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Group Life Insurance

Massachusetts Board of
Higher Education



STANDARD INSURANCE COMPANY

Group Life Insurance

Answers to your questions about coverage from Standard Insurance Company

About This Booklet

This booklet is designed to answer some common questions about the group Life Insurance being offered by your *employer* to eligible *employees*. It is not intended to provide a detailed description of the coverage.

If coverage becomes effective and you become insured, you will receive a group Life Insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the *group policy* issued by Standard Insurance Company. Neither the certificate nor the information presented in this booklet modifies the *group policy* or the insurance coverage in any way. If you have additional questions, please contact the Plan Administrator.

Please note that defined terms from the *group policy* and certificate are italicized in this booklet.

Commonly Asked Questions

The following information provides details to give you a better understanding of the group Life Insurance available from The Standard. Written in non-technical language, this is not intended as a complete description of the coverage. If you have additional questions, please check with your human resources representative.

Am I eligible for this coverage?

To be eligible for the group Life Insurance coverage, you must be:

- An active *member* of the Massachusetts Optional Retirement Program working at least 50 percent of full-time equivalency
- A non-faculty *member* of the Optional Retirement Program regularly working at least 17.5 hours each week

When does my insurance go into effect?

Provided you are *actively at work* on the date you become eligible, your insurance will become effective on that date. If you are incapable of *active work* on the date your insurance is to begin, it will not become effective until the day after you have completed one full day of *active work*.

What is the active work requirement?

Active work means performing with reasonable continuity, for wages that are paid regularly by your *employer*, the material duties of your normal occupation at your usual place of work or at any alternate place of work required by your *employer*. For purposes of becoming

eligible for insurance, becoming insured and increasing insurance, *actively at work* will include regularly scheduled days off, holidays or vacation days, so long as you are capable of *active work* on those days and you were *actively at work* on the last day required to be at the workplace.

How much group Life Insurance coverage do I receive?

Eligible *employees* receive Life Insurance coverage equal to a multiple of their annual earnings based on their age as shown below, up to a maximum of \$400,000.

Age	Life Insurance Amount
Less than 35	3.0 x annual earnings
35 but less than 40	2.5 x annual earnings
40 but less than 45	2.0 x annual earnings
45 but less than 50	1.5 x annual earnings
50 but less than 55	1.0 x annual earnings
55 but less than 60	0.67 x annual earnings
60 and older	0.45 x annual earnings

What happens if I become totally disabled and can't work?

The Standard will continue your Life Insurance without premium payments if:

- You become *totally disabled* while insured under the *group policy*
- You are under the age of 60
- Your *total disability* continues for six consecutive months
- You provide The Standard with satisfactory proof of *total disability*

What happens if I become terminally ill?

If you have a *terminal illness* in which your life expectancy is 12 months or less, and you meet other requirements, you may elect to accelerate the payment of your Life Insurance in advance of your death. You may elect to receive up to 100 percent of the Life Insurance for which you are insured, to a maximum of \$400,000. This benefit allows you to use the proceeds as you desire — whether to cover medical expenses or to help maintain your quality of life. The amount of Life Insurance payable upon your death is then reduced by the *accelerated death benefit* paid.

What are the exclusions?

If death results from suicide or other intentionally self-inflicted injury while sane or insane, the amount payable excludes the amount of Life Insurance that has not been continuously in effect for at least two years on the date of death.

When does coverage end?

Your Life Insurance will automatically end on the earliest of the following:

- The date the *group policy* terminates
- The date the *group policy* is changed to terminate coverage on the class of *employees* to which you belong
- The date the last period ends for which a premium was paid for your insurance (except if premiums are waived while *totally disabled*, if applicable)
- The date you fail to meet any required *work test*
- The date you stop *active work* in an *eligible class*; however, insurance may continue for limited periods under certain circumstances

If you are no longer *actively at work* due to a leave of absence or other absence, ask your *employer* for information about options available under the *group policy* for insurance to continue during your leave of absence.

If my Life Insurance ends or reduces, may I convert to an individual policy?

When your Life Insurance from The Standard ends or reduces for any reason other than failure to pay premiums, you may be able to convert the terminated coverage to certain types of individual life insurance policies without providing *evidence of insurability*. You must apply for conversion and pay the required premium within 31 days after your Life Insurance ends or reduces.

What if I have additional questions?

If you have any additional questions, please contact the Plan Administrator.

About Standard Insurance Company

Your *employer* has chosen Standard Insurance Company to provide group Life Insurance coverage to eligible *employees*. The Standard has earned a solid reputation for its quality products, superior customer service, expert resources and strong financial performance. Founded in 1906, The Standard has developed a national presence in the employee benefits industry, providing customers with group and individual disability insurance and retirement plans, and group life and dental insurance.

Just as others count on you, you can count on The Standard for group Life Insurance. Talk with your *employer's* human resources representative for more information about the group Life Insurance from The Standard.



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