



**Drury University
Policy # 428019**

Class 2: All Active Full-Time Employees not classified as President

Please read carefully the following description of your Unum Term Life and AD&D insurance plan.

Your Plan

Eligibility

All employees working at least 30 hours each week in active employment in the U.S. with the employer, *not* classified as President, and their eligible spouses and children (up to age 19, or to 26 if they are full-time students).

**Note: Disabled children over the maximum child age may be eligible for benefits, please see your plan administrator for more details.*

Coverage Amounts

Employee: Your employer is paying for a base Life and AD&D plan of 1 times annual earnings to a maximum of \$300,000.

You may purchase additional Life and AD&D coverage in the amount of 1x, 2x, 3x, 4x, or 5x times your annual earnings. Overall Life maximum is \$500,000 (additional coverage only).

Basic Spouse Life Coverage: \$2,000

Basic Child Life coverage: \$2,000

Additional Dependent Life Insurance:

You may purchase Spouse coverage in \$5,000 increments up to the lesser of 50% of the employee Life amount or \$500,000.

You may purchase dependent child life coverage in \$2,000 increments up to the lesser of 50% of the employee Life amount or \$10,000 with the below benefit Schedule:

Live birth - 14 days: \$1,000

14 days - 6 months: \$1,000

6 Months to age 19 (age 26, if a full-time student) : \$10,000

Note: You must be insured under the plan in order to elect coverage for your dependents.

AD&D coverage provides additional benefits for an accidental death, and for an accidental dismemberment, as defined in the schedule of benefits (contact your Plan Administrator for additional details).

AD&D Benefit Schedule: The full benefit amount is paid for loss of:

- Life
- Both hands or both feet or sight of both eyes
- One hand and one foot
- One hand and the sight of one eye
- One foot and the sight of one eye

Term Life Insurance and AD&D Flex Coverage Highlights (Continued)

- Speech and hearing

Other losses may be covered as well. Please see your Plan Administrator.

Coverage amount(s) will reduce according to the following schedule:

Age:	Insurance Amount Reduces to:
65	65% of original amount
70	50% of original amount

Coverage may not be increased after a reduction.

Guarantee Issue

Current Employees: If you and your eligible dependents enroll on or before 06/01/2020, you may apply for any amount of Life insurance coverage up to **\$425,000 for yourself** (additional coverage only) and any amount of coverage up to **\$25,000 for your spouse** without evidence of insurability. If you apply for coverage for yourself or your dependents on or after 06/01/2020, or choose coverage above these amounts, you will be required to furnish evidence of insurability and be approved in order to qualify for coverage. AD&D coverage does not require evidence of insurability.

Employees hired on or after 06/01/2020: If you and your eligible dependents enroll **within 31 days** of your eligibility date, you may apply for any amount of Life insurance coverage up to **\$425,000** for yourself (additional coverage only) and any amount of coverage up to **\$25,000** for your spouse without evidence of insurability. If you apply for coverage for yourself or your dependents more than 31 days after your eligibility date, or choose coverage above these amounts, you will be required to provide evidence of insurability and be approved in order to qualify for coverage. AD&D coverage does not require evidence of insurability.

Please see your Plan Administrator for your eligibility date.

Buy-Up Life Rates

Age	Employee/Spouse	Employee/Spouse
	Non-Tobacco Rates per \$1,000 in coverage	Tobacco Rates per \$1,000 in coverage
15-24	\$.028	\$.041
25-29	\$.045	\$.063
30-34	\$.045	\$.063
35-39	\$.053	\$.088
40-44	\$.074	\$.138
45-49	\$.110	\$.217
50-54	\$.175	\$.339
55-59	\$.285	\$.520
60-64	\$.448	\$.739
65-69	\$.784	\$ 1.135
70-74	\$ 1.489	\$ 2.122
75+	\$ 2.813	\$ 3.979

Voluntary Child Rate	\$.248 Per \$1,000
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Buy-Up AD&D Rates

Employee AD&D Monthly Rate	\$.025 Per \$1,000
Spouse AD&D Monthly Rate	\$.025 Per \$1,000
Child AD&D Monthly Rate	\$.035 Per \$1,000

Term Life Insurance and AD&D Flex Coverage Highlights (Continued)

Additional Benefits

Life Planning Financial & Legal Resources

This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to you. This service is also extended to you upon the death or terminal illness of your covered spouse. The financial consultants are master level consultants. They will help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the consultants offer or sell any product or service.

Portability/Conversion

If you retire, reduce your hours or leave your employer, you can take this coverage with you according to the terms outlined in the contract. However, if you have a medical condition which has a material effect on life expectancy, you will be ineligible to port your coverage. You may also have the option to convert your Term life coverage to an individual life insurance policy.

Accelerated Benefit

If you become terminally ill and are not expected to live beyond a certain time period as stated in your certificate booklet, you may request up to 100% of your life insurance amount up to \$250,000, without fees or present value adjustments. A doctor must certify your condition in order to qualify for this benefit. Upon your death, the remaining benefit will be paid to your designated beneficiary(ies). This feature also applies to your covered dependents.

Waiver of Premium

If you become disabled (as defined by your plan) and are no longer able to work, your premium payments will be waived during the period of disability.

Additional AD&D Benefits

Education Benefit: If you or your insured spouse die within 365 days of an accident, an additional benefit is paid to your dependent child(ren). Your child(ren) must be a full-time student beyond grade 12. (Not available in Illinois or New York.)

Seat Belt/Air Bag Benefit: If you or your insured dependent(s) die in a car accident and are wearing a properly fastened seat belt and/or are in a seat with an air bag, an amount will be paid in addition to the AD&D benefit.

Coma Benefit: The Coma Benefit pays a benefit of 1% of the total AD&D benefit for up to 100 months if the insured employee or insured dependent sustains an injury that results in coma.

Suicide Exclusion

Life benefits for additional life coverage will not be paid for deaths caused by suicide in the first 12 months after your effective date of coverage.

No increased or additional benefits will be payable for deaths caused by suicide occurring within 12 months after the day such increased or additional insurance is effective.

If you or your dependent dies as a result of a suicide, Unum will refund all premium paid for coverage on you or your dependent that became effective within the 12 month period immediately preceding the date of your or your dependent's suicide.

AD&D Benefit Exclusions

AD&D benefits will not be paid for losses caused by, contributed to by, or resulting from:

- Disease of the body or diagnostic, medical or surgical treatment or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders;
 - Suicide, while sane, or intentionally self-inflicted injury while sane.
 - War, declared or undeclared, or any act of war;
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Term Life Insurance and AD&D Flex Coverage Highlights (Continued)

- Active participation in a riot;
- Attempt to commit or commission of a crime; Participation in a felony
- The voluntary use of any prescription or non-prescription drug, poison, fume, or other chemical substance unless used according to the prescription or direction of your or your dependent's doctor. This exclusion does not apply to you or your dependent if the chemical substance is ethanol; Drug addiction.
- Intoxication. ("Intoxicated" means that the individual's blood alcohol level equals or exceeds the legal limit for operating a motor vehicle in the state or jurisdiction where the accident occurred.)

Termination of Coverage

Your coverage and your dependents' coverage under the Summary of Benefits ends on the earliest of:

- The date the policy or plan is cancelled;
- The date you no longer are in an eligible group;
- The date your eligible group is no longer covered;
- The last day of the period for which you made any required contributions;
- The last day you are in active employment unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the certificate of coverage;
- For dependent's coverage, the date of your death.

In addition, coverage for any one dependent will end on the earliest of:

- The date your coverage under a plan ends;
- The date your dependent ceases to be an eligible dependent;
- For a spouse, the date of divorce or annulment.

Unum will provide coverage for a payable claim which occurs while you and your dependents are covered under the policy or plan.

Next Steps

How to Apply

Current employees: To apply for coverage, complete your enrollment form by 06/01/2020.

For employees hired on or after 06/01/2020: To apply for coverage, complete your enrollment form within 31 days of your eligibility date.

All employees: If you apply for coverage after your effective date, or if you choose coverage over the guarantee issue amount, you will need to complete a medical questionnaire which you can get from your Plan Administrator. You may also be required to take certain medical tests at Unum's expense.

Effective Date of Coverage

Your coverage will become effective on 06/01/2020. For employees who become eligible after this date, please see your Plan Administrator for your effective date.

Term Life Insurance and AD&D Flex Coverage Highlights (Continued)

Delayed Effective Date of Coverage

Employee: Insurance coverage will be delayed if you are not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

Dependent: Insurance coverage will be delayed if that dependent is totally disabled on the date that insurance would otherwise be effective. Exception: infants are insured from live birth.

“Totally disabled” means that, as a result of an injury, a sickness or a disorder, your dependent is confined in a hospital or similar institution; is unable to perform two or more activities of daily living (ADLs) because of a physical or mental incapacity resulting from an injury or a sickness; is cognitively impaired; is receiving or is entitled to receive any disability income from any source due to any sickness or injury; is receiving chemotherapy radiation therapy or dialysis treatment; or has a life threatening condition.

Changes to Coverage

At each annual enrollment period or within 31 days of a change in status, you will be given the opportunity to change your coverage. You will be required to provide evidence of insurability and be approved to increase your coverage amounts. Your eligible dependents will be required to provide evidence of insurability and be approved to increase their coverage amounts by more than one level.

Questions

If you should have any questions about your coverage or how to enroll, please contact your Plan Administrator.

This plan highlight is a summary provided to help you understand your insurance coverage from Unum. Some provisions may vary or not be available in all states. Please refer to your certificate booklet for your complete plan description. If the terms of this plan highlight summary or your certificate differ from your policy, the policy will govern. For complete details of coverage, please refer to policy form number C.FP-1, et al.

Life Planning is provided by Ceridian Incorporated. The services are subject to availability and may be withdrawn by Unum without prior notice.

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