

Group Term Life Insurance

Explore Your Benefits & Costs



Group Name: Cypress-Fairbanks Independent School District
Group Number: 694860
Class: All Regular Active Full-time Employees

You're committed to caring for your loved ones. If the future doesn't go the way you planned, **Group Term Life Insurance can help.** After a death, it provides a benefit payment to your beneficiary(ies) that can be used for funeral expenses, co-signed loan debt, future education, or whatever they choose.

This document includes expanded information about Group Term Life Insurance, such as how much it will cost, details about what's covered and what's excluded, and more. As you explore, keep in mind:



No medical questions or tests are required for basic coverage*



Accidental Death & Dismemberment coverage is also available



Keep your coverage even if you leave your employer

It's difficult to think about loss, but important to be prepared for the unexpected. The Group Term Life Insurance available through your employer is a simple way to stay covered in the coming year.

*If you choose coverage beyond the basic amount, you may need to answer questions about current and past health conditions and receive approval from the insurer. Learn more in the "Guaranteed Issue/Evidence of Insurability" section that follows.

ReliaStar Life Insurance Company
a member of the Voya® family of companies


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Get basic coverage at no cost

Your employer is providing basic Group Term Life Insurance to you at no cost to you. This pays a benefit to your beneficiary if you pass away during a specific period of time ("term") and if your coverage is active. Your coverage also includes Accidental Death & Dismemberment Insurance, which provides a benefit separate from the life insurance benefit, if you pass away or are severely injured as the result of a covered accident.


The basic coverage being offered to you is:

Coverage Amount	
 For you	A flat amount of \$30,000.




Add supplemental coverage based on your needs

In addition to the basic coverage being provided at no cost to you, you have the opportunity to elect additional coverage called Supplemental Life. This includes Supplemental Life Accidental Death & Dismemberment Insurance, which provides the insured person or their beneficiary a payment separate from the life insurance benefit if the insured person dies or is severely injured in a covered accident.

When you enroll, you'll have the opportunity to choose up to the following amount(s):



Not sure how much you need? Try the Life Insurance Calculator at go.voya.com/lifecalc to learn more.

	Coverage Amount	Guaranteed Issue Limit
 For you	\$10,000 to a maximum of \$500,000 in \$10,000 increments.	\$250,000
 Your spouse*	\$5,000 to a maximum of \$125,000 in \$5,000 increments, not to exceed 100% of the employee's Supplemental Life insurance amount.	\$50,000
 Your child(ren)*	\$10,000	\$10,000

*"Spouse" also includes domestic partners or civil union partners as defined by the group policy. Children up to age 26. If your spouse or child are eligible for coverage as an employee, they are not eligible for additional coverage as a spouse or child. If your spouse or child is covered under the policy as an employee, then your spouse/child is not eligible for coverage under the spouse/child rider.

Guaranteed-Issue Limit and Evidence of Insurability

The guaranteed-issue limit is the amount that's available to new hires without providing evidence of insurability (EOI). At Annual Enrollment, Employees will be allowed to increase existing coverage by 1 increment or \$10k and Spouses can increase by 1 increment or \$5k up to the guaranteed issue limit listed above. Child coverage is always guaranteed issue at Annual Enrollment. If you do not have existing coverage at Annual Enrollment, you are considered a late entrant and any amount of coverage elected will require EOI. The EOI form includes questions about current and past health conditions. The

insurer may request additional information before approving or denying coverage. When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.

Age reductions

Basic Life

Benefit amount reduces to 65% of original coverage when the employee reaches age 65 and to 50% at age 70. Premium amounts are also reduced accordingly, and automatically adjusted for the new benefit amount(s).

How much does it cost?

The cost of Group Term Life and Accidental Death & Dismemberment Insurance varies depending on the coverage amount you select. “Age” refers to the employee or spouse age as of September 1st each year moving forward. Use table below to calculate monthly premium amounts.

Rates shown are guaranteed until September 1st, 2027.

Employee and Spouse Supplemental Life/Supplemental Accidental Death and Dismemberment (AD&D) Insurance Rates	
Employee or Spouse Age	Monthly rate per \$1,000 of coverage
Under 29	\$0.059
30-34	\$0.059
35-39	\$0.066
40-44	\$0.113
45-49	\$0.150
50-54	\$0.233
55-59	\$0.343
60-64	\$0.583
65-69	\$1.098
70 +	\$1.751
The rates are per individual.	

Children Life/AD&D Insurance Rates
Monthly cost for all eligible children
Monthly rate per \$10,000 of coverage
\$0.41



To calculate your total monthly cost:

Employee

Spouse

Child(ren)

1. Enter the amount of coverage you'd like for you, your spouse, and your child(ren).
2. Divide each amount by 1,000.
3. Using the rate tables above, find the appropriate rate per \$1,000 of coverage for each person.
4. Multiply each answer from Step 2 by the appropriate rate.
5. Add your answers from Step 4 together to find your total Monthly cost.

What else is included?



receive a portion of the benefit early

Accelerated Death Benefit

If you have a medical condition that requires permanent continuous confinement in an institution or are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living. Receipt of the accelerated benefit may be taxable or may adversely affect your eligibility for Medicaid or other government benefits. You should consult your personal tax advisor to assess the impact of this benefit.



continue coverage at no cost

Waiver of Premium benefit

If you aren't working because you are totally disabled, Waiver of Premium allows you to keep your Group Term Life Basic and Supplemental coverage for a period of time without paying premiums.



keep coverage if employment ends

Continue or convert coverage

The portability provision allows for if your employment ends or you no longer meet your employer's eligibility criteria, you have the option to continue coverage by paying premiums directly to the insurance company. Or you may choose to convert coverage into an individual Whole Life Insurance policy. Coverage for your spouse or children is also available.

A complete description of benefits, limitations, exclusions, and termination of coverage will be provided in the certificate of insurance and riders.

The following non-insurance services are also provided:

Obtain support when experiencing a loss.

Bereavement Support, including Funeral Planning & Will Preparation

We work with Empathy to offer you Bereavement Support, including Funeral Planning & Will Preparation services. Combining technology and human care, Empathy helps families prepare for the future and navigate the emotional and practical challenges associated with loss.

From planning a funeral to the logistics of winding down an estate, Empathy offers an impactful solution to you and your family after the loss of a loved one. Empathy's bereavement support is also fully accessible to your loved ones, and various family members can share and join your account.

Bereavement Support, including Funeral Planning & Will Preparation services are provided by The Empathy Project, Inc., New York, NY.

Get resources for **counseling, legal support**, and much more.

Employee Assistance Program

Sometimes life gives us a bit more than we can handle. Employee Assistance Program resources are available to support you and your family with counseling, legal support and financial guidance. These resources can help improve your emotional well-being, and address personal, family and life issues.

Employee Assistance Program services are provided by ComPsych® Corporation, Chicago, IL.

Access **extra support** the next time you travel.

Voya Travel Assistance

Being in an unfamiliar place can cause stress, especially if something goes wrong. Voya Travel Assistance offers you and your dependents services when traveling 100 miles or more from home, including: medical assistance services, emergency medical transport services, travel assistance service such as pre-trip and cultural information, security services and accessible technology.

Voya Travel Assistance services are provided by International Medical Group, Inc. Indianapolis, IN.

Exclusions and limitations

Supplemental Life Insurance coverages have a two-year suicide exclusion from the effective date of coverage or an increase in coverage.

AD&D Insurance has exclusions that are described in the certificate of insurance or rider.



Questions?

For more information, please call your Insurance Department at 281-897-3882.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions, and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

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