

Life Insurance Plans

University of Detroit Mercy provides all eligible employees **Basic Life and Accidental Death & Dismemberment** Insurance through UNUM. Life insurance provides a benefit to your beneficiary in the event of your death while you are employed. The AD&D amount is equal to your life insurance amount and is also payable to your beneficiary if you die as a result of an accident. The AD&D insurance may also pay a benefit to you if you have certain injuries. Please review your UNUM plan booklet for more details.

| Benefit Highlights | Basic Life and AD&D |
|----------------------------------|---|
| Life Coverage Amount | 1 x Base Annual Earnings to a maximum of \$100,000 |
| Accidental Death & Dismemberment | 1 x Base Annual Earnings to a maximum of \$100,000 |
| Benefit Reduction Schedule | No Age Reductions |
| Added Features | Waiver of Premium, Accelerated Death Benefit, Conversion, Seatbelt/Airbag Benefit |

All eligible employees have the opportunity to participate in a **Voluntary Supplemental Life Insurance** plan through UNUM. You may elect to purchase Voluntary Supplemental Life Insurance for yourself, spouse and dependent child(ren). Below is a summary of the plan. Please review your UNUM plan booklet for more details.

| Benefit Highlights | Voluntary Life and AD&D |
|--|--|
| Employee Life/AD&D Insurance | Available in increments of \$10,000 to a maximum of \$500,000 or 5 x Base Annual Earnings (lesser of the two) (Guaranteed Issue: \$200,000 if under Age 65) |
| Spousal Life/AD&D Insurance | Available in increments of \$10,000 to a maximum of \$500,000 Not to exceed 100% of employee's benefit (Guaranteed Issue: \$30,000 if under Age 65) |
| Dependent Children Life/AD&D Insurance | Age 14 days to 6 months: \$250 Age 6 months to 19 years (26 if full time student): \$10,000 |
| Benefit Reduction Schedule | Reduces to 65% at Age 65; 45% at Age 70; 30% at age 75; & 20% at age 80. |



Do you remember who you listed as your beneficiary?

Take the time to update your information with your Human Resource Department.

Voluntary Life/AD&D Insurance Rates

| Employee & Spouse Life Monthly Step Rates per \$1,000 | | Child Life Monthly Rate |
|---|--------|-------------------------|
| Age | Rate | \$0.20 per \$1,000 |
| 15-24 | \$0.09 | |
| 25-29 | \$0.09 | |
| 30-34 | \$0.11 | |
| 35-39 | \$0.14 | |
| 40-44 | \$0.19 | |
| 45-49 | \$0.29 | |
| 50-54 | \$0.46 | |
| 55-59 | \$0.73 | |
| 60-64 | \$0.90 | |
| 65 + | \$1.53 | |

| AD&D Monthly Rate Per \$1,000 | | |
|-------------------------------|--------|--------|
| Employee | Spouse | Child |
| \$0.03 | \$0.03 | \$0.03 |



Example of Calculating Monthly Cost

Voluntary Life Example: 1 unit = \$1,000

| | Age | | Life Volume | | Benefit Unit | | Unit Rate | | Cost* |
|----------------------------|-----|---|-------------|---|--------------|---|-----------|---|---------|
| Employee | 45 | @ | \$200,000 | / | 200 | X | \$0.29 | = | \$58.00 |
| Spouse | 38 | @ | \$100,000 | / | 100 | X | \$0.14 | = | \$14.00 |
| Child(ren) | 7 | @ | \$10,000 | / | 10 | X | \$0.20 | = | \$2.00 |
| Per Monthly Paycheck Cost: | | | | | | | | | \$74.00 |

Voluntary AD&D Example: 1 unit = \$1,000

| | Age | | AD&D Volume | | Benefit Unit | | Unit Rate | | Cost* |
|----------------------------|-----|---|-------------|---|--------------|---|-----------|---|--------|
| Employee | 45 | @ | \$200,000 | / | 200 | X | \$0.03 | = | \$6.00 |
| Spouse | 38 | @ | \$100,000 | / | 100 | X | \$0.03 | = | \$3.00 |
| Child(ren) | 7 | @ | \$10,000 | / | 10 | X | \$0.03 | = | \$0.30 |
| Per Monthly Paycheck Cost: | | | | | | | | | \$9.30 |