
MetLife Optional and Dependent Term Life Insurance

Effective Date: When approved by carrier

OPTIONAL EMPLOYEE LIFE INSURANCE

You now have the opportunity to elect group term life insurance coverage at low group rates and through payroll deductions.

OPTIONAL DEPENDENT LIFE INSURANCE

Provides coverage for:

- Your Spouse
- Child(ren) from 14 days of age up to 19 (to age 25 if wholly dependent upon you for maintenance and support and if enrolled as a full-time student in an accredited school or college). Handicapped children can continue to be covered with no age limit. It is your responsibility to notify payroll in writing when a dependent is ineligible for coverage. Examples of ineligible dependent status are divorce or a child graduates from college.

FEATURES

The plan features easy eligibility and simple enrollment procedures. Furthermore, automatic payroll deductions simplify paperwork. This means less bookkeeping for you and no worries about a lapse in coverage due to missed payments.

LOW COST

Your cost is lower than for comparable insurance on an individual basis due to the “wholesale” economies inherent in group insurance. Additionally, the system absorbs the cost of administering the program which is underwritten by MetLife - a leader in the field of group coverage.

ELIGIBILITY

You will be eligible for this program if you are a full-time active employee.

ENROLLMENT

Enrollment is simple - just fill out the election card provided by your employer. Make sure you supply all the required information and return the form where you work. That's all. You will be notified as to when coverage starts.

WHEN YOUR INSURANCE STARTS

If you meet the eligibility requirements described above for date of enrollment and for effective date of coverage, your Optional Employee Life Insurance, if you have enrolled for that coverage, will become effective on the date of your eligibility provided you are then actively at work; otherwise, on the day you return to active work.

If you enroll for Optional Dependent Life Insurance, that coverage will become effective on the date your Optional Employee Life Insurance becomes effective, for any dependents who meet the eligibility requirements described above.

If you or any dependents do not satisfy the eligibility requirements described above for date of enrollment and for effective date of coverage, that person will not become insured for Optional Life Insurance until such person has furnished medical evidence of insurability satisfactory to MetLife.

REDUCTIONS AT AGE 70 AND OVER

If you remain in active service beyond age 70 your combined amount of Basic and Optional Employee Life Insurance will be as follows:

<u>ATTAINED AGE</u>	<u>PERCENT OF ORIGINAL AMOUNT</u>
70	65%
75	45%
80	30%

TERMINATION OF COVERAGE

All insurance under this plan will terminate with the earliest of the following events: termination upon retirement, termination of employment, plan cessation or withdrawal from the plan. Nevertheless, if you should die within 31 days thereafter, your life insurance will still be paid to the beneficiary. If any of your covered dependents should die within such 31 day period, the amount of Life Insurance on account of such dependent will be paid to you.

DISABILITY

Your insurance may be continued during your disability provided the Board of Education continues premium payments on your behalf. However, your insurance will be subject to reduction as shown under "Reductions at ages 70 & Over".

CONVERSION

If your employment terminates while you are covered under the plan, you may purchase without medical evidence of insurability, any individual insurance policy, except a term policy, issued by Metropolitan Life in any amount up to the amount of your coverage in effect on your date of termination. You must apply for this policy within 31 days after the date your employment terminates. This privilege applies to Optional Dependent Life Insurance as well.

PORTABILITY

Portability allows employees whose coverage ends due to certain qualifying events to continue their current (or a lesser) amount of insurance. Portability applies to Employee Optional Life Insurance, not dependent(s).

Qualifying Events Include:

- Termination of Employment
- Retirement
- Change in employee class which results in the termination of Optional Life Benefits.

The minimum face amount which an employee may elect portability is \$20,000. Portable coverage reduces to 50% on January 1st of the year the insured attains age 70 and terminates on January 1st of the year the insured attains age 80. When portable coverage ends, insured individuals have the right to convert to an individual policy.

THE ACCELERATED BENEFIT OPTION (ABO)

Metropolitan Life Insurance Company has included an Accelerated Benefit Option (ABO) as part of your group life benefits. Under this option, if you are diagnosed as having a terminal illness, you may be eligible to receive a portion of your group life benefits at such a difficult time. Please refer to your Group Certificate for details.

SUICIDE EXCLUSION

No Optional Employee Life Benefits are payable if you commit suicide within two years from the effective date of the coverage.

CLAIMS PROCEDURE

Procedures for Presenting Claims for Benefits - Claim forms needed to file for benefits under the group insurance program can be obtained from your employer who will also be ready to answer questions about the insurance benefits and to assist in filing claims.

The instructions on the claim form should be followed carefully. This will expedite the processing of the claim. Be sure all questions are answered fully.

Routine Questions - If there is any question about a claim payment, an explanation can be requested from MetLife, who is usually able to provide the necessary information.

SCHEDULE OF BENEFITS

OPTIONAL EMPLOYEE LIFE INSURANCE

Your choice of the following amounts:

\$10,000, \$20,000, \$30,000, \$40,000, \$50,000, \$60,000, \$70,000, \$80,000, \$90,000, \$100,000, \$150,000, \$200,000, \$250,000.

**Amounts over \$50,000 will require evidence of insurability*

OPTIONAL DEPENDENT LIFE INSURANCE

Spouse - Increments of 10,000 up to \$50,000*. Spouse coverage may not exceed the Employee Optional Life amount.

**Amounts over \$10,000 will require evidence of insurability*

Child - Increments of \$5,000 to \$25,000* per child. Child coverage may not exceed the Employee Optional Life amount.

**Amounts over \$5,000 will require evidence of insurability*

Optional Dependent Life Insurance is available only to those eligible employees who are insured for Employee Optional Life Insurance. If both husband and wife are employees only one can cover the dependent children.

This information has been prepared to give you the highlights of additional coverage now being offered by your Employer to meet your insurance needs. For details please ask your personnel office or refer to the certificate of insurance that you will receive after you have signed up for protection.

If you have any questions regarding your statement of health or life insurance claim, please call MetLife at: (800) 638-6420.

EMPLOYEE OPTIONAL TERM LIFE INSURANCE

Amount of Coverage	Age <25	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54
\$10,000	\$0.50	\$0.60	\$0.80	\$0.90	\$1.00	\$1.50	\$2.30
\$20,000	\$1.00	\$1.20	\$1.60	\$1.80	\$2.00	\$3.00	\$4.60
\$30,000	\$1.50	\$1.80	\$2.40	\$2.70	\$3.00	\$4.50	\$6.90
\$40,000	\$2.00	\$2.40	\$3.20	\$3.60	\$4.00	\$6.00	\$9.20
\$50,000	\$2.50	\$3.00	\$4.00	\$4.50	\$5.00	\$7.50	\$11.50
\$60,000	\$3.00	\$3.60	\$4.80	\$5.40	\$6.00	\$9.00	\$13.80
\$70,000	\$3.50	\$4.20	\$5.60	\$6.30	\$7.00	\$10.50	\$16.10
\$80,000	\$4.00	\$4.80	\$6.40	\$7.20	\$8.00	\$12.00	\$18.40
\$90,000	\$4.50	\$5.40	\$7.20	\$8.10	\$9.00	\$13.50	\$20.70
\$100,000	\$5.00	\$6.00	\$8.00	\$9.00	\$10.00	\$15.00	\$23.00
\$150,000	\$7.50	\$9.00	\$12.00	\$13.50	\$15.00	\$22.50	\$34.50
\$200,000	\$10.00	\$12.00	\$16.00	\$18.00	\$20.00	\$30.00	\$46.00
\$250,000	\$12.50	\$15.00	\$20.00	\$22.50	\$25.00	\$37.50	\$57.50

Amount of Coverage	Age 55-59	Age 60-64	Age 65-69	Age 70+
\$10,000	\$4.20	\$6.00	\$10.90	\$18.70
\$20,000	\$8.40	\$12.00	\$21.80	\$37.40
\$30,000	\$12.60	\$18.00	\$32.70	\$56.10
\$40,000	\$16.80	\$24.00	\$43.60	\$74.80
\$50,000	\$21.00	\$30.00	\$54.50	\$93.50
\$60,000	\$25.20	\$36.00	\$65.40	\$112.20
\$70,000	\$29.40	\$42.00	\$76.30	\$130.90
\$80,000	\$33.60	\$48.00	\$87.20	\$149.60
\$90,000	\$37.80	\$54.00	\$98.10	\$168.30
\$100,000	\$42.00	\$60.00	\$109.00	\$187.00
\$150,000	\$63.00	\$90.00	\$163.50	\$280.50
\$200,000	\$84.00	\$120.00	\$218.00	\$374.00
\$250,000	\$105.00	\$150.00	\$272.50	\$467.50

Spouse	
Amount of Coverage	Rate
\$10,000	\$5.60
\$20,000	\$11.20
\$30,000	\$16.80
\$40,000	\$22.40
\$50,000	\$28.00

Children	
Amount of Coverage	Rate
\$5,000	\$1.00
\$10,000	\$2.00
\$15,000	\$3.00
\$20,000	\$4.00
\$25,000	\$5.00

Optional Dependent Life Insurance is available only to those eligible employees who are insured for Employee Optional Life Insurance.

Child coverage is regardless of number of children covered. If both husband and wife are employees only one can cover the dependent children.

Spouse/Child benefit cannot exceed Employee Optional Life Benefit.