

Plan Highlights

Group Supplemental and Dependent Life Insurance



Town of Cary

ELIGIBILITY

Employees: All Active Full-Time Employees working 20 hours or more per week, except for any person working on a temporary or seasonal basis.

Dependents: You must be insured for your Dependents to be covered.

Dependents are:

- .. Your legal spouse who is not legally separated or divorced from you, including legally-recognized domestic partners
- .. Your unmarried financially dependent children age 14 days to 20 years (to 26 years if full-time student).
- .. A person may not have coverage as both an Employee and Dependent.
- .. Only one insured spouse/domestic partner may cover dependent children.

BENEFIT AMOUNT

Supplemental Life:

Choose from a minimum of \$10,000 to a maximum of \$500,000 in \$10,000 increments.

Amounts of life insurance subject to a 5 times earnings cap.

Dependent Life:

Spouse/Domestic Partner: Choose from a minimum of \$10,000, a maximum of \$500,000 in \$10,000 increments

(amount may not exceed 100% of employee amount)

Dependent Child(ren):

14 days to age 20 years: \$2,500 to \$10,000 in increments of \$2,500

(up to age 26 if a full-time student)

GUARANTEED ISSUE

Initial eligibility period only

Employee: \$200,000

Spouse/Domestic Partner:
\$50,000

Child: none

CONTRIBUTION REQUIREMENTS

Coverage is 100% employee paid.

BENEFIT REDUCTION DUE TO AGE

(Applicable to employee / spouse/domestic partner coverage)

<u>Age</u>	<u>Original Benefit Reduced to</u>
70	65%
75	50%

FEATURES

- .. Accelerated Death Benefit
- .. Conversion Privilege
- .. FMLA/MSLA Extension
- .. Portability
- .. Waiver of Premium
- .. Critical Illness Benefit

VALUE-ADDED SERVICES

- .. Bereavement Counseling Services

EXCLUSIONS

LIMITATIONS:

For a comprehensive list of exclusions and specific limitation, please refer to the Certificate of Insurance. The Certificate also provides all requirements necessary to be eligible for coverage and benefits.

This Plan Highlights is a brief description of the key features of the RSL insurance plan. The availability of the benefits and features described may vary by state. It is not a certificate of insurance or evidence of coverage. Insurance is provided under group policy form LRS-6422, et al.