



The StandardSM
Positively different.

Voluntary Group Life Insurance

Protecting what's priceless



About This Booklet

This booklet is designed to answer some common questions about the Voluntary Group Life insurance coverage offered to the eligible employees in your company. It is not intended to provide a detailed description of the coverage.

If coverage becomes effective and you become insured, you will receive a *certificate* containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the *group policy*. Neither this booklet nor the *certificate* modify the *group policy* or the insurance coverage in any way.

Please note that defined terms and provisions from the *group policy* are italicized in this booklet.

Features of the Voluntary Group Life coverage may vary by state.



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Voluntary Group Life Insurance Features

It's not easy to think about, but what if you suddenly died? Your family could be faced with house payments, unpaid bills, childcare and other expenses just to maintain their current lifestyle. Could your family live without your income? Would your family be able to cover the medical expenses associated with a terminal illness or with burial and funeral expenses?

You make a great investment in your family. You spend time with them. You care for them. You work for them. And if you're not there for them, you want them protected. By sponsoring Group Voluntary Life insurance from Standard Insurance Company, your employer offers you an excellent opportunity to help protect your loved ones.

The advantages to you and your loved ones include:

Choice - You decide how much coverage you need from the range of amounts available.

Flexibility - If your needs change, you can apply to change the amount of your coverage.

Convenience - With premiums deducted directly from your paycheck, you don't have to worry about mailing monthly payments.

Peace of Mind - You can take comfort and satisfaction in knowing that you have done something positive for your family's future.

Commonly Asked Questions

The following information provides details to give you a better understanding of the group Voluntary Life insurance available from The Standard.

How do I apply?

Determine how much coverage you need, and then complete the Enrollment Form provided and return it to your employer. Your employer can answer any questions you may have about the enrollment process.

The rest of this booklet will provide additional information about the insurance plan and will help you determine how much coverage you need. To take advantage of this opportunity and to help protect the people who are priceless to you, review the booklet and fill out the form today.

How much coverage do I need?

It can be difficult to determine the amount of insurance you need. Each family has its own unique set of circumstances, combined with needs that may arise with the unexpected loss of life.

Use the worksheet below to guide you in calculating the amount of Voluntary Group Life insurance you may need. The final total is the amount of life insurance you might want to consider applying for to meet your obligations. Once you determine how much coverage you need, complete the Enrollment Form in your enrollment packet and submit it to your human resources department.

Voluntary Group Life Insurance Worksheet		
Immediate Needs	You	Your Spouse
Medical and hospital expenses	\$ _____	\$ _____
Funeral/Burial expenses	_____	_____
Taxes		
Federal and state income taxes	_____	_____
Property taxes	_____	_____
Federal and state estate taxes	_____	_____
Loans/Debts requiring payment upon death	_____	_____
Long Term Needs		
Mortgage	\$ _____	\$ _____
Debts (credit cards, car and student loans, etc.)	_____	_____
Educational/Vocational fund	_____	_____
Childcare expenses	_____	_____
Emergency fund for unforeseen expenses	_____	_____
Income Replacement		
<i>Consider the income needed to support your family and the number of years that support is needed.</i>	\$ _____	\$ _____
Total Income Needs		
<i>Add together all of the above.</i>	\$ _____	\$ _____
Available Resources		
Existing life insurance coverage	\$ _____	\$ _____
Other assets such as 401(k), stocks, bonds, etc.	_____	_____
Total Available Resources		
<i>Add together all of your available resources.</i>	\$ _____	\$ _____
Total Life Insurance Needed		
<i>Subtract the amount of your total available resources from your total income needs.</i>	\$ _____	\$ _____

When is this plan effective?

For this Voluntary Group Life insurance plan to become effective, 20 percent of eligible employees or 15 eligible employees, whichever is greater, must enroll in the plan. Your employer will inform you of the plan's effective date.

Am I eligible for coverage?

If you are an active employee, regularly working at least 20 hours each week, other than a temporary or seasonal employee, or full-time member of any country's armed forces, you are eligible to apply for coverage as a group *member*.

For coverage to become effective, *members* must complete any required *eligibility waiting period* and satisfy applicable *evidence of insurability* requirements. (A definition of *evidence of insurability* is contained on Page 4 of this booklet.) *Members* must also meet the *active work* requirement as described below:

Active work and *actively at work* mean performing the material duties of your own occupation at your employer's usual place of business.

How much insurance may I purchase for myself?

The amount of insurance you may apply for as an eligible employee depends upon the design of the Voluntary Group Life insurance plan offered by your employer.

With an "increment" based plan design, eligible employees may apply for insurance coverage for themselves in increments of \$10,000, from a minimum of \$10,000 to a maximum of \$300,000, but not to exceed six times their *annual earnings*.

With a "salary" based plan design, eligible employees may apply for insurance coverage for themselves in amounts that are one, two or three times their *annual earnings*, rounded to the next highest multiple of \$1,000 if not already a multiple of \$1,000.

Check with your employer to determine which one of these two plan designs is being offered to eligible employees.

May I purchase insurance for my dependents?

Spouse Coverage: If you become insured, you can apply to purchase insurance for your *spouse* in increments of \$10,000 up to \$300,000. You cannot, however, purchase more insurance for your *spouse* than for yourself. (*Spouses* may not be insured as *dependents* if they are insured as *members*.)

Dependent Children Coverage: If you become insured, you can apply to purchase insurance for your *dependent children* in amounts of \$2,000, \$5,000 or \$10,000. All of your *children* will be insured for the same amount. *Children* may not be insured by more than one *member*.

Note: Subject to state variations, *dependent children* eligible for coverage are defined as unmarried natural or adopted children, or unmarried step-children living in your home. *Dependent children* may be covered from live birth through age 21 or through age 25 if registered full-time students. *Dependents* who are full-time members of the armed forces of any country are not eligible for coverage.

What is guarantee issue?

If you apply for insurance during your initial 31-day enrollment period and meet the *active work* requirement, you will automatically qualify for a set amount of insurance coverage called *guarantee issue*. This means that you will not have to answer medical questions to purchase coverage up to the *guarantee issue amount* during this period.

If you apply to cover your *dependents* within 31 days of becoming eligible for Dependents Life insurance, your *spouse* will also qualify for a limited amount of insurance (*guarantee issue*) without answering medical questions.

Check the enclosed employee rate sheet provided by your *employer* to find out what the *guarantee issue amounts* are for your group's plan.

What if I want more than the guarantee issue amounts or if I want to purchase insurance after the initial eligibility period?

Applications for insurance over the *guarantee issue amounts*, or made beyond the first 31 days of eligibility, are subject to *evidence of insurability* requirements. Providing *evidence of insurability* means that, at a minimum, applicants must complete and sign a Medical History Statement. Some applicants may be requested to submit additional medical information or to a physical exam which may include blood testing and urinalysis. Your *employer* will supply you with the proper forms.

When does insurance go into effect?

If we approve your application, we will send you a *certificate* that tells you the scheduled effective date of your insurance. If *sickness, injury* or *pregnancy* prevents you from working the day before this date, insurance won't go into effect until the day after you complete one full day of *active work* as an eligible *member*. The same rule applies to an increase in your insurance.

What if I leave my current employer?

You may be eligible to take your coverage with you if you leave your current *employer*. This provision of the plan is known as *continuation of coverage* or *portability*. If *continuation of coverage* is approved, then *dependents* coverage can also be continued.

What happens if my insurance ends?

If your insurance ends or reduces, you may be able to convert coverage to an individual life insurance policy without submitting a Medical History Statement (*evidence of insurability*).

How are benefits paid?

The Standard pays benefits of \$25,000 or more to *beneficiaries* by depositing funds into convenient, no-fee, interest-bearing draft accounts. Each *beneficiary* receives a personalized checkbook and has complete control of the account. *Beneficiaries* can write checks as needed or for the full amount.

This arrangement allows *beneficiaries* to earn competitive interest rates on their benefits while making difficult – but important – financial decisions.

If the amount payable is less than \$25,000, The Standard will pay it in a lump sum.

Will insurance benefits be reduced with age?

There is a graded reduction in insurance beginning at age 70. The following table shows the graded reduction. To determine the benefit at different ages, take the benefit that would have been available to the *member* or *spouse* before turning age 70 and multiply by the applicable percentage.

Example: a 72-year-old woman whose benefits were \$10,000 at age 69 are now \$6,500 ($\$10,000 \times 0.65$).

Age	Percentage
70-74	65%
75-79	45%
80-84	30%
85-89	20%
90-94	15%
95+	10%

What happens if I'm totally disabled and can't work?

If you become *totally disabled* under age 60 and meet other eligibility requirements, Life Insurance coverage may be continued under this insurance plan's *waiver of premium* provision without premium payments until age 65.

What happens if I become terminally ill?

With the *accelerated benefit* provision, you may be eligible to receive up to 75 percent of your Life Insurance benefits early if you become terminally ill, have a life expectancy of less than 12 months and meet other eligibility requirements. You can then use funds from your *accelerated benefit* to pay bills, medical expenses or anything else you choose. There are no restrictions on how this money may be spent.

Are there any exclusions to the Voluntary Life insurance plan?

If you or a covered *dependent* die as a result of suicide or other intentionally self-inflicted injury, while sane or insane, the amount payable will exclude any Voluntary Life insurance that has not been continuously in effect for at least two years on the date of death.¹

When does coverage end?

Your Voluntary Life insurance coverage automatically ends on the earliest of these dates.

- The date the last period ends for which you made a premium contribution
- The date the *group policy* terminates
- The date your *employer's* participation under the *group policy* terminates
- The date your employment terminates, unless you are approved for *continuation of insurance (portability)*
- The last day of the calendar month in which you cease to be an eligible *member* of the plan

Note: The Accelerated Benefit provision is subject to state variations.

¹ Does not apply to Missouri residents, unless employee intended suicide when applying for coverage.

Dependents Life insurance coverage for your *dependents* automatically ends on the earliest of these dates.

- The date you die
- The date your Voluntary Life insurance ends; however, if your Voluntary Life insurance ends because your employment with your *employer* terminates, you may have the right to continue your Dependents Life insurance under the *continuation of insurance (portability)* provision
- The date the last period ends for which you made a premium contribution for Dependents Life insurance
- The date your *employer's* participation under the *group policy* for Dependents Life insurance ceases
- For your *spouse*, the date of your divorce
- For any *dependent*, the date the *dependent* ceases to be a *dependent*
- For a *disabled child*, 90 days after The Standard mails you a request for proof of *disabled child* status, if proof is not given

Additional questions?

If you have any questions, please contact your *employer*.

Standard Insurance Company

Standard Insurance Company has earned a solid reputation for its quality products, expert resources, superior service, steady growth, innovation and strong financial performance. Founded in 1906, The Standard is a leader in the group disability and life insurance market, while also offering individual disability, group dental and retirement plans for groups and individuals.



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