

Term Life Insurance and Accidental Death and Dismemberment (AD&D)



How does it work?

You choose the amount of coverage that's right for you, and you keep coverage for a set period of time, or "term." If you die during that term, the money can help your family pay for basic living expenses, final arrangements, tuition and more.

Caltech is providing eligible employees with \$50,000 of base Term Life coverage.

<p>Additional Life coverage available to purchase*:</p>	<p>You can purchase additional Life coverage from 1x to 5x your annual earnings, rounded to the next higher \$10,000 to a maximum of \$1,000,000.</p> <p>Newly eligible employees can qualify for up to the lesser of 3x your annual earnings up to \$500,000 with no medical questions.</p> <p>Existing employees can increase coverage by one level up to the guaranteed issue with no medical questions during annual enrollment. If you previously declined coverage, health questions may be required.</p> <p>The total amount of coverage between the base and additional life amounts may not exceed \$1,050,000</p>
<p>Your spouse:</p>	<p>You can purchase additional Life coverage for your spouse from \$10,000 to \$200,000 in increments of \$10,000, if eligible (see delayed effective date). If you previously declined spouse coverage, health questions may be required</p>
<p>Child(ren):</p>	<p>You can purchase additional Life coverage for your children in the amount of \$10,000, if eligible. One policy covers all of your children until their 26th birthday. A child may be covered by more than one employee.</p>

*If you are actively at work at least 20 hours per week, you may apply for additional coverage. Spouse coverage much not exceed 100% of the coverage amount you purchase for yourself.

<p>Additional AD&D coverage available to purchase:</p>	<table border="0"> <tr> <td>Option 1: \$10,000</td> <td>Option 5: \$100,000</td> <td>Option 9: \$250,000</td> <td>Option 13: \$450,000</td> </tr> <tr> <td>Option 2: \$25,000</td> <td>Option 6: \$125,000</td> <td>Option 10: \$300,000</td> <td>Option 14: \$500,000</td> </tr> <tr> <td>Option 3: \$50,000</td> <td>Option 7: \$150,000</td> <td>Option 11: \$350,000</td> <td></td> </tr> <tr> <td>Option 4: \$75,000</td> <td>Option 8: \$200,000</td> <td>Option 12: \$400,000</td> <td></td> </tr> </table>	Option 1: \$10,000	Option 5: \$100,000	Option 9: \$250,000	Option 13: \$450,000	Option 2: \$25,000	Option 6: \$125,000	Option 10: \$300,000	Option 14: \$500,000	Option 3: \$50,000	Option 7: \$150,000	Option 11: \$350,000		Option 4: \$75,000	Option 8: \$200,000	Option 12: \$400,000	
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<p>Your spouse:</p>	<p>You can purchase additional AD&D coverage for your spouse. Spouse coverage is 50% of employee coverage up to a maximum of \$150,000, if eligible (see delayed effective date).</p>																
<p>Child(ren):</p>	<p>You can purchase additional AD&D coverage for your child(ren).</p> <p>If the employee selects option 1 or 2, the child coverage amount is \$5,000.</p> <p>If the employee selects option 3 - 14, the child coverage amount are:</p> <ul style="list-style-type: none"> ● If spouse & child(ren) AD&D coverage are purchased the child coverage will be 15% of the employee's coverage, up to a maximum of \$45,000 ● If only child(ren) AD&D coverage is purchased the coverage will be 20% of the employee's coverage, up to maximum of \$60,000. <p>One policy covers all of your children until the end of the month in which they reach age 26.</p>																

A 'Living' Benefit If you are diagnosed with a terminal illness with less than 12 months to live, you can request 80% of your life insurance benefit (up to \$500,000) while you are still living. This amount will be taken out of the death benefit, and may be taxable. These benefit payments may adversely affect the recipient's eligibility for Medicaid or other government should consult their tax attorney or advisor before utilizing living benefit payments.

Waiver of premium — Your cost may be waived if you are totally disabled for a period of time.

Portability — You may be able to keep coverage if you leave the company, retire or change the number of hours you work. *Employees or dependents who have a sickness or injury having a material effect on life expectancy at the time their group coverage ends are not eligible for portability.*

Exclusions and limitations

Actively at work

Eligible employees must be actively at work to apply for coverage. Being actively at work means on the day the employee applies for coverage, the individual must be working at one of his/her company's business locations; or the individual must be working at a location where he/she is required to represent the company. If applying for coverage on a day that is not a scheduled workday, the employee will be considered actively at work as of his/her last scheduled workday. Employees are not considered actively at work if they are on a leave of absence or lay off.

An unmarried handicapped dependent child who becomes handicapped prior to the child's attainment age of 26 may be eligible for benefits. Please see your plan administrator for details on eligibility.

Employees must be U.S. citizens or legally authorized to work in the U.S. to receive coverage. Employees must be actively employed in the United States with the Employer to receive coverage. Employees must be insured under the plan for spouses and dependents to be eligible for coverage.

Exclusions and limitations

Life insurance benefits will not be paid for deaths caused by suicide occurring within 24 months after the effective date of coverage. The same applies for increased or additional benefits.

Delayed effective date of coverage

Insurance coverage will be delayed if you are not an active employee because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective. Delayed Effective Date: if your spouse has a serious injury, sickness, or disorder, or is confined, their coverage may not take effect. Payment of premium does not guarantee coverage. Please refer to your policy contract or see your plan administrator for an explanation of the delayed effective date provision that applies to your plan.

AD&D specific exclusions and limitations:

Accidental death and dismemberment benefits will not be paid for losses caused by, contributed to by, or resulting from:

- Disease of the body; diagnostic, medical or surgical treatment or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM)
- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane or self-inflicted injury while insane
- War, declared or undeclared, or any act of war
- Active participation in a riot
- The voluntary use of any prescription or non-prescription drug, poison, fume or other chemical substance unless used according to the prescription or direction of your or your dependent's doctor. This exclusion does not apply to you or your dependent if the chemical substance is ethanol.
- Intoxication — 'Being intoxicated' means your or your dependent's blood alcohol level equals or exceeds the legal limit for operating a motor vehicle in the state or jurisdiction where the accident occurred.

Base Coverage Age Reduction

Coverage amounts for base Life Insurance for you will reduce to 65% of the original amount when you reach age 65, and will reduce to 40% of the original amount when you reach age 70.

Additional Coverage Age Reduction

Coverage amounts for additional Life Insurance for you will reduce to 65% of the original amount when you reach age 65, and will reduce to 40% of the original amount when you reach age 70.

Termination of coverage

Your coverage and your dependents' coverage under the policy ends on the earliest of:

- The date the policy or plan is cancelled
- The date you no longer are in an eligible group
- The date your eligible group is no longer covered
- The last day of the period for which you made any required contributions
- The end of the month you are actively employed (unless coverage is continued due to a covered layoff, leave of absence, injury or sickness), as described in the certificate of coverage

In addition, coverage for any one dependent will end on the earliest of:

- The date your coverage under a plan ends
- The date your dependent ceases to be an eligible dependent
- For a spouse, the date of a divorce or annulment
- For dependents, the date of your death

Unum will provide coverage for a payable claim that occurs while you and your dependents are covered under the policy or plan.

This information is not intended to be a complete description of the insurance coverage available. The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. For complete details of coverage and availability, please refer to Policy Form C.FP-1 et al or contact your Unum representative.

Life Planning Financial & Legal Resources services, provided by HealthAdvocate, are available with select Unum insurance offerings. Terms and availability of service are subject to change. Service provider does not provide legal advice; please consult your attorney for guidance. Services are not valid after coverage terminates. Please contact your Unum representative for details.

Unum complies with state civil union and domestic partner laws when applicable. Underwritten by:

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