured for Additional AD&D. The AD&D insurance coverage amount matches what you elect for Additional Life Insurance.

Keep in mind that the amount payable for certain losses is less than 100% of the AD&D insurance benefit.

See the Important Details section for more information, including requirements, exclusions, limitations, age reductions and definitions.

# Special Open Enrollment

## During Your Open Enrollment Period From Oct. 15, 2025, through Oct. 31, 2025:

**For You.** If you are currently enrolled in Life insurance, you may elect to increase your coverage up to the plan maximum without having to answer health questions. If you are not currently enrolled in Life insurance, you may elect up to the plan maximum without having to answer health questions. You may elect .5, 1, or 2 times your annual earnings up to \$500,000.

**For Your Spouse.** If your spouse is currently enrolled in Dependents Life insurance for an amount less than \$25,000, you may elect to increase coverage up to, but not to exceed, the guarantee issue amount of \$25,000 without having to answer health questions. If your spouse isn't currently enrolled in Dependents Life insurance, you may elect \$25,000 of coverage without having to answer health questions.

Visit the following link to complete and submit a Medical History Statement online for amounts above the guarantee issue amount: [myeoi.standard.com/631764](https://myeoi.standard.com/631764).

## Additional Feature

**Accelerated Benefit** If you become terminally ill, you may be eligible to receive up to 80% of your combined Basic and Additional Life benefit to a maximum of \$500,000.

# How Much Your Coverage Costs

Your Basic Life insurance is paid for by Dallas County. If you choose to purchase Additional Life coverage, you'll have access to competitive group rates, which may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.

## For You:

How much your premium costs depends on your age and benefit amount. Use the formula and rate table below to calculate the monthly premium for your Additional Life and AD&D coverage.

## For Your Spouse:

If you buy coverage for your spouse, your monthly rate is shown in the following table. Use the same formula to calculate the premium that you used for yourself, but use your spouse's age and your spouse's rate.

## For Your Spouse and Children:

You may elect to insure your dependent spouse and child(ren) under either Option 1 or Option 2, but not both.

## Dependents Life Rates:

If you enroll in Life insurance coverage for your spouse and child(ren), your monthly rate is shown in the following table, depending on the option selected.

|          | Benefit Amount |            | Monthly Premium** | Biweekly Premium** |
|----------|----------------|------------|-------------------|--------------------|
|          | Spouse         | Child(ren) |                   |                    |
| Option 1 | \$5,000        | \$2,500    | \$1.05            | \$0.484            |
| Option 2 | \$10,000       | \$5,000    | \$2.10            | \$0.969            |

\*\*Regardless of the number of eligible child(ren) covered.

## Additional Life and AD&D: Use this formula to estimate your monthly premium payment:

$$\frac{\text{Enter the amount of coverage you are requesting (see benefit amounts on page 2).}}{\div 1000} = \text{_____} \times \frac{\text{Enter your rate from the rate table.}}{\text{_____}} = \text{_____} \rightarrow \text{To get a sense of your biweekly premium, take your monthly premium, multiply by 12 months, and divide by 26 pay periods. This is your biweekly premium.}$$

| Age<br>(As of Jan. 1) | Your Rate*<br>(Per \$1,000<br>of Total Coverage) | Your Additional Life<br>Spouse's Rate<br>(Per \$1,000 of<br>Total Coverage) |
|-----------------------|--|---|
| <30                   | \$0.059  | \$0.034   |
| 30-34                 | \$0.075  | \$0.050   |
| 35-39                 | \$0.093  | \$0.068   |
| 40-44                 | \$0.125  | \$0.100   |
| 45-49                 | \$0.175  | \$0.150   |
| 50-54                 | \$0.255  | \$0.230   |
| 55-59                 | \$0.425  | \$0.400   |
| 60-64                 | \$0.685  | \$0.660   |
| 65-69                 | \$0.995  | \$0.970   |
| 70+                   | \$1.775  | \$1.750   |

\*The rates in the table above includes your monthly AD&D rate of \$0.025 per \$1,000.

## How Much Life Insurance Do You Need?

After a serious accident or death in the family, there are many unexpected expenses.

Your benefits could help your family pay for:

- Outstanding debt
- Your child(ren)'s education
- Burial expenses
- Daily expenses
- Medical bills

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at [standard.com/life/needs](http://standard.com/life/needs).

## Important Details

Here's where you'll find the details about the plan.

### Life and AD&D Insurance Eligibility Requirements

To be eligible for coverage, you must be:

- Insured for Basic Life insurance through The Standard
- An active employee of Dallas County regularly working at least 30 hours per week

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

If you buy Additional Life insurance for yourself, you may also buy Life coverage for your eligible child(ren) and/or spouse. This is called Dependents Life insurance.

You can choose to cover your spouse, meaning a person to whom you are legally married.

You may also choose to cover your child. Child means your child, adopted child, stepchild if living in your home from live birth through the end of the month in which your child reaches age 26.

Please note:

- Your child can be insured by more than one employee.
- Your spouse or child(ren) must not be a full-time member(s) of the armed forces.
- You can be insured as both an individual and a dependent.

### Medical Underwriting Approval for Life Coverage

Required for:

- Coverage amounts higher than the guarantee issue amount
- All late applications (applying 31 days after becoming eligible)
- Requests for coverage increases
- Reinstatements
- Employees eligible, but not insured, under the prior life insurance plan

Visit the following link to complete and submit a Medical History Statement online for amounts above the guarantee issue amount: [myeoi.standard.com/631764](https://myeoi.standard.com/631764).

Note: If your family status changes, you may have the ability to apply for coverage or increase your coverage for a limited time without having to submit a Medical History Statement.

Please see your benefits team for more information.

### Coverage Effective Date for Life Coverage

To become insured, you must:

- Meet the eligibility requirements listed in the previous sections
- Serve an eligibility waiting period\*
- Receive medical underwriting approval (if applicable)
- Apply for coverage and agree to pay premium
- Be actively at work (able to perform all normal duties of your job) on the day before the insurance is scheduled to be effective

\*You are eligible on the first day of the month that follows 30 days as a member.

If you are not actively at work on the day before the scheduled effective date of your insurance, including any Dependents Life insurance coverages, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee. You may have a different effective date for Life coverage below and above the guarantee issue amount. Contact your benefits team for further information about the applicable coverage effective date for your insurance, including Dependents Life insurance.

### Life and AD&D Age Reductions

Under this plan, your coverage amount reduces to 65% at age 70, to 40% at age 75, to 25% at age 80, to 15% at age 85 and to 10% at age 90. Your spouse's coverage amount reduces to 65% at age 70, to 40% at age 75, to 25% at age 80, to 15% at age 85 and to 10% at age 90. If you or your spouse are age 65 or over, ask your human resources representative or plan administrator for the amount of coverage available.

### Life Insurance Waiver of Premium

Your Life premiums may be waived if you:

- Become totally disabled while insured under this plan
- Are under age 75 and terminates at age 75
- Complete a waiting period of 180 days

If these conditions are met, your Life insurance coverage may continue without cost until age 75, provided you give us satisfactory proof that you remain totally disabled.

### Life and AD&D Insurance Portability

If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage from The Standard.

## Life Insurance Conversion

If your insurance reduces or ends, you may be eligible to convert your existing Life insurance to an individual life insurance policy without submitting proof of good health.

## Life Insurance Exclusions

Subject to state variations, you and your dependents are not covered for death resulting from suicide or other intentionally self-inflicted injury, while sane or insane. The amount payable will exclude amounts that have not been continuously in effect for at least two years on the date of death.

## AD&D Benefits

The amount of the AD&D benefit may be equal to the amount payable for your Life benefit on the date of the accident. For all other covered losses, the amount is shown as a percentage of the amount payable for the benefit on the date of the accident. No more than 100% of the AD&D benefit will be paid for all losses resulting from one accident.

Any loss must be caused solely and directly by an accident within 365 days of the accident. A certified copy of the death certificate is needed to prove loss of life.

All other losses must be certified by a physician in the appropriate specialty determined by The Standard.

| Covered Loss   | Percentage of AD&D Payable Benefit |
|--|------------------------------------|
| Life <sup>1</sup>                                    | 100%                               |
| One hand or one foot <sup>2</sup>                    | 50%                                |
| Sight in one eye, speech or hearing in both ears     | 50%                                |
| Two or more of the losses listed above               | 100%                               |
| Thumb and index finger of the same hand <sup>3</sup> | 25%                                |
| Quadriplegia   | 100%                               |
| Hemiplegia   | 50%                                |
| Paraplegia   | 75%                                |
| Uniplegia  | 25%                                |

- 1 Includes loss of life caused by accidental exposure to adverse weather conditions or disappearance if disappearance is caused by an accident that reasonably could have resulted in your death.
- 2 Even if the severed part is surgically re-attached. This benefit is not payable if an AD&D benefit is payable for quadriplegia, hemiplegia, paraplegia or uniplegia or paraplegia involving the same hand or foot.
- 3 This benefit is not payable if an AD&D benefit is payable for the loss of the entire hand.

## AD&D Insurance Exclusions

You are not covered for death or dismemberment caused or contributed to by any of the following:

- Committing or attempting to commit an assault or felony or actively participating in a violent disorder or riot
- Suicide or other intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared) and any substantial armed conflict between organized forces of a military nature
- Voluntary 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 Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The end of the month in which your employment terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date the group policy or your employer's coverage under the group policy, terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy
- The date your Life coverage ends, your AD&D coverage will end as well

In addition to the above requirements, your Dependents Life with AD&D coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent.

For more details on when your insurance ends, contact your benefits team.

## Group Insurance Certificate

If coverage becomes effective and you become insured, contact your benefits team for a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information presented in this summary does not modify the group policy, certificate or the insurance coverage in any way.



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at [standard.com](http://standard.com).

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

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