

GROUP BENEFITS

Basic Life and AD&D Insurance



Benefit Highlights	
San Jose/Evergreen Community College District	
What is Basic Life and AD&D Insurance?	<p>Your Employer provides, at no cost to you, Basic Life and AD&D Insurance in an amount equal to 1.5 times your annual Earnings, rounded to the next higher \$1,000 to a maximum of \$300,000. Life Insurance pays your <i>beneficiary</i> (please see below) a benefit if you die while you are covered.</p> <p>This highlight sheet is an overview of your Basic Life and AD&D Insurance. Once a group policy is issued to your employer, a certificate of Insurance will be available to explain your coverage in detail.</p>
Why do I need Basic Life and AD&D Insurance?	<p>Basic Life and AD&D Insurance provides affordable financial security for your loved ones, although when it comes down to it, contemplating some pretty unpleasant things is hard to do. But when you consider the fact that between 1995 and 1997, almost 40% of all deaths that occurred were people between the ages of 25 and 64¹, it's harder to ignore. Especially when your family depends on your income.</p> <p>¹Death Rates by Age, Sex and Race: 1970 to 1997, U.S. Census Bureau, Statistical Abstract of the United States, 1999, page 95.</p>
Am I eligible?	You are eligible if you are an active full time Faculty, Managerial, Supervisory, Confidential or Classified employee who works at least 20 hours per week on a regularly scheduled basis.
When can I enroll?	As an eligible Employee, you are automatically covered by Basic Life and AD&D Insurance; you do not have to enroll. If you have not already done so, you must designate a beneficiary as described below.
When is it effective?	Coverage goes into effect subject to the terms and conditions of the policy. In no case will benefits become effective sooner than the first of the month coincident with or next following your date of hire. You must be Actively at Work with your employer on the day your coverage takes effect.
Benefit Reductions	Please refer to your Certificate of coverage. All coverage cancels at retirement.
What is a beneficiary?	Your beneficiary is the person (or persons) or legal entity (entities) who receives a benefit payment if you die while you are covered by the policy. You must select your beneficiary when you complete your enrollment application; your selection is legally binding.
Spouse/Domestic Partner Life and AD&D Insurance	Your employer provides, at no cost to you, Spouse/Domestic Partner Life and AD&D Insurance, in an amount equal to \$1,500.

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**Prepare Today.
Help Protect Tomorrow.**

<p>AD&D Coverage</p>	<p>AD&D provides benefits due to certain injuries or death from an accident. The covered injuries or death can occur up to 365 days after that accident. The insurance pays:</p> <ul style="list-style-type: none"> • 100% of the amount of coverage you purchase in the event of accidental loss of life, two limbs, the sight of both eyes, one limb and the sight of one eye, or speech and hearing in both ears or quadriplegia. • 75% for paraplegia or triplegia (paralysis of three limbs). • One-half (50%) for accidental loss of one limb, sight of one eye, or speech or hearing in both ears or hemiplegia. • One-quarter (25%) for accidental loss of thumb and index finger of the same hand or uniplegia. <p>Your total benefit for all losses due to the same accident will not be more than 100% of the amount of coverage you purchase.</p>
<p>Child Basic Life and AD&D Insurance</p>	<p>Your employer provides, at no cost to you, Child Basic Life and AD&D Insurance in an amount equal to \$1,500 for each Child— <i>no medical information is required</i>. Child(ren) must be unmarried and are covered from Live Birth to 21 years old or 23 years if they are a full-time student or meet certain other conditions.</p> <ul style="list-style-type: none"> • Unmarried Child(ren) over age 21 may be covered if they are disabled and primarily dependent upon the Employee for financial support. • Child(ren) from Live Birth to 6 months are limited to a reduced benefit of \$100.
<p>Can I keep my Life Coverage if I leave my employer?</p>	<p>Yes, subject to the contract, you have the option of:</p> <ul style="list-style-type: none"> • Converting your group Life coverage to your own individual policy (policies).
<p>What is the Living Benefits Option?</p>	<p>If you are diagnosed as terminally ill with a 12 month life expectancy, you may be eligible to receive payment of a portion of your Life Insurance. The remaining amount of your Life Insurance would be paid to your beneficiary when you die.</p>

Important Details

As is standard with most term life Insurance, this Insurance coverage includes certain limitations and exclusions:

- The amount of your coverage may be reduced when you reach certain ages.
- AD&D Insurance does not cover losses caused by or contributed by:

<ul style="list-style-type: none"> • Sickness; disease; or any treatment for either; • Any infection, except certain ones caused by an accidental cut or wound; • Intentionally self-inflicted injury, suicide or suicide attempt; • War or act of war, whether declared or not; 	<ul style="list-style-type: none"> • Injury sustained while in the armed forces of any country or international authority; • Taking prescription or illegal drugs unless prescribed for or administered by a licensed physician; • Injury sustained while committing or attempting to commit a felony; • The injured person's intoxication.
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Other exclusions may apply depending upon your coverage. Once a group policy is issued to your employer, a certificate of Insurance will be available to explain your coverage in detail.

This Benefit Highlights Sheet is an overview of the Insurance being offered and is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the Insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your Insurance coverage. In the event of any difference between the Benefit Highlights Sheet and the Insurance policy, the terms of the Insurance policy apply.

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