

**Voluntary Life and Accidental Death & Dismemberment Insurance**

**SUMMARY OF BENEFITS**

**Sponsored by:** Lufkin ISD **Effective date:** September 1, 2013

Life/AD&D Benefit	Employee	Spouse	Dependent
Amount	Choice of \$10,000 increments Not to exceed 5 times your annual salary	Choice of \$5,000 increments Employee must elect coverage for spouse to be eligible. Not to exceed 100% of employee elected amount.	\$500 Child: Day 1 to 6 months Choice of \$5,000 or \$10,000 Child: 6 months to age 26 Employee must elect coverage for dependents to be eligible.
Minimum Amount	\$10,000	\$5,000	\$5,000
Maximum Amount	\$500,000	\$500,000	\$10,000
Guarantee Issue for Open Enrollment Effective 9/1/13 and Newly Eligible Employees	\$150,000	\$50,000	\$10,000
Guarantee Issue for Current Eligible Employees at each Annual Enrollment (Effective 9/1/14, 9/1/15 and 9/1/16)	You or your spouse may elect or increase insurance coverage up to 2 increments on a guaranteed acceptance basis during your company's defined annual open enrollment period, provided that you or your spouse have not been previously declined or withdrawn coverage.		

Benefit Reduction	Employee	Spouse
Benefits will reduce:	Benefits terminate at retirement	Benefits terminate at employee retirement

**Additional Benefits**

See Definition: Accelerated Death Benefit

Eligibility	Employee	Spouse and Dependents
	All full-time employees working 15 or more hours per week in an eligible class are eligible for coverage on the policy effective date. A delayed effective date will apply if the employee is not actively at work.	Cannot be in a period of limited activity on the day coverage takes effect.

(Please see other side)