University of the Incarnate Word Group Life Insurance

Base Life Coverage
Employer Paid

Employee Benefit

Employer Minimum Benefit
$10,000

Employee Additional Benefit
$10,000 increments
Maximum is the lesser of 5x salary or max $500,000

Supplemental Life Coverage
Optional Employee Paid

Employee Minimum Benefit
$5,000

Employee Additional Benefit
$5,000 increments
50% of employee amount to max $150,000

Spouse Minimum Benefit

Spouse Additional Benefit

Dependent Child Benefit

$10,000 for age 15 days – 19 yrs
or age 25 if full-time student
$500: Birth to 14 days

Guarantee Issue

Employee: 3 x salary or $125,000 whichever is less
Spouse: 50% of employee amount to a Max of $50,000
Child: $10,000

Supplemental Rates:

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<thead>
<tr>
<th>Age</th>
<th>Unisex Rates</th>
<th>Age</th>
<th>Unisex Rates</th>
</tr>
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<td>70-74</td>
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<tr>
<td>75</td>
<td>7.44</td>
<td>76</td>
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</tbody>
</table>

*rates for each child .80/$10,000 Flat amount

Voluntary AD&D Rates = .03 (not available on a stand-alone basis)

- Enrollment forms must be received within 31 days of effective date.
- Evidence of Insurability is required for A) Late Enrollment and B) any amount over Guarantee Issue Amount.
Basic Term Life and AD&D — **PAID BY EMPLOYER** — 100% OF BASIC ANNUAL EARNINGS ROUNDED TO THE NEXT HIGHER $1,000 TO A MAXIMUM OF $250,000.

Basic *Guarantee Issue Amount: $250,000. Age Reduction: 35% at age 65, 60% at age 70, 75% at age 75. (*Guarantee issue is the amount of insurance you may apply for without the requirement for Evidence of Insurability.)

**Employee - Supplemental**
- Supplemental – Paid by employee
- **Minimum:** $10,000 with increments of $10,000
- Guarantee Issue is the lesser of 3 x Salary or $125,000

**Example 1:**
Salary is $31,150 x 5 = $155,750 rounded to next $10,000 is $160,000

**Example 2:**
Salary is $40,000 x 5 = $200,000 rounded to next $10,000 is $210,000
Guarantee Issue is the lesser of 3 x Salary or $125,000

**Spouse**
- Supplemental — Paid by employee
- **Minimum Spouse:** $5,000 with increments of $5,000
- Guarantee Issue Spouse = 50% of Employee amount to a maximum of $50,000

**Example**
Employee Supplemental amount is $50,000: therefore allowed spouse amount is $5,000 up to a maximum of $25,000 (in $5,000 increments)

**Maximum:**
$150,000 not to exceed 50% of the employee supplemental amount

**Dependent Children**
- **Dependant Child:** $500 – live birth to 14 days
- $10,000 15 days to 19 years or to age 25 if a full-time student.
- Child rate is $.80 per Child for $10,000.

### Adult Volunteer AD&D rates
- Rate = 0.03 per $1,000

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