



Coverage Effective Date: 01/01/2019

Knox County Government and Knox County Schools - Full-Time and Part-Time

Summary of Group Term Life and Accidental Death and Personal Loss (AD&PL) Benefits

Your Group Life Insurance Benefits

Minding what matters most – the ones you love

Am I eligible for coverage?

You qualify if you are an active full or part-time employee working at least 18 1/2 hours a week. If you are a new hire or have not been previously covered by your employer's plan, you may need to complete a probationary or waiting period of **30 days** before your coverage begins.

When does my coverage begin?

When does coverage become effective?*

The "**Guaranteed Issue Amount**" is the most coverage you can get without having to submit Evidence of Insurability (EOI). Coverage up to the Guaranteed Issue Amounts will begin on **01/01/2019**.

*You must be actively-at-work for your coverage to begin. Other rules may apply. Please review your policy documents for more information.

Do I have to provide proof of good health known as Evidence of Insurability (EOI) to enroll?*

New hire/Newly eligible: EOI is not required for you and your dependents to enroll up to the Guaranteed Issue Amount during your **31-day** period of initial eligibility. If you and your dependents don't enroll, you will be considered a "**late applicant**." During future enrollments, you may be required to submit EOI for any amount of coverage.

Late Applicant (did not enroll during your initial eligibility period): **EOI is not required** for you and your dependents to enroll in the lowest coverage option during this **Annual Enrollment**. **

Currently Covered: EOI is not required for you and your dependents to increase coverage by one increment, up to specific Guaranteed Issue Amounts, during this **Annual Enrollment**.

*EOI (medical questionnaire) is required for amounts above the Guaranteed Issue maximum. Coverage that requires EOI is subject to Aetna approval. See page 2 for more details.

**EOI is required for any amount of coverage if you or your dependents have ever been declined.

When will coverage that requires (EOI) begin?*

Coverage will begin after Aetna approves your EOI. If your EOI is not approved, your coverage will be limited to any Guaranteed Issue amount that may apply.

* You must be actively-at-work for coverage to begin, or any increases to take effect.

What is Life and AD&PL coverage?

Group Term Life Insurance helps provide financial protection for those who rely on your income if something happens to you. Term life insurance is a simple and inexpensive form of life insurance, which builds no cash value.

AD&PL pays a benefit in addition to your life insurance, if you die as a result of an accident. Additional benefits are also paid for loss of limb or sight or hearing or speech, and other serious injuries or conditions, like paralysis or coma, caused by an accident.

How much coverage does my employer provide?

Employer-Paid - Term Life

You: 1.5X basic annual earnings rounded to the next higher \$1,000 to a maximum of \$50,000

Employer-Paid - AD&PL

You: 2X basic annual earnings rounded to the next higher \$1,000 to a maximum of \$100,000

Life insurance plans/policies are offered and/or underwritten by Aetna Life Insurance Company (Aetna). We are located at 151 Farmington Avenue, Hartford, CT 06156.



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Can I buy coverage and how much will it cost?

You can buy coverage called Supplemental Life insurance for yourself and your spouse and children.

Supplemental Life Coverage

Available Coverage Amounts

You:	Options of: \$20,000; \$30,000; \$45,000; \$60,000; \$75,000; \$90,000; \$105,000; \$120,000; \$135,000; or \$150,000
Your Spouse:	Increments of \$10,000 up to a maximum of \$30,000
Your Child(ren):	\$5,000

Guaranteed Issue Amounts

New Hire/Newly Eligible*

You:	\$150,000
Your Spouse:	\$30,000
Your Child(ren):	\$5,000

***New Hire/Newly Eligible:** Enroll without EOI during your initial eligibility period. See page 1, or your policy documents, for more information.

Dependent coverage cannot exceed 100% of employee's coverage amount.

Child(ren) Eligibility: 14 days to age 26

During this Annual Enrollment Period

Enroll, or increase current coverage, up to specified amounts without EOI

- **You (late applicant/not currently covered):** Enroll by the lowest coverage amount (\$20,000)
- **You (currently covered):** Increase by one option level up to a maximum of \$150,000
- **Your Spouse (late applicant/not currently covered):** Enroll by the lowest coverage amount (\$10,000)
- **Your Spouse (currently covered):** Increase by one increment of \$10,000 up to a maximum of \$30,000
- **Child(ren):** Enroll up to a maximum of \$5,000

Amounts requested above specified amounts will require EOI.

Late Applicants may need to provide EOI for any amount of coverage during future enrollments.

Monthly Rates for Term Life Insurance (rate per \$1,000)*

Age bands	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80+
Employee	0.076	0.076	0.101	0.114	0.126	0.189	0.290	0.543	0.833	1.604	2.601	3.662	3.662

Spouse: \$1.75 Semi-Monthly for \$10,000; **\$3.50** Semi-Monthly for \$20,000; **\$5.25** Semi-Monthly for \$30,000

Child(ren): \$0.55 Semi-Monthly for \$5,000 of coverage



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What additional features should I know about?

Extension of Life Insurance for permanently and totally disabled employees	If you are unable to work at any job due to an injury or illness for an extended period of time, you may be eligible to have your life insurance coverage continued without paying premiums.
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Accelerated Death Benefit Provision	You and your spouse may be eligible to receive up to 75% of your (combined basic and supplemental) life insurance coverage if diagnosed with a terminal or serious medical condition.
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AD&PL Features A benefit is paid to your surviving spouse/domestic partner or dependent children if you die in an accident.	Seatbelt/airbag Benefits: If you or a covered dependent die from a motor vehicle accident while wearing a seatbelt, a benefit is paid. An added benefit is paid if an airbag inflated. Educational Benefit: For your spouse and each eligible dependent child under 23. Childcare Benefit: For each dependent child under 13 to help pay for childcare. Repatriation of Mortal Remains: If you or your covered dependent die in an accident 200 miles or more from home, a benefit will be paid to transport the body to your hometown funeral home.
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Conversion If your coverage ends or is reduced, you can convert your Group Term Life policy to a Whole Life Policy.	You may convert your basic and/or supplemental coverage into a Whole Life Policy at rates based on your age at time of conversion by paying premiums directly to Aetna. Whole life insurance is generally more expensive than term life insurance so a change in your premium may apply. You will have 31 days to convert your coverage without answering any medical questions.
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Portability If your coverage ends, you can continue coverage as a Term Life Policy	You have an additional option to conversion. You can continue your basic and/or supplemental life insurance as a Term Life Policy by paying premiums directly to Aetna. Term insurance is generally less expensive than Whole Life insurance but your rates will increase as you reach higher age bands. You will have 31 days to convert or apply for portability without answering any medical questions.
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Aetna Life Essentials®	Legal: Create a will, living will, health care directive or a durable/financial power of attorney. Financial: Financial planning to help your beneficiaries maximize their death benefit. Emotional: Master-level social workers provide emotional support in the event of an advanced illness or disabling condition. Physical: Save on the cost of gym memberships, fitness equipment, eyeglasses, contact lenses and hearing aids. To learn more visit: www.aetna.com/aetnalifeessentials
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Funeral Planning and Concierge Services	Advisory Assistance to help you and your family make decisions on all funeral-related issues. Planning advice and cost-comparison tools available 24/7 by phone and online. Call 1-800-913-8318 or visit www.everestfuneral.com/aetna (Create an ID by entering your e-mail address and the Enrollment Identification Code: AETNA0100 .)
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Premium calculation

Calculation:	
Step 1:	Benefit _____ / 1000 = _____ # Units
Step 2:	# Units _____ x _____ Age-banded Rate = \$ _____ Premium Per Month
Step 3:	Monthly Premium _____ x 12 = _____ Annual Premium / _____ # Pay Periods = \$ _____ Payroll Deduction

Example: 35 year old, \$150,000 Benefit	
Step 1:	\$150,000 / 1000 = 150 Units
Step 2:	150 x 0.114 (35 year old rate) = \$17.10 Premium Per Month

**Supplemental Term Life
Sample Employee Coverage Amounts and Semi-Monthly Premiums**

Age	\$20,000	\$30,000	\$45,000	\$60,000	\$75,000	\$90,000	\$105,000	\$120,000	\$135,000	\$150,000
<25	\$0.76	\$1.14	\$1.71	\$2.28	\$2.85	\$3.42	\$3.99	\$4.56	\$5.13	\$5.70
25-29	\$0.76	\$1.14	\$1.71	\$2.28	\$2.85	\$3.42	\$3.99	\$4.56	\$5.13	\$5.70
30-34	\$1.01	\$1.52	\$2.27	\$3.03	\$3.79	\$4.55	\$5.30	\$6.06	\$6.82	\$7.58
35-39	\$1.14	\$1.71	\$2.57	\$3.42	\$4.28	\$5.13	\$5.99	\$6.84	\$7.70	\$8.55
40-44	\$1.26	\$1.89	\$2.84	\$3.78	\$4.73	\$5.67	\$6.62	\$7.56	\$8.51	\$9.45
45-49	\$1.89	\$2.84	\$4.25	\$5.67	\$7.09	\$8.51	\$9.92	\$11.34	\$12.76	\$14.18
50-54	\$2.90	\$4.35	\$6.53	\$8.70	\$10.88	\$13.05	\$15.23	\$17.40	\$19.58	\$21.75
55-59	\$5.43	\$8.15	\$12.22	\$16.29	\$20.36	\$24.44	\$28.51	\$32.58	\$36.65	\$40.73
60-64	\$8.33	\$12.50	\$18.74	\$24.99	\$31.24	\$37.49	\$43.73	\$49.98	\$56.23	\$62.48
65-69	\$16.04	\$24.06	\$36.09	\$48.12	\$60.15	\$72.18	\$84.21	\$96.24	\$108.27	\$120.30
70-74	\$26.01	\$39.02	\$58.52	\$78.03	\$97.54	\$117.05	\$136.55	\$156.06	\$175.57	\$195.08
75-79	\$36.62	\$54.93	\$82.40	\$109.86	\$137.33	\$164.79	\$192.26	\$219.72	\$247.19	\$274.65
80+	\$36.62	\$54.93	\$82.40	\$109.86	\$137.33	\$164.79	\$192.26	\$219.72	\$247.19	\$274.65

Insurance plans contain exclusions and limitations. See plan documents for a complete description of benefits, exclusions, limitations and conditions of coverage. Policies may not be available in all states, and rates and benefits may vary by location. Policies are subject to United States economic and trade sanctions. Merrill Edge is available through Merrill Lynch, Pierce, Fenner & Smith Incorporated (MLPF&S), and consists of the Merrill Edge Advisory Center (investment guidance) and self-directed online investing. MLPF&S is a registered broker dealer, Member SIPC, and a wholly owned subsidiary of Bank of America Corporation. The Financial Services Program is independently offered and administered by MLPF&S. Aetna does not provide financial services and makes no representations or warranties as to the quality of the information or services provided by MLPF&S. The Legal Reference™ program is independently administered by ARAG® Services LLC. Aetna has provided its life insurance policyholders with access to Everest Funeral Planning and Concierge Services ("Services"), which are independently administered by Everest Funeral Package, LLC ("Everest"). Access to these Services is not insurance, may be discontinued at any time without notice, and is void where prohibited. Everest is solely responsible for furnishing these Services, and Aetna makes no guarantee or representations as to their quality or suitability. Not all services are available in all states. Policy form numbers issued in Idaho and Oklahoma include: **GR-9/GR-9N and/or GR-29/GR-29N.**