

Group Life Insurance

Helping Protect Loved Ones From Financial Hardship

The Standard Life Insurance Company of New York
Group Life Insurance





Your Proposed Group Insurance Plan

The Standard Life Insurance Company of New York appreciates the opportunity to provide you with a proposal for group term life insurance. This booklet and the Employee Benefits Proposal together outline the basic features of your proposed insurance plan. These documents are not a contract.

Establishing Group Life insurance coverage with The Standard requires your completed, signed application for group insurance and our acceptance of it. When we approve your application, we will issue you a group policy containing our customary language. It will not duplicate the language of any existing policies you may have.

Your group policy with The Standard will contain provisions, exclusions, limitations and defined terms not described in this booklet or your Employee Benefits Proposal. If any discrepancies exist between the group policy, the Employee Benefits Proposal and this booklet, your group policy will control.

Your group policy will become effective on the date determined by The Standard, which will be clearly stated on your policy. We will also supply you with certificates of insurance, describing the coverage in detail, for you to provide to your insured employees.

The proposed premium rate and plan design for your Group Life coverage, Voluntary Life, Additional Life, Accidental Death and Dismemberment (AD&D) and Dependents Life coverages, if selected, are based on the underwriting data received. We will determine final premium rates and plan provisions based on:

- State law
- Policyholder contributions
- Confirmation of occupations
- The composition of the group of employees you wish to insure
- Our current underwriting rules and practices

The proposal will expire on the date shown in your Employee Benefits Proposal.

Thank you for considering The Standard for your group term life insurance needs. Should you have questions or desire any additional information, please contact your insurance advisor or the Employee Benefits Sales and Service Office for your area.

Note: The proposed policy would provide group term life insurance only and may include group accidental death and dismemberment and dependents life insurance. It does NOT include basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

Group Life Insurance

The Foundation of an Employee Benefits Program

As the foundation of an employee benefits program, Group Life insurance from The Standard Life Insurance Company of New York offers you the opportunity to help protect your employees and their families from financial hardship in the event of death. It includes competitive features, a variety of plan designs and family-friendly provisions. Benefit schedules may be based on uniform amounts, multiples of salary or employee classifications.

To help provide additional financial security, you may combine group Life insurance with Accidental Death and Dismemberment (AD&D) and Dependents Life insurance. The Standard also offers contributory plans, Voluntary Life and Additional Life, as cost-effective alternatives to meet the needs of both employers and employees.

Group Life Insurance Benefits

Accelerated Benefit

No one plans to have a terminal illness. However, in the event that an employee experiences the unexpected, the Accelerated Benefit from The Standard can help to ease financial concerns in the face of adversity.

The Standard automatically includes the Accelerated Benefit with all group Life insurance policies. With this benefit, eligible employees suffering from terminal illnesses may receive an early payout of a portion of their life insurance benefit.

Employees may receive up to 75 percent of their life insurance benefit, but not more than \$500,000, in a one-time lump sum payment. The minimum Accelerated Benefit amount is \$50,000 or 25 percent of an insured employee's life insurance benefit, whichever is less.

Eligible employees may use the money to help maintain their quality of life during an emotionally and financially difficult situation.

To qualify for the Accelerated Benefit, an eligible employee must provide satisfactory proof of a qualifying medical condition that is reasonably expected to result in death within 12 months. After the payment of the Accelerated Benefit, the remaining life insurance benefit is subject to an interest charge.



An Accelerated Benefit may be taxable and its receipt may affect eligibility for public assistance programs.

Waiver of Premium

With the optional Waiver of Premium Benefit, eligible employees may be able to continue their group Life insurance and any Dependents Life insurance without payment of premium if they become totally disabled and their employment terminates or if they receive an Accelerated Benefit. The amount of insurance continued under the Waiver of Premium provision will be reduced or terminated according to the group policy.

Typically, to qualify for Waiver of Premium, an insured employee must become totally disabled under age 60 and must remain totally disabled for at least 180 consecutive days. Insurance coverage continues without premium payment as long as the eligible employee remains totally disabled and meets applicable age requirements. Satisfactory proof of total disability must be periodically submitted to The Standard. AD&D coverage, if any, may not be continued under this provision.



Portability of Insurance

The Portability of insurance provision is automatically included with all group Life insurance policies offered by The Standard, including those with AD&D, Dependents Life or Dependents AD&D insurance. When an employee's employment terminates, this provision offers eligible employees the option to purchase up to the amount of group Life insurance, and AD&D insurance, if any, they had in effect on the day before their employment terminated, subject to minimum and maximum amounts, without submitting evidence of insurability. Insurance continued under the Waiver of Premium benefit may not be continued under this provision.

Portable group insurance is governed under the terms of a master Group Life Portability Insurance Policy issued to The Standard Life Insurance Company of New York Group Insurance Trust, which contains provisions that differ from the employer's group Life insurance policy with The Standard. Portable group insurance coverage will not be affected by termination of the employer's group Life insurance policy.

Conversion to Individual Life Insurance

The Right to Convert provision is another Life insurance option for eligible employees if their group Life insurance ends or reduces for any reason other than failure to pay premiums. Under this provision, eligible employees have the right to convert their group Life insurance to certain types of individual life policies without having to provide evidence of insurability. The employee must apply for conversion and pay the required premium within 31 days after group coverage ends or reduces. AD&D coverage may not be converted under this provision.

Important Group Life Insurance Provisions

Group Life Exclusion

This plan may include an exclusion 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.

Reductions in Group Life Insurance

Typically, insurance benefits are reduced to a percentage of the original amount based upon attainment of specified ages.

Voluntary Life and Additional Life Insurance

Providing a competitive employee benefits package to attract and retain quality employees can be a challenging proposition for any employer. Double-digit increases in health care costs make this even more difficult, reducing a group's ability to exclusively provide and pay for a comprehensive benefits program.

Voluntary Life and Additional Life insurance from The Standard make it easier for employers to offer the insurance coverage that employees want at competitive group rates. With premiums typically paid by employees through payroll deduction, a Voluntary Life or Additional Life insurance plan provides employees with the opportunity to purchase insurance coverage to fit their personal needs while minimizing the impact on the employer's bottom line.

With Voluntary Life coverage, the employer sponsors the plan and may choose to have it partially or fully paid by employees. It allows employees to select and apply for an amount of group term Life insurance to help provide financial protection in the event of death.

With Additional Life coverage, the employer provides a basic amount of group Life insurance to employees. The employer also sponsors the Additional Life plan that allows employees to apply and pay for an increased amount of group term Life insurance beyond the basic group Life coverage.

Voluntary Life and Additional Life Product Highlights

The Voluntary Life and Additional Life plans typically contain the same provisions and features as The Standard's group Life insurance. These include Accelerated Benefit, Waiver of Premium, Portability of Insurance and Right to Convert. In addition, employers may include AD&D and Dependents Life coverage with Voluntary Life or Additional Life plans.

Exclusions, limitations and reductions apply to Voluntary Life and Additional Life coverage.

Accidental Death and Dismemberment Insurance

Accidents can happen in many ways and at any time. Employers can help to financially protect their employees in the event of an accidental loss of life, limb or sight with AD&D insurance from The Standard. With AD&D coverage, eligible employees and their beneficiaries may receive an additional amount in the event of accidental death or dismemberment, helping to restore financial balance when the unexpected happens.

The amount of the AD&D insurance benefit payable for a covered loss is a percentage of the AD&D insurance benefit in effect on the date of the accident, as shown below:

Loss	Percentage Payable
Life	100%
One hand or one foot	50%
Sight in one eye	50%
Two or more of the losses listed above	100%



At no time will more than 100 percent of the available AD&D insurance benefit be paid for all losses resulting from one accident.

With respect to a hand or foot, loss means the actual and permanent severance of the hand or foot from the body at or above the wrist or ankle joint. With respect to sight, loss means the entire, uncorrectable and irrecoverable loss of sight. The loss must be certified by a physician in the appropriate specialty as determined by The Standard.

Seat Belt Benefit

The Standard typically includes a Seat Belt Benefit with its AD&D coverage. If an insured employee dies as a result of an automobile accident while properly wearing and using a seat belt system, The Standard will pay a Seat Belt Benefit equal to 10 percent of the amount of the AD&D insurance benefit payable for the loss of life, up to a maximum of \$10,000.

Air Bag Benefit

To provide further protection to eligible employees who die as a result of an automobile accident for which a Seat Belt Benefit is payable, The Standard includes an Air Bag Benefit with its AD&D coverage. The Standard will pay an Air Bag Benefit equal to 10 percent of the amount of the AD&D insurance benefit payable for the loss of life, up to a maximum of \$5,000, if the following requirements are met at the time of the accident:

- The automobile is equipped with an air bag system installed as original equipment by the automobile manufacturer and the air bag system has received regularly scheduled maintenance or replacement as recommended by the manufacturer
- The air bag system deploys, as evidenced by a police accident report
- The insured individual was seated in the driver's or passenger's seat intended to be protected by the air bag system

Repatriation Benefit

The Standard automatically includes the Repatriation Benefit with its AD&D coverage. This provides an additional benefit to help pay for expenses associated with transportation of an eligible employee's deceased body. When the place of death is more than 200 miles away from the employee's primary place of residence, The Standard will help pay to return the body to a mortuary near the home of the deceased. The Standard will reimburse actual expenses up to \$5,000 or pay 10 percent of the AD&D insurance benefit, whichever is less.

Family Benefits Package

The Standard typically offers this package of additional, family-oriented AD&D benefits with all group Life insurance policies that include AD&D coverage. The Family Benefits Package extends financial assistance to an insured employee's family members in the event of accidental death for which an AD&D insurance benefit is payable.

Higher Education Benefit

The plans for a child's higher education should not end with the death of a parent. The Higher Education Benefit helps to keep those dreams alive. To be eligible for this benefit, the surviving child must register and attend an institution of higher education on a full-time basis within 12 months after the insured employee's death. The benefit is paid annually for a maximum of four consecutive years beginning on the date of death.



The benefit amount is the qualifying tuition expenses incurred per child within four years after the date of death, but not to exceed \$5,000 per year, or the cumulative total of \$20,000 or 25 percent of the AD&D insurance benefit, whichever is less.

Career Adjustment Benefit

A surviving spouse may need to make a career adjustment as a result of the insured employee's death. When this requires additional training, the Career Adjustment Benefit helps to make the transition easier. To be eligible for this benefit, the surviving spouse must register and attend an institution of higher education or trades training program aimed at obtaining employment or increasing earnings within 36 months after the date of the insured employee's death. The benefit amount is the qualifying tuition expenses for training incurred by the surviving spouse within 36 months after the date of death, but not to exceed \$5,000 per year, or the cumulative total of \$10,000 or 25 percent of the AD&D insurance benefit, whichever is less.

Child Care Benefit

In order to work or obtain training, a surviving spouse may require the assistance of a caregiver to watch over young children. The Child Care Benefit is designed to help cover the cost of providing care for children under age 13. The amount of the benefit is the qualifying expenses incurred by the surviving spouse within 36 months after the date of the insured employee's death, but not to exceed \$5,000 per year, or the cumulative total of \$10,000 or 25 percent of the AD&D insurance benefit, whichever is less.

Note: For insured employees with no surviving spouse or children, an alternate benefit of a lesser amount is paid to the insured's beneficiary in lieu of the Higher Education Benefit, the Career Adjustment Benefit and the Child Care Benefit.

Additional Occupational Benefit³

This benefit provides volunteer and career firefighters, police officers and corrections officers with an extra layer of protection should they suffer a covered loss while performing their duties. The benefit amount is 100 percent of the AD&D benefit, up to \$50,000, and the loss must be one in which AD&D benefits are payable.

Additional coverage specifically for firefighters includes heart attacks and strokes, occurring within 24 hours of duty.

Expanded AD&D Package

Few people are prepared for the sudden financial loss brought about by an accidental death. Even fewer have prepared for the potentially higher cost of living associated with an accident that might result in paralysis or deafness. The Expanded AD&D Package from The Standard provides employers with the option to help protect employees and their families with an extra layer of security against these unexpected events.

The Expanded AD&D Package includes a Public Transportation Benefit and additional definitions of loss as described below.

³ This benefit is not a substitute for coverage under the New York Volunteer Firefighters' Benefit Law, and does not relieve the policyholder of any obligation to provide such coverage.

Public Transportation Benefit

The Public Transportation Benefit is paid when an eligible employee dies as a result of an accident while riding as a fare-paying passenger on public transportation. The amount of the benefit is \$200,000 or 100 percent of the AD&D insurance benefit, whichever is less.

Additional Definitions of Loss

The Expanded AD&D Package includes coverage for a wider variety of accidental losses and conditions. The amount payable for these covered losses is equal to a percentage of the AD&D coverage in effect on the date of the accident, as shown in the accompanying table. At no time will more than 100 percent of the available AD&D insurance benefit be paid for all losses resulting from one accident.

Loss	Percentage Payable
Life (if the insured employee disappears and the disappearance is caused solely and directly by an accident that could have reasonably resulted in death) ⁴	100%
Life (by accidental exposure to adverse weather conditions)	100%
Hand or foot ⁵ (even if the severed part is surgically reattached)	50%
Audible speech	50%
Hearing in both ears	50%
Thumb and index finger of the same hand ⁶	25%
Quadriplegia	100%
Triplegia	75%
Hemiplegia	50%
Paraplegia	50%
Uniplegia	25%

⁴ The disappearance must occur independently of all other causes and continue for a period of 365 days after the date of the accident despite reasonable search efforts.

⁵ This benefit is not payable if an AD&D insurance benefit is payable for Quadriplegia, Triplegia, Hemiplegia, Paraplegia, or Uniplegia for paralysis of the same hand or foot.

⁶ This benefit is not payable if an AD&D insurance benefit is payable for the loss of the entire hand.



Loss of speech or hearing means the entire, uncorrectable and irrecoverable loss of audible speech or hearing in both ears. Loss of thumb and index finger means the actual and permanent severance from the body of the thumb and index finger on the same hand at or above the metacarpophalangeal joints. Quadriplegia means the permanent, complete and irreversible total paralysis of both upper and lower limbs. Triplegia means the permanent, complete and irreversible total paralysis of three limbs. Hemiplegia means the permanent, complete and irreversible total paralysis of the upper and lower limb on the same side of the body. Paraplegia means the permanent, complete and irreversible total paralysis of both lower limbs. Uniplegia means the permanent, complete and irreversible total paralysis of one limb.

AD&D Limitations

A loss must occur solely and directly by 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. Losses other than life must be certified by a physician in the appropriate specialty.

AD&D Exclusions

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

- War or act of war
- Suicide or any other intentionally self-inflicted injury, while sane or insane
- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot

- Intoxication or being under the influence of any narcotic, unless used or consumed according to the directions of a physician
- Sickness, except as a result of the accident
- Pregnancy, except for a complication of pregnancy resulting from the accident
- Medical or surgical treatment for any of the above

Reductions in AD&D Insurance

Typically, insurance benefits are reduced to a percentage of the original amount based upon attainment of specified ages.

Dependents Life Insurance

The Standard offers Dependents Life insurance in combination with group Life insurance to provide additional financial security for employees and their families. If Dependents Life is selected, an insured employee may purchase group term Life insurance to cover a spouse or child.

Children, adopted children, and stepchildren are considered dependents through age 25. Dependents Life insurance may be continued after the limiting age for a child who is disabled.

Dependents who are full-time members of the armed forces of any country are not eligible for coverage.

Insured employees are eligible to insure their dependents on the later of the date their group Life insurance becomes effective or the date they first acquire a dependent.

Dependents Life 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.

Reductions in Dependents Life Insurance

Typically, insurance benefits are reduced to a percentage of the original amount based upon attainment of specified ages.



Commonly Asked Questions

Who Is Eligible for Coverage?

Coverage is available to all active employees who are regularly working a specified number of hours each week and meet the required eligibility waiting period as shown in the Employee Benefits Proposal. Temporary or seasonal employees, full-time members of the armed forces of any country, leased employees and independent contractors are not eligible for coverage.

What Is the Active Work Requirement?

Active work means performing the material duties of the employee's occupation at the employer's usual place of business. Employees who do not meet the active work requirement due to sickness, injury or pregnancy on the day before the scheduled effective date of insurance (including Dependents Life insurance), will not become insured until the day after the employee completes one full day of active work as an eligible member.

What Is the Effective Date of This Plan?

The effective date of coverage for an eligible employee or dependent depends upon the eligibility waiting period and whether the individual is required to provide evidence of insurability. Additionally, in every situation eligible employees must meet the active work requirement before the insurance becomes effective.

While Dependents Life insurance is in effect, each new dependent becomes insured immediately.

If an employee or dependent is not required to provide evidence of insurability, the effective date of coverage depends upon whether the coverage is contributory or noncontributory.

For noncontributory plans, coverage is effective on the date the employee or the employee's dependent becomes eligible.

For contributory plans, employees must apply in writing for coverage and agree to pay premiums. Coverage is effective on the later of:

- The date the employee becomes eligible if applying on or before that date
- The date the employee applies for coverage if within 31 days after becoming eligible

If an employee or dependent is required to provide evidence of insurability, the coverage generally becomes effective on the date The Standard approves the evidence of insurability.

When Does Coverage End?

Group Life insurance ends automatically on the earliest of the following:

- The last day of the last period for which a premium payment was received if the coverage is contributory
- The date the group policy terminates
- The date employment terminates
- The date the employee fails to meet the definition of a member; however, group Life may be continued during certain periods

If AD&D coverage is selected, it ends on the earliest of the following dates:

- The date the employee's group Life insurance ends
- The date Waiver of Premium begins
- The date AD&D insurance terminates under the group policy
- The date the last period ends for which a premium payment was received if the coverage is contributory

The Dependents Life insurance ends automatically on the earliest of the following:

- Five months after the death of the insured employee (no premiums will be charged for the Dependents Life coverage during these five months)
- The date the group Life insurance ends for the insured employee
- The date Dependents Life insurance terminates under the group policy
- The date the last period ends for which a premium payment was received if the coverage is contributory
- For a spouse, the date of divorce or annulment of marriage
- For a child, the date the child ceases to be a dependent, including attaining the age of 19 or 23 if a full-time student
- For a disabled child, 90 days after The Standard requests proof of disability, if proof is not given
- For a dependent, the date the individual ceases to be a dependent

What Level of Employee Participation Is Required?

An employer may terminate the group policy by providing The Standard with written notice. It will automatically terminate if premium is not received by the end of the grace period shown in the group policy. The Standard may terminate the group policy on any premium due date if the number of persons insured is less than the minimum participation requirements or less than the minimum participation percentage as defined by the group policy. The Standard may also terminate the group policy if it determines that the policyholder has failed to promptly furnish any necessary requested information or to perform any other obligations relating to the group policy.





Employers across the state of New York trust The Standard Life Insurance Company of New York to insure their employees and administer their employee benefits plans. Headquartered in White Plains, The Standard offers a quality portfolio of differentiated group Life, Disability, Dental and Vision insurance products to serve the needs of the New York market. The Standard delivers value in employee benefits through well-designed products and the promise of exceptional service.

To learn more about The Standard's group Life insurance, contact the Employee Benefits Sales and Service office for your area today at 800.633.8575 or visit us at **standard.com**.

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