



Benefits at a Glance for The University of Alabama System

Group Policy # 643197-B

Effective Date January 1, 2013

Group Basic Life and Accidental Death and Dismemberment Insurance

Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible member's covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid by The University of Alabama in Birmingham.

Eligibility

Definition of a Member

You are a member if you are an active regular full-time employee of The University of Alabama at Birmingham, who is one of the following:

- a. A weekend staff employee regularly working at least 24 hours each week; or
- b. Any other employee regularly working at least 30 hours each week, including a resident, 3/12 employee, post doctoral employee or post doctoral trainee.

You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.

Class Definition

- Class 1 Members with annual earnings less than \$24,000
- Class 2 Members with annual earnings of at least \$24,000 but less than \$30,000
- Class 3 Members with annual earnings of at least \$30,000 but less than \$40,000
- Class 4 Members with annual earnings of at least \$40,000

Eligibility Waiting Period

None.

Benefits

Basic Life Coverage Amount

Your Basic Life coverage amount is as follows:

- Class 1 \$30,000
- Class 2 \$37,500
- Class 3 \$50,000
- Class 4 1.25 times your annual earnings, rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000, to a maximum of \$300,000.

Basic AD&D Coverage Amount

For a covered accidental loss of life, your Basic AD&D coverage amount is \$22,500. For other covered losses, a percentage of this benefit will be payable.

Age Reductions

Basic Life insurance coverage amounts reduce by 35 percent at age 65, and by 50 percent at age 70.

Other Basic Life Features and Services

- Accelerated Benefit
- Portability of Insurance Provision
- Repatriation Benefit
- Right to Convert Provision
- Standard Secure Access account payment option
- Travel Assistance

Other Basic AD&D Features

- Air Bag Benefit
- Expanded AD&D Package
- Family Benefits Package
- Seat Belt Benefit

This information is only a brief description of the group Basic Life/AD&D insurance policy sponsored by The University of Alabama System. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and The University of Alabama System may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.