



Life and Accidental Death and Dismemberment (AD&D) Insurance

Life insurance coverage can help your family meet daily expenses, maintain their standard of living, pay off debt, secure your children’s education, and more in the event of your passing. AD&D insurance can provide you and your family with extra protection in the event of death or dismemberment as a result of a covered accident. Standard Insurance Company (The Standard) has developed this document to provide you with information about the elective coverage you may select through Rector and Visitors of the University of Virginia.

Eligibility Requirements

- Employee**
 - You must be insured for Basic Life through The Standard
 - You must be one of the following:
 - An active part-time hourly or salary employee of Rector and Visitors of the University of Virginia, who do not participate in the Virginia Retirement System, working at least 20 hours each week; or
 - An active full-time hourly or salary employee of Rector and Visitors of the University of Virginia, who do not participate in the Virginia Retirement System, working at least 20 hours each week
 - Temporary and seasonal employees, wage or temp employees, full-time members of the armed forces, leased employees and independent contractors are not eligible
- Dependent**
 - You cannot be insured as both an employee and a dependent
 - Spouse means a person to whom you are legally married
 - Child means your child from live birth through the end of the calendar month in which your child reaches age 26
 - Your child cannot be insured by more than one employee
 - Your spouse or children must not be full-time member(s) of the armed forces
- Premium**
 - You pay 100 percent of the premium for Additional Life with AD&D and Dependent Life with AD&D coverage, through easy payroll deduction

Basic Life with AD&D Insurance

Your Employer provides, at no cost to you, Basic Life with AD&D insurance.

	Minimum	Benefit Amount	Maximum
Basic Life Insurance	\$25,000	1x your Annual Earnings*	\$500,000
Basic AD&D Insurance	For a covered accidental loss of life, your Basic AD&D coverage amount is equal to your Basic Life coverage amount. For other covered losses, a percentage of this benefit will be payable.		

*rounded to the next higher multiple of \$1,000

Additional Life with AD&D Insurance & Dependents Life with AD&D Insurance

Within the coverage amount guidelines shown below, you select the amount of Additional Life with AD&D insurance and Dependents Life with AD&D insurance, for which you are interested in applying.

	Minimum	Incremental Unit	Guarantee Issue Amount	Maximum
Employee	\$25,000	Your Choice of 1, 2, 3 or 4 times your Annual Earnings	The lesser of a) 3 times your Annual Earnings or b) \$500,000.	\$500,000
Spouse	\$25,000	You may apply in multiples of \$25,000 from \$25,000 to \$100,000.	\$50,000	\$100,000

Child	\$10,000
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Note:

- The coverage amount for your spouse cannot exceed 100 percent of your combined Basic and Additional Life coverage.
- The coverage amount for your child(ren) cannot exceed 100 percent of your Basic Life coverage.
- If you elect Additional Life insurance, you will automatically become insured for an amount of AD&D insurance equal to your Additional Life election. You may not elect a different amount.
- If you elect Dependent Life insurance for your Spouse or Child, your Spouse or Child will automatically become insured for an amount of Dependents AD&D insurance equal to your Dependents Life election. You may not elect a different amount.
- Amounts of coverage elected above the Guarantee Issue amount are subject to medical underwriting approval. To submit a Medical History Statement online, visit: <http://www.standard.com/mhs>.
- All late applications (applying after 60 days after becoming eligible), requests for coverage increases and reinstatements are subject to medical underwriting approval. Employees eligible but not insured under the prior life insurance plan are also subject to medical underwriting approval.

Annual Enrollment Period

During your Employer's Annual Enrollment Period:

For You:

- If you are currently insured for Additional Life with AD&D insurance, you may increase your insurance by 1 times your Annual Earnings, up to the Guarantee Issue Amount, without submitting medical history information.

For Your Spouse:

- If your Spouse is currently insured for Dependents Life with AD&D insurance, you may increase your Spouse's insurance by one increment of \$25,000, up to the Guarantee Issue Amount, without submitting medical history information.

For Your Child:

- Medical history information is not required for Dependents Life insurance for your child(ren).

Family Status Change

If your family status changes, you can increase your coverage if you apply within 31 days of a Family Status Change. If you are currently insured for Additional Life with AD&D insurance, you may increase your coverage by 1 times your Annual Earnings, up to the Guarantee Issue Amount, without submitting medical history.

Coverage Amount Needed

Your family has a unique set of circumstances and financial demands. To help you figure out the amount of Additional Life insurance you may need to protect your loved ones, The Standard has created a Life Insurance Needs Calculator found at: <http://www.standard.com/lifeneeds>.

Employee Coverage Effective Date

To become insured, you must satisfy the eligibility requirements listed above, serve an eligibility waiting period, receive medical underwriting approval (if applicable), agree to pay premium, and be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance.

If you are not actively at work on the day before the scheduled effective date of insurance including Dependents Life insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative for more information regarding these requirements that must be satisfied for your insurance to become effective.

Life and AD&D Age Reductions

Under this plan, your coverage amount reduces by your age as follows: by 35 percent at age 65, by 50 percent at age 70, and by 65 percent at age 75.

Your spouse's coverage amount reduces by your age as follows: by 35 percent at age 65, by 50 percent at age 70, and by 65 percent at age 75.

If you are age 65 or over, ask your human resources representative for the amount of coverage available.

Life Insurance Exclusions

This plan contains an exclusion for death resulting from suicide or other intentionally self-inflicted injury. The amount payable will exclude amounts that have not been continuously in effect for at least two years on the date of death. This is subject to state variations.

Life Insurance Features and Benefits

Please see your human resources representative for additional information about the features and benefits below.

- Waiver of Premium** If you become totally disabled while insured under this plan and under age 60, and complete a waiting period of 180 days, your Basic and Additional Life insurance may continue without premium payment until age 70 provided you give us satisfactory proof that you remain totally disabled. Waiver of Premium does not apply to AD&D insurance.
- Accelerated Benefit** If you become terminally ill, you may be eligible to receive up to 100 percent of your combined Basic and Additional Life benefit to a maximum of \$500,000.
- Portability** If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage.
- Conversion** If your insurance ends or reduces, you may be eligible to convert your life insurance to an individual life insurance policy without submitting proof of good health.

Additional AD&D Insurance Benefit Schedule

The amount of your Basic AD&D benefit is equal to the amount payable for your Basic Life benefit on the date of the accident.

The amount of your Additional AD&D benefit for loss of your, or your dependents life is equal to the amount payable for your Additional Life or your Dependents Life benefit on the date of the accident. For other covered losses, the amount payable is a percentage of the Additional AD&D benefit on the date of the accident as shown below.

Loss:	Percentage Payable:
Loss of Life ¹	100%
One hand or one foot ²	50%
Sight in one eye, speech, or hearing in both ears	50%
Two or more of the losses listed above	100%
Thumb and index finger of the same hand ³	25%
Quadriplegia	100%
Hemiplegia	50%
Paraplegia	75%
Triplegia	75%
Uniplegia	25%
Coma	For the first 11 months of a continuous comatose state: 1% of the AD&D insurance benefit, per month After 11 months of a continuous comatose state: 100% of the remaining amount of AD&D insurance benefit otherwise payable for your loss of your life

¹ Including loss of life by accidental exposure to adverse weather conditions or disappearance if the disappearance is caused by an accident that could have reasonably resulted in your death.

² Even if the severed part is surgically re-attached. This benefit is not payable if an Additional AD&D benefit is payable for Quadriplegia, Hemiplegia, Paraplegia, Triplegia, or Uniplegia involving the same hand or foot.

³ This benefit is not payable if an Additional AD&D benefit is payable for the loss of the entire hand.

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Note:

- The loss must be caused solely and directly by an accident and occurs independently of all other causes, within 365 days after the accident.
- Loss of life must be evidenced by a certified copy of the death certificate.
- All other losses must be certified by a physician in the appropriate specialty as determined by The Standard.
- No more than 100 percent of the AD&D benefit will be paid for all losses resulting from one accident.

Additional AD&D Insurance Exclusions

Subject to state variations, AD&D benefits are not payable for death or dismemberment caused or contributed to by:

- War or act of war, declared or undeclared, whether civil or international, and any substantial armed conflict between organized forces of a military nature
- Suicide or other intentionally self-inflicted injury
- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician
- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- Medical or surgical treatment for any of the above

When Insurance Ends

Coverage ends automatically on the earliest of the following:

- The last date the last period ends for which a premium was paid
- The date your employment terminates
- The date you cease to meet the eligibility requirements (coverage may continue for limited periods under certain circumstances)
- The date the group policy, or your Employer's coverage under the group policy, terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy
- For Additional AD&D insurance for you, the date your Additional life insurance ends

In addition to the above requirements, your Dependents Life with AD&D coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent. However, in the event of your death, your Dependents life insurance will be continued for 5 months without premium payment.

For more details on when insurance ends, contact your human resources representative.

Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance 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 the information presented in this summary nor the certificate modifies the group policy or the insurance coverage in any way.

Enrollment

To enroll in this coverage, visit <https://www.myworkday.com/uva>.

Employee Rates

If you elect Additional Life with AD&D insurance, your monthly rate for this plan is indicated in the table below. Premiums for this coverage will be deducted directly from your paycheck.

Employee's Age (as of last January 1)	Rate* (Per \$1,000 of Total Coverage)
<30	\$0.063
30-34	\$0.068
35-39	\$0.075
40-44	\$0.101
45-49	\$0.147
50-54	\$0.210
55-59	\$0.318
60-64	\$0.468
65+	\$0.797

To calculate your premium:

1. Amount Elected: Write this amount on the Additional Life with AD&D requested amount line on your Enrollment and Change Form. Line 1: _____
2. Line 1 divided by \$1,000 = Line 2. Line 2: _____
3. Select your rate from the rate table and enter on Line 3. Line 3: _____
4. Line 2 multiplied by Line 3 = Your monthly cost. Line 4: _____

* Monthly AD&D rate of \$0.018 per \$1,000 of AD&D benefit has been included in each of the above rates.

Spouse Rates

If you elect Dependents Life with AD&D insurance for your spouse, your monthly rate for this coverage is indicated in the table below. Premiums for this coverage will be deducted directly from your paycheck.

Employee's Age (as of last January 1)	Rate* (Per \$1,000 of Total Coverage)
<30	\$0.063
30-34	\$0.068
35-39	\$0.075
40-44	\$0.101
45-49	\$0.147
50-54	\$0.210
55-59	\$0.318
60-64	\$0.468
65+	\$0.797

To calculate the premium for your spouse:

1. Amount Elected: Write this amount on the Spouse Life with AD&D requested amount line on your Enrollment and Change Form. Line 1: _____
2. Line 1 divided by \$1,000 = Line 2. Line 2: _____
3. Select your rate from the rate table and enter on Line 3. Line 3: _____
4. Line 2 multiplied by Line 3 = Your monthly cost. Line 4: _____

* Monthly AD&D rate of \$0.018 per \$1,000 of AD&D benefit has been included in each of the above rates.

Child Rates

If you elect Dependents Life with AD&D insurance for your eligible child(ren), your monthly rate for this coverage is \$0.118* per \$1,000, regardless of the number of eligible children covered. Premiums for this coverage will be deducted directly from your paycheck.

* Monthly AD&D rate of \$0.018 per \$1,000 of AD&D benefit has been included in the above rate.



Standard Insurance Company

For more than 100 years we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. We have earned a national reputation for quality products and superior service by always striving to do what is right for our customers.

Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group Disability, Life, Dental and Vision insurance and Individual Disability insurance. We provide insurance to more than 24,800 groups, covering over 8 million employees nationwide.* Our first group policy, written in 1951 and still in force today, stands as a testament to our commitment to building long-term relationships.

To learn more about products from The Standard, Contact your human resources department or visit us at www.standard.com.

* As of June 30, 2013, based on internal data developed by Standard Insurance Company.

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GP190-LIFE/S399, GP399-LIFE/TRUST,
GP899-LIFE, GP190-LIFE/A997/S399