

# BASIC TERM LIFE AND BASIC ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE OVERVIEW

Prepared for UC Medical Resident & Fellows

## Basic Term Life & Accidental Death & Dismemberment (AD&D) – paid by your employer

|                    |  |   |
|--------------------|--|---|
| <b>Eligibility</b> | All active, Full-Time Employees of the Employer regularly working a minimum of 20 hours per week in the United States. |   |
| <b>Employee</b>    | <b>Benefit Amount and Maximum</b>  | \$50,000  |
|                    | <b>Benefit Reduction Schedule</b>  | Benefits will reduce to 65% at age 70 and 50% at age 75 |

### Other Coverage Features

#### Accelerated Death Benefit – Terminal Illness

If you are diagnosed by two unaffiliated physicians as terminally ill with a life expectancy of 12 months or less, the benefit for terminal illness provides for up to 100% of the Term Life Insurance coverage amount in-force or \$50,000, whichever is less, to be paid to the insured. This benefit is payable only once in the insured's lifetime, and will reduce the life insurance death benefit.

**Continuation for Disability for Employees Age 60 or over** - If your active service ends due to disability, at age 60 or over, your coverage will continue while you are disabled. Benefits will remain in force until the earliest of: the date you are no longer disabled, the date the policy terminates, the date you are Disabled for 12 consecutive months, or the day after the last period for which premiums are paid. You are considered disabled if, because of injury or sickness, you are unable to perform all the material duties of your Regular Occupation, or you are receiving disability benefits under your Employer's plan.

**Extended Death Benefit** - The extended death benefit ensures that if you become disabled prior to age 60, and die before it is determined if you qualify for Waiver of Premium, we will pay the life insurance benefit if you remain disabled during that period.

**Waiver of Premium** - If you are totally disabled prior to age 60 and can't work for at least 9 months, you won't need to pay premiums for your coverage while you are disabled, provided the insurance company approves you for this benefit. You are considered totally disabled when you are completely unable to engage in any occupation for wage or profit because of injury or sickness. This benefit will remain in force until age 65, subject to proof of continuing disability each year.

#### When Your Coverage Begins and Ends

Coverage becomes effective on the later of the program's effective date, the date you become eligible, the date we receive your completed enrollment form, or the date you authorize any necessary payroll deductions. Your coverage will not begin unless you are actively at work on the effective date. Coverage will continue while you remain eligible, the group policy is in force, and required premium paid.

**Conversion** - If group life coverage ends (except due to nonpayment of premium), your employment is terminated, membership in an eligible class is terminated, or insurance coverage is reduced based on attained age, you can convert to an individual non-term policy. To convert, you must apply for the conversion policy and pay the first premium payment within 31 days after your group coverage ends. Premiums may change at this time, and terms of coverage will be subject to change.

**Portability** - If your employment is terminated and you are under age 70, you can continue your [employee-paid] life insurance on a direct-bill basis. Premiums will increase at this time. Coverage can be continued to age 70, unless the insurance company terminates portability for all insured persons. Refer to your certificate for details.

## Other Accidental Death & Dismemberment (AD&D) Coverage Features

### A Valuable Combination of Benefits

Survivors of severe accidents will be paid an additional benefit according to the chart below.

| If, within 365 days of a covered accident, bodily injuries result in:   | We will pay this % of the benefit amount: |
|---|---|
| Loss of life  | 100%                                      |
| Total paralysis of upper and lower limbs, or Loss of any combination of two: hands, feet or eyesight, or Loss of speech and hearing in both ears  | 100%                                      |
| Total paralysis of both lower or upper limbs  | 75%                                       |
| Total paralysis of upper and lower limbs on one side of the body, or Loss of hand, foot or sight in one eye, or Loss of speech or loss of hearing in both ears, or Severance and Reattachment of one hand or foot | 50%                                       |
| Total paralysis of one upper or lower limb, or Loss of all four fingers of the same hand, or Loss of thumb and index finger of the same hand  | 25%                                       |
| Loss of all toes of the same foot   | 20%                                       |

Only one benefit (the largest) will be paid for losses from the same accident.

### Additional Benefits of Accidental Death & Dismemberment Insurance

**For Wearing a Seatbelt & Protection by an Airbag** - Additional 25% benefit but not more than \$12,500 if the covered person dies in an automobile accident while wearing a seatbelt. We will increase the benefit by an additional 10% but not more than \$5,000 if the insured person was also positioned in a seat protected by a properly-functioning and properly deployed Supplemental Restraint System (Airbag).

**For Comas** - You will receive 1% of the full benefit amount each month, for up to a maximum of 11 months, if you are in a coma for 30 days or more as a result of a Covered Accident. If the covered person is still in a coma after 11 months, or dies, the full benefit amount will be paid

**For Exposure & Disappearance** - Benefits are payable if you or an insured family member suffer a covered loss due to unavoidable exposure to the elements as a result of a Covered Accident. If your body is not found within one year of the disappearance, wrecking or sinking of the conveyance in which you or an insured family member were riding, on a trip otherwise covered, it will be presumed that you sustained loss of life as a result of a Covered Accident.

**Bereavement / Trauma Counseling** - If bereavement and trauma counseling needed because of a loss (excluding benefits also covered by workers' compensation) 4 sessions, \$250 per session maximum of \$1,000

**For a Loss Resulting From a Common Carrier** - If you suffer a covered loss while riding as a passenger in, or being struck by, a common carrier, we will pay an additional 25% of the benefit amount, to a maximum of \$12,500.

**Business Travel** - Loss occurs while on an employer-approved business trip. Additional 25% of principal sum to \$12,500

**For Furthering Education** - If you die in a covered accident, we will pay an extra benefit for each insured child under age 25 who enrolls in a school of higher learning within one year of your death. We will increase your benefit by 5% or \$2,500, whichever is less, for each qualifying child, each year for 4 consecutive years as long as your child continues his/her education. If there is no qualifying child, we will pay an additional \$1,000 to your beneficiary.

### **What is Not Covered**

Self-inflicted injuries or suicide while sane or insane • commission or attempt to commit a felony or an assault • any act of war, declared or undeclared • any active participation in a riot, insurrection or terrorist act • bungee jumping • parachuting • skydiving • parasailing • hang-gliding • sickness, disease, bodily or mental infirmity, bacterial or viral infection or medical or surgical treatment thereof, except for any bacterial infection resulting from an accidental external cut or wound or accidental ingestion of contaminated food • voluntarily using any drug, narcotic, poison, gas or fumes except one prescribed by a licensed physician and taken as prescribed • operating any type of vehicle while under the influence of alcohol or any drug, narcotic or other intoxicant including any prescribed drug for which the covered person has been provided a written warning against operating a vehicle while taking it • a Covered Accident that occurs while the covered person is engaged in the activities of active duty service in the military, navy or air force of any country or international organization (this does not include Reserve or National Guard training, unless it extends beyond 31 days) • traveling in an aircraft that is owned, leased or controlled by the sponsoring organization or any of its subsidiaries or affiliates • air travel, except as a passenger on a regularly scheduled commercial airline or in an aircraft being used by the Air Mobility Command or its foreign equivalent • flight in, boarding or alighting from an Aircraft or any craft designed to fly above the Earth's surface being flown by the covered person or in which the covered person is a member of the crew.

### **When Your Coverage Begins and Ends**

Coverage becomes effective on the later of the program's effective date, the date you become eligible, the date we receive your completed application, or the date you authorize any necessary payroll deductions. Your coverage will not begin unless you are actively at work on the effective date. Coverage will continue while you remain eligible, the group policy is in force, and required premiums are paid.

This information is a brief description of the important features of the plan. It is not a contract. Terms and conditions of coverage are set forth in Group Policy No. FLX - 968370 and Group Policy No. OK - 96984. Please refer to your Certificate of Insurance or Summary Plan Description for more detailed information. Coverage is underwritten by Life Insurance Company of North America, a Cigna company. The Cigna name, logo, and other Cigna marks are owned by Cigna Intellectual Property, Inc. © Cigna 2018