

## BASIC LIFE AND AD&D – VOLUNTARY LIFE AND AD&D

Fort Bend ISD provides each eligible employee with Basic Life and Accidental Death & Dismemberment (AD&D) insurance through Guardian. Basic Life & AD&D is paid 100% by Fort Bend ISD and so there is no cost to you.

Basic Life Insurance and AD&D	
<b>Benefit Amount</b>	\$25,000
<b>Age Reduction</b>	50% at age 70
<b>Accelerated Death Benefit</b>	75% of benefit amount

### Voluntary Life Insurance and AD&D

You have the option to purchase Voluntary Life and AD&D coverage for yourself and your dependents through Guardian. You must elect this for yourself in order to purchase Life Insurance on your eligible dependents. Voluntary Life and AD&D is combined and is not offered separately. As a new hire, any amount selected over the guarantee issue amount will require a completed Evidence of Insurability Form. When you retire or leave FBISD, you have 31 days to continue your coverage; email Guardian for additional information [National\\_Conversions@glic.com](mailto:National_Conversions@glic.com). You pay the full cost of this benefit.

Voluntary Life Insurance and AD&D		
<b>Benefit Amount Maximum</b> (could be subject to medical questions; see Guarantee issue below for new hires and certificate of coverage for plan provisions)	Employee	\$10,000 increments, up to \$500,000
	Spouse	\$10,000 increments to 100% of Employee Amount, not exceeding \$250,000
	Child(ren)	Dependent child age 1-14 days \$100; 14 days - 26 years \$10,000
<b>Guarantee Issue</b>	Employee*	\$250,000
	Spouse	\$30,000
	Child(ren)	\$10,000
<b>Age Reduction</b>	50% at age 70	
<b>Accelerated Death Benefit</b>	75% of benefit amount up to \$250,000	
<b>Late Entrant Penalty</b>	All amounts will require an Evident of Insurability (EOI) form to be completed. Coverage will become effective once approved by Guardian.	

\*If you are currently enrolled in Voluntary Life, you can increase your amount by \$50,000 each Open Enrollment without EOI, up to the Guarantee Issue amount (for Employee Coverage only).

Monthly Voluntary Life Insurance and AD&D Rates (per \$1,000)		
Age	Employee Rate	Spouse Rate**
25	\$0.063	\$0.120
25-29	\$0.066	\$0.107
30-34	\$0.071	\$0.109
35-39	\$0.092	\$0.129
40-44	\$0.121	\$0.173
45-49	\$0.178	\$0.257
50-54	\$0.258	\$0.387
55-59	\$0.378	\$0.581
60-64	\$0.524	\$1.003
65-69	\$0.867	\$1.681
70-74	\$1.518	\$3.069
75+	\$3.058	\$5.928

\*\*Spouse rate based on employee age child rate: \$0.305 per \$1,000

### Calculation Example For a Family

Employee: 38 years old electing \$250,000 in

Life and AD&D insurance:

Life and AD&D:  $250,000 \div 1,000 \times \$0.092 = \$23.00$

Spouse: 45 years old electing \$30,000 in

Life and AD&D insurance:

Life and AD&D:  $30,000 \div 1,000 \times \$0.257 = \$7.71$

Child(ren): electing \$10,000 in Life and AD&D Insurance (the rate covers all children under 26 in a family):

Life and AD&D:  $10,000 \div 1,000 \times \$0.305 = \$3.05$

Total Monthly Rate: \$33.76

