

# Bates College

## All Active Full Time Staff and Faculty Employees

All coverages are issued by The Prudential Insurance Company of America.

### Basic Term Life, Basic Accidental Death & Dismemberment, Optional Term Life, Optional Dependent Life, Optional Accidental Death & Dismemberment and Long Term Disability

Coverage Options	
<b>Basic Term Life - 100% Employer Paid</b>	<ul style="list-style-type: none"> <li>■ Basic Term Life: You are automatically enrolled for 1.0 times your covered annual earnings to \$400,000.</li> <li>■ If you are terminally ill, you can get a partial payment of your group life insurance benefit. You can use this payment as you see fit. The payment to your beneficiary will be reduced by the amount you receive with the Accelerated Benefit Option. Refer to the plan booklet for details.</li> <li>■ Payment of premium can be waived if you are totally disabled for 6 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 70. This provision may vary by state.</li> <li>■ The amount of insurance reduces by 35% at age 70 and 50% at age 75.</li> <li>■ Coverage will end on your termination of employment or as specified in the plan booklet. You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America.</li> </ul>
<b>Basic Accidental Death &amp; Dismemberment - 100% Employer Paid</b>	<ul style="list-style-type: none"> <li>■ Basic AD&amp;D pays you and your beneficiary a benefit for the loss of life or other injuries resulting from a covered accident -- 100% for loss of life and a lesser percentage for other injuries. Injuries covered may include loss of sight or speech, paralysis, and dismemberment of hands or feet. Basic AD&amp;D benefits are paid regardless of other coverages you may have.</li> <li>■ Basic AD&amp;D: You are automatically enrolled for an amount equal to your Basic Term Life coverage amount.</li> </ul>
<b>Optional Term Life - 100% Employee Paid</b>	<ul style="list-style-type: none"> <li>■ Purchase coverage for 1.0 to 3.0 times your covered annual earnings to a maximum of \$850,000 of your combined Basic and Optional Term Life coverage amount.               <ul style="list-style-type: none"> <li>■ <b>New Hires:</b> Get up to a combined Basic and Optional Term Life amount of \$500,000 - no medical questions asked - when enrolling when first eligible in Optional Group Term Life.</li> <li>■ <b>Current Participants:</b> Your current coverage amount will be continued. Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all increases in coverage amounts.</li> <li>■ <b>Current Employees who were denied coverage in the past, Current Employees who waived coverage in the past or Late Entrants (did not enroll when first eligible):</b> Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all coverage amounts.</li> </ul> </li> <li>■ If terminally ill, you can get a partial payment of your group term life insurance benefit. You can use this payment as you see fit. In the event of your death, your beneficiary will receive a benefit payout which has been reduced by the amount you receive.</li> <li>■ Payment of premium can be waived if you are totally disabled for 6 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 70. This provision may vary by state. Refer to the plan booklet for details.</li> <li>■ Coverage will be reduced as you age - by 35% at age 70 and 50% at age 75.</li> <li>■ Upon termination of employment, you may continue at a certain level of your coverage, without having to provide evidence of good health.</li> </ul>



## Coverage Options

<p><b>Spouse / Domestic Partner - Optional Dependent Life - 100% Employee Paid</b></p>	<ul style="list-style-type: none"> <li>■ Purchase coverage for your spouse in increments of \$10,000 up to a maximum of \$100,000, not to exceed 100% of your Optional Term Life coverage amount.             <ul style="list-style-type: none"> <li>■ <b>New Hires:</b> Get up to \$30,000 for your spouse - no medical questions asked - when enrolling when first eligible in Optional Dependent Group Term Life.</li> <li>■ <b>Current Spouse Participants:</b> Your spouse's current coverage amount will be continued. Evidence of insurability satisfactory to the Prudential Insurance Company of America is required for all increases in coverage amounts.</li> <li>■ <b>Current Employees whose spouse has been denied coverage in the past, Current Employees who waived spouse coverage in the past or Late Entrants (did not enroll when first eligible):</b> Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all coverage amounts.</li> </ul> </li> <li>■ Coverage will be reduced as you age - by 35% at age 70 and 50% at age 75.</li> <li>■ Upon termination of employment, your spouse (if eligible to port) may choose to continue a coverage amount equal to or lower than your current benefit amount. Coverage amounts for you and your spouse will be subject to a maximum of five times your annual earnings or \$1 million, whichever is less.</li> </ul>
<p><b>Child Optional Dependent Life - 100% Employee Paid</b></p>	<ul style="list-style-type: none"> <li>■ Purchase coverage for your children in increments of \$5,000 up to a maximum of \$20,000, not to exceed 100% of your Optional Term Life coverage amount. There are no health requirements for this coverage.</li> <li>■ Coverage begins from live birth, and continues to age 26, if unmarried.</li> <li>■ The death benefit for babies from live birth to 6 months old is \$1,000.</li> <li>■ Upon termination of employment, you (if eligible to port) may choose to continue a dependent child coverage amount equal to or lower than your current benefit amount.</li> </ul>
<p><b>Optional AD&amp;D Employee - 100% Employee Paid</b></p>	<ul style="list-style-type: none"> <li>■ Purchase an Optional AD&amp;D Insurance coverage amount equal to your Optional Term Life Insurance coverage amount.</li> <li>■ Coverage will be reduced as you age - by 35% at age 70 and 50% at age 75.</li> </ul>
<p><b>Optional AD&amp;D Spouse / Domestic Partner - 100% Employee Paid</b></p>	<ul style="list-style-type: none"> <li>■ Purchase coverage for your spouse in increments of \$10,000 up to a maximum of \$100,000.</li> <li>■ Coverage will be reduced as you age - by 35% at age 70 and 50% at age 75.</li> </ul>
<p><b>Optional AD&amp;D Child - 100% Employee Paid</b></p>	<ul style="list-style-type: none"> <li>■ Purchase coverage in increments of \$5,000 up to a maximum of \$20,000.</li> <li>■ The death benefit for babies from live birth to 6 months old is \$1,000.</li> </ul>

## Coverage Options

### Long Term Disability

- Your Employer has provided for the cost of your coverage by adding the premium amount to your earnings. As a result, the Long Term Disability plan is considered to be provided to you on a contributory basis with after-tax dollars, and benefits are considered non-taxable.
- Your monthly Long Term Disability benefit will be 60% of your monthly pre-disability earnings, up to the maximum of \$9,000, less deductible sources of income. The minimum monthly benefit is the greater of \$100 or 10% of your gross monthly benefit. Deductible sources of income may include benefits from statutory plans, Social Security to you and your dependents, workers' compensation, unemployment income and other income.
- If you meet the definition of disability, your benefits will begin 180 days following an accidental injury or sickness. The benefit duration is up to your normal retirement age under the Social Security Act. However, if you become disabled at or after age 65 benefits are payable according to an age-based schedule. Refer to the Booklet-Certificate for details.
- You are considered disabled when, because of injury or sickness, you are under the regular care of a doctor, you are unable to perform the material and substantial duties of your regular occupation and your disability results in a loss of income of at least 20%. After receiving benefits for 24 months, you are considered disabled when, due to the same sickness or injury, you are unable to perform the material and substantial duties of any gainful occupation for which you are reasonably fitted by education, training or experience, and disability results in a loss of income of a specified percentage determined by your plan.
- Disabilities due to mental illness are limited to 24 months of benefits during your lifetime. Examples of mental illness include schizophrenia, depression, manic depressive or bipolar illness, anxiety, somatization, and/or adjustment disorders. Disabilities due to mental illness have a combined limited pay period during your lifetime.
- LTD benefits will not be paid for a disability that begins within 12 months of your coverage effective date and is due to a pre-existing condition unless you were treatment free for 3 consecutive months after the coverage effective date. A pre-existing condition is an injury or sickness for which you received medical treatment, consultation, diagnostic measures, prescribed drugs or medicines, or for which you followed treatment recommendations during the 3 months prior to your effective date of coverage.
- During the first 12 months of part-time work while disabled, you can receive full benefits as long as your combined income and disability benefits do not exceed your monthly pre-disability earnings.
- If you die while collecting disability benefits, a lump sum payment may be paid to your eligible survivors.
- You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, active participation in a riot, and commission of a crime for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

***Benefits, exclusions and provisions may vary by state. Refer to the plan booklet for details.***

For your coverage to become effective, you must be actively at work on the effective date of the plan. If you apply for an amount that requires satisfactory evidence of insurability to The Prudential Insurance Company of America, you must be actively at work on the date of approval for the amount requiring satisfactory evidence of insurability.

Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered "terminally ill" or "chronically ill." You may wish to seek professional tax advice before exercising this option.

