Term Life Insurance

I. District Provided Life Insurance - UNUM
   Lewisville ISD provides a $15,000.00 Term Life and AD&D policy for all employees eligible for benefits. There is no cost for this policy but the employee must complete a **BENEFICIARY** designation. The beneficiary designation can be changed at any time.

II. Voluntary Group Term Life Insurance - UNUM
   A. **Eligibility** - All active employees working a minimum of 15 hours per week and dependent spouses and children of eligible employees electing coverage.
   B. **Coverage** - Employees may choose amounts of coverage in increments of $1,000 - not to exceed 5 times salary or $500,000, whichever is less.
   C. **Spouse Life Insurance** - Employees may elect coverage for their spouse in increments of $1,000 to a maximum of $250,000 not to exceed 1/2 of the employee amount. The employee must elect at least $10,000 of employee coverage to elect spouse coverage.
   D. **Children Life Insurance** - Employees may elect coverage in increments of $2,000 to a maximum of $10,000 not to exceed 1/2 of the employee amount. Unmarried children are covered to age 26 (do not have to be a student). The employee must elect at least $10,000 of employee coverage to elect dependent coverage.
   E. **Guarantee Issue** - Applies to New Hires or current employees with existing coverage. New Hires must apply for coverage within 31 days of hire date.

> **Employee** - Any amount in increments of $1,000 not to exceed the lesser of $150,000 or 5 times salary.
> **Spouse** - Any amount in increments of $1,000 not to exceed the lesser of 50% of the employee's guarantee issue amount or $25,000
> **Children** - Any amount in increments of $2,000 not to exceed the lesser of 50% of the employee's guarantee issue amount or $10,000

   F. **Employee, Spouse & Child(ren) Accidental Death and Dismemberment** - If elected and the insured dies as the result of an accident, the company will pay the beneficiary the amount elected for AD&D insurance. Death must occur within 365 days of the accident.
   G. **Portability of Life Insurance** - If your life insurance ends due to termination of employment, retirement, or reduction in the minimum number of hours, portable coverage is available for employees and their dependents. The portable coverage is the same as current coverage amounts for the employee and dependents.

> Employees must apply for portable coverage for themselves and their dependents and pay the first premium within 31 days after the date:
> * The employee's coverage ends or the employee retires
> * The employee begins working less than the minimum number of hours as described under the eligibility section of the policy
>
> Employees are not eligible to apply for portable coverage if:
> * The employee is sick or injured
> * The policy is canceled
> * The employee failed to pay the required premiums under the terms of the plan
>
> Employees that do not qualify for portable life insurance can apply to have their coverage converted to a whole life insurance policy.

G. Amount of life insurance available if you become insured at a certain age or if you have reached a certain age while insured –
   If you have reached age 70, but not age 75, your amount of life insurance will be:
   * 65% of the amount of life insurance you had prior to age 70; or
   * 65% of the amount of life insurance you apply for if you become insured on or after age 70 but before age 75

   There will be no further increases in your amount of life insurance

   If you have reached age 75 or more, your amount of life insurance will be:
   * 50% of the amount of life insurance you had prior to your first reduction; or
   * 50% of the amount of life insurance you apply for if you become insured on or after age 75

   There will be no further increases in your amount of life insurance

VOLUNTARY TERM LIFE INSURANCE PREMIUMS

Coverage Amount	Under 30 Rate $0.036	30-34 Rate $0.045	35-39 Rate $0.063	40-44 Rate $0.099	45-49 Rate $0.171	50-54 Rate $0.297	55-59 Rate $0.423	60-64 Rate $0.504	65-69 Rate $0.900	70-74 Rate $1.539	75+ Rate $3.087
$5,000	$0.18	$0.23	$0.32	$0.50	$0.86	$1.49	$2.12	$2.52	$4.50	$7.70	$15.44
$10,000	$0.36	$0.45	$0.63	$0.99	$1.71	$2.97	$4.23	$5.04	$9.00	$15.39	$30.87
$15,000	$0.54	$0.68	$0.95	$1.49	$2.57	$4.46	$6.35	$7.56	$13.50	$23.09	$46.31
$20,000	$0.72	$0.90	$1.26	$1.98	$3.42	$5.94	$8.46	$10.08	$18.00	$30.78	$61.74
$25,000	$0.90	$1.13	$1.58	$2.48	$4.28	$7.43	$10.58	$12.60	$22.50	$38.48	$77.18
$30,000	$1.08	$1.35	$1.89	$2.97	$5.13	$8.91	$12.69	$15.12	$27.00	$46.17	$92.61
$35,000	$1.26	$1.58	$2.21	$3.47	$5.99	$10.40	$14.81	$17.64	$31.50	$53.87	$108.05
$40,000	$1.44	$1.80	$2.52	$3.96	$6.84	$11.88	$16.92	$20.16	$36.00	$61.56	$123.48
$45,000	$1.62	$2.03	$2.84	$4.46	$7.70	$13.37	$19.04	$22.68	$40.50	$69.26	$138.92
$50,000	$1.80	$2.25	$3.15	$4.95	$8.55	$14.85	$21.15	$25.20	$45.00	$76.95	$154.35
$60,000	$2.16	$2.70	$3.78	$5.94	$10.26	$17.82	$25.38	$30.24	$54.00	$92.34	$185.22
$70,000	$2.52	$3.15	$4.41	$6.93	$11.97	$20.79	$29.61	$35.28	$63.00	$107.73	$216.09
$80,000	$2.88	$3.60	$5.04	$7.92	$13.68	$23.76	$33.84	$40.32	$72.00	$123.12	$246.96
$90,000	$3.24	$4.05	$5.67	$8.91	$15.39	$26.73	$38.07	$45.36	$81.00	$138.51	$277.83
$100,000	$3.60	$4.50	$6.30	$9.90	$17.10	$29.70	$42.30	$50.40	$90.00	$153.90	$308.70
$110,000	$3.96	$4.95	$6.93	$10.89	$18.81	$32.67	$46.53	$55.44	$99.00	$169.29	$339.57
$120,000	$4.32	$5.40	$7.56	$11.88	$20.52	$35.64	$50.76	$60.48	$108.00	$184.68	$370.44
$130,000	$4.68	$5.85	$8.19	$12.87	$22.23	$38.61	$54.99	$65.52	$117.00	$200.07	$401.31
$140,000	$5.04	$6.30	$8.82	$13.86	$23.94	$41.58	$59.22	$70.56	$126.00	$215.46	$432.18
$150,000	$5.40	$6.75	$9.45	$14.85	$25.65	$44.55	$63.45	$75.60	$135.00	$230.85	$463.05

AD&D rates - $0.03 per $1,000 in coverage for AD&D coverage. Above rates do not include this premium.

Rates for Children

Amount	$2,000	$4,000	$6,000	$8,000	$10,000
Rate	$0.50	$0.99	$1.49	$1.98	$2.48