



# Life Insurance FAQs

## Basic Life Insurance

### Q: What is basic life insurance coverage?

Basic Life Coverage is paid by your employer for eligible full-time employees. It generally includes \$20,000 of Employee Life Insurance and \$20,000 of Employee Accidental Death and Dismemberment Coverage (other amounts available depending on your employers preference). You can verify this with your employer or call Employers Resource at 866-214-9506.

### Q: What does basic life include?

For eligible employees it includes \$20,000 Group Term Life Insurance (unless employer chooses more) and Accidental Death and Dismemberment which provides an additional \$20,000 (or corresponding higher amount if basic life amount higher) in the event of an accidental death. Refer to the [Certificates of Insurance](#) for more information. Basic terms to know include:

- o Waiver Of Premium: You may continue your coverage in the event of disability.
- o Living Benefit: If you have a terminal illness, you may elect to receive up to 50% of the life benefit under certain conditions.
- o Conversion Option: You may convert this to an individual policy upon leaving employment.
- o Benefit Decreases: Beginning at age 70.

## Voluntary Life Insurance

### Q: What is voluntary life insurance (sometimes referred to as “Additional Life or Supplemental Life”)?

Additional Life is an easy way to protect your family's lifestyle. It is affordable group term life insurance. You choose how much Additional Life you, your spouse and your children need. Premiums for Voluntary Life insurance are deducted from your paycheck on an after-tax basis. **Note:** As a new employee, you are eligible to elect guarantee issue amounts without underwriting, if you elect coverage within 31 days of your effective date for benefits coverage.

### Q: What amounts may I select for myself and my dependents?

*Voluntary Life Insurance for You:* You can elect up to a maximum of \$250,000\* (in increments of \$5,000). A Guarantee Issue amount (up to maximum of \$100,000) will be approved without underwriting if applied for within the first 31 days of your effective date as a new hire). Any amount applied for after your 31 days mentioned will require evidence of insurability and approval from MetLife.

*Voluntary Life Insurance for Your Spouse:* Elect up to a maximum of \$125,000 or 75% of the employee's combined Basic and Voluntary Life Insurance Amount, whichever is less\* (in increments of \$5,000). A Guarantee Issue amount (up to a \$25,000 maximum) will be approved without underwriting, if applied for within the 31 days of your effective date. Any amount applied for after your 31 days mentioned will require evidence of insurability and approval from MetLife.

*Voluntary Life Insurance for Your Children:* Elect up to a maximum of \$10,000.\* (in increments of \$5,000). No evidence of insurability required if within the 31 days of your effective date. Coverage is available for children up to age 19 or age 23 if they are a full-time student. Coverage applied for after your 31 days mentioned will require evidence of insurability and approval from MetLife.

### Q: What does “guarantee issue” mean and when is my coverage effective?

As a new employee you may purchase up to \$100,000 for you, and \$25,000 for your legal spouse, and \$5,000 or \$10,000 children coverage during the initial enrollment period on a guarantee issue basis (with a qualified answer to a hospitalization question), but not more than 31 days following your effective date of coverage. If you purchase more than the guarantee issue amount or enroll after your initial enrollment period, coverage is effective the first of the month following the date the carrier approves you or your dependent's coverage.

### Q: How much will it cost me?

Determine the number of coverage increments you want (1 increment = \$5,000). Next, multiply the number of increments by the

(over)

cost for your age group.

Examples:

- o 42 year old employee wants 20 increments of coverage.  $.50 \times 20 = \$10$  for \$100,000 coverage.
- o 42 year old spouse wants 5 increments of coverage.  $.65 \times 5 = \$3.25$  for \$25,000 coverage.

Age	Per \$5,000 Increment of Coverage	
	Employee Cost	Spouse Cost
<25	.235	.250
25 to 29	.255	.350
30 to 34	.350	.450
35 to 39	.450	.500
40 to 44	.500	.650
45 to 49	.750	.950
50 to 54	1.150	1.650
55 to 59	2.150	2.600
60 to 64	3.300	4.550
65 to 69	6.235	7.900
70+	10.100	12.650

The child rate is \$0.95 per month for \$5,000 in coverage or \$1.90 per month for \$10,000 coverage. The Voluntary Child Life plan covers all eligible children.

\* Maximum limits include Voluntary Life you have currently with MetLife through Employers Resource, but does not include the Basic Life coverage provided by your employer.

#### **Q: How do I enroll or get the enrollment forms?**

If you are interested in enrolling in the optional life coverage you may obtain the forms and additional information by [clicking here](#). Feel free to call the Benefits Department at 866-214-9506 or your Employers Resource Client Service Coordinator to request forms.

#### **Q: When does coverage start?**

Upon approval, you begin paying for one month in advance of the effective date. For example, if you are approved on March 15th, you would begin paying for coverage on April 1<sup>st</sup>, with a coverage effective date of May 1<sup>st</sup>. You will receive information regarding the amount approved and the effective date.

#### **Q: Where do I go for more information?**

Please contact the Benefits Department at 866-214-9506 (toll free) or 208-426-8006 (or your local Employers Resource Branch Office client service coordinator), if you have any questions.

#### **Q: Which form do I fill out for additional life insurance?**

Fill out [Form A](#) if you are newly hired and are applying for Additional Life within 31 days of your effective date of coverage and you are electing an amount only up to the guarantee issue (\$100,000 for employee, \$25,000 for spouse, and \$5000 or \$10,000 for children).

Note: The Basic Life Coverage provided to you by your employer doesn't figure into the guarantee issue amount.

Fill out [Form A](#) and [Form B](#) if the following applies:

- o If your initial enrollment period has ended and you want to purchase Additional Life for you or your dependents.
- o If you answered "Yes" to the hospital question on page 2 of Form A.
- o If you want to purchase more than the guarantee issue (\$100,000 for employee and \$25,000 for spouse), Include each additional life applicant including children.
- o If you have a qualifying event. (i.e.; marriage, birth, adoption)

#### **Q: How do I elect or change my beneficiary/beneficiaries?**

Make sure you fill out the [Beneficiary Designation Form](#). If more than one primary or contingent beneficiary is designated, settlement will be made in equal shares to each of the designated beneficiaries (or beneficiary) as survives the Insured, unless otherwise indicated in your form. Any updated designation you make overrides previous Basic Life and Additional Life beneficiary designations. The employee is automatically the beneficiary for the spouse and dependent child(ren) Additional Life Insurance. **Note:** Your designation for a beneficiary is not valid until your form is signed, dated and delivered to Employers Resource during your lifetime.