

Universities of Wisconsin Life Insurance Plan Comparison

Plan Provision	<u>State Group Life Insurance</u>	<u>Individual & Family Life Insurance</u>	<u>Accidental Death & Dismemberment Insurance</u>
Eligibility	Employees eligible for the Wisconsin Retirement System	Employees eligible for State Group Health Insurance	Employees eligible for State Group Health Insurance
Enrollment	At hire or becoming newly benefits eligible; Qualifying life event; Evidence of Insurability (approval not guaranteed).	At hire or becoming newly benefits eligible; Qualifying life event; Evidence of Insurability (approval not guaranteed).	Employees can enroll at any time.
Who can be covered?	Employee, Spouse, Children	Employee, Spouse or Domestic Partner, Children	Employee, Spouse or Domestic Partner, Children
Employee Coverage	Coverage based on annual income, elect coverage up to 5 times annual income (coverage increases as salary increases)	Up to \$20,000 initially; can increase coverage annually; \$300,000 maximum coverage	Up to \$500,000
Spouse or Domestic Partner Coverage	Spouse: Up to \$20,000	Spouse or Domestic Partner: Up to \$10,000 initially, can increase coverage annually; \$150,000 maximum coverage	Spouse or Domestic Partner: 50% - 60% of employee coverage level (depends on who is covered under family plan)
Child Coverage	Child: Up to \$10,000	Child or Child of Domestic Partner: Up to \$5,000 initially, can increase coverage annually; \$25,000 maximum coverage	Child or Child of Domestic Partner: 15% - 20% of employee coverage level (depends on who is covered under family plan)
Accelerated / Living Benefit	Yes	Yes	No

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Options at End of Employment <i>(non-retirement)</i>	Conversion; Continuation of employee coverage if employee has at least 20 years of WRS service	Conversion to individual policy	Conversion to individual policy
Options at Retirement	Continuation of employee coverage; Conversion of Spouse & Dependent coverage	Conversion to individual policy	Continuation of group policy
Additional Features	Employee death benefit doubles if death accidental; Can convert to pay for health insurance in retirement (at age 66 or later); Premium stops at age 65 (if retired).	Employee, spouse or domestic partner, and child death benefit doubles if death accidental; Can increase coverage level every year until plan maximum met.	Includes Zurich Travel Assist , CyberScout LifeStages Identity Management Services , and several benefits to support employee and/or family after a covered loss.
Premiums	Employee premium and coverage levels: www.wisconsin.edu/ohrwd/benefits/premiums/		
	Universities of Wisconsin contributes 65.25% of basic coverage premium and 37.25% of supplemental coverage premium.	Universities of Wisconsin does not contribute to the premium.	Universities of Wisconsin does not contribute to the premium.

Note: All plans are term life insurance. Benefits are payable only for covered events while the coverage is in effect.

This document is a summary of plan features and does not include all eligibility or plan provisions. Every effort has been made to ensure this information is correct and current. The terms and conditions of the plans are established by state and federal laws and regulations and plan contracts. These sources of authority have control over the information in this summary to the extent there are any differences or conflicts.

www.wisconsin.edu/ohrwd/benefits/download/life/lifecomp.pdf

