

Rio Rancho Public Schools
Voluntary Life Benefit Summary
Class 1 - All Eligible Full-Time Employees

Full-time Employee Requirement	An eligible employee is a full-time permanent employee authorized to work and reside in the United States. Eligible employees must work 30 or more hours per week and cannot be considered a part-time, temporary or seasonal employee. If any eligible employee is not actively at work on the individual effective date, group insurance coverage for that employee will not exist until he/she returns to full-time active work.
Life Amount	A flat amount in \$10,000 increments with a Minimum of \$10,000 and a Maximum of \$500,000 not to exceed 5 times your annual base salary, rounded to the next higher \$1,000.
Guaranteed Issue Amount	\$200,000
Definition of Earnings	Annual base salary only: The amount of coverage will be based upon earnings as last reported in writing to and approved by . In no event will the amount of earnings used to calculate benefits under the OneAmerica contract exceed the lesser of the amount approved by OneAmerica, amount shown in the Employer's payroll records, or for which premium has been paid.
Reduction Schedule	The Life Amount Principal Sum will reduce to 50% of the amount shown above when the Employee reaches age 70. See Certificate for further benefit reductions due to age.
Accelerated Life Benefit	The Employee may request payment of 25%, 50%, or 75% of the Life Amount if the Employee is diagnosed with a terminal condition, as defined in the Certificate.
Waiver of Premium	OneAmerica may waive further premium payments for the Employee's Life Amount if the Employee becomes Totally Disabled before age 60 while insured under the Policy, and remains continuously Totally Disabled for 9 months, and submits proof of Total Disability.
Conversion	If the Employee's Life Insurance or a portion of it ceases, the Employee may be entitled to convert his / her policy. The Employee can refer to his or her Certificate for specific details of this provision.
Portability	You may be eligible to apply for continuation of coverage should your coverage terminate. Approval for this benefit will extend your coverage for an additional period of time.

Guaranteed Increase Benefit (GIB)

If eligible, you may apply for an additional amount of coverage offered by OneAmerica at each approved scheduled enrollment period without providing Evidence of Insurability. The amount of coverage after the increase can not be greater than the maximum amount of coverage available.

Life Event Benefit (LEB)

If eligible and a qualifying Life event has occurred, you may apply for an additional amount of coverage. The amount of coverage after the increase can not be greater than the maximum amount of coverage available.

Voluntary Dependent Term Life

Employee's Spouse Under age 70 - A flat amount in \$5,000 increments with a Minimum of \$5,000 and a Maximum of \$250,000 not to exceed 50% of your Life amount. The spouse Guaranteed Issue amount is \$25,000.

Dependent Child* - live birth to age 25, if tax dependent
\$5,000 or \$10,000 The Child(ren) Guaranteed Issue amount is \$10,000.

Spouse coverage can not be carried on employee's coverage, if they are also an employee of the RRPS.

Child(ren) coverage:

- covers all eligible tax dependent children up to age 25 under the one rate. Cost is NOT per child.
- child(ren) can only be covered under one employee of RRPS. If married and both employees of RRPS, only can be covered under one of them.

This information is provided as a Benefit Outline. It is not a part of the insurance policy and does not change or extend American United Life Insurance Company's® liability under the group Policy. Employers may receive either a group Policy or a Certificate of Insurance containing a detailed description of the insurance coverage under the group Policy. If there are any discrepancies between this information and the group Policy, the Policy will prevail.