

Life Insurance--Features Comparison

PLAN PROVISIONS	PLAN NAME				
	State Group Life	Individual & Family	University Insurance Association	UW Employees Inc.	Accidental Death & Dismemberment
Coverage Effective Date	First of the month following completion of 6 months of WRS covered employment.	First of the month following receipt of application. (Deadline = 30 days from date of hire)	Oct.1 if on October payroll. April 1 if not on October payroll.	First of the month following receipt of application. (Deadline = 30 days from date of hire)	First of the month following receipt of application. No enrollment deadline.
Employee Coverage	<p>Minimum: 1 times WRS reported earnings. Maximum: 5 times WRS reported earnings. *</p> <p>*Based on previous year's WRS covered earnings unless years prior to the previous were higher (highest coverage is retained).</p>	<p>Initially, you may purchase \$5,000 increments to a maximum of \$20,000.</p> <p>At annual open enrollment or through evidence of insurability, additional amounts may be purchased to a maximum of \$200,000.</p>	<p>Decreasing term based on age.</p>	<p>Decreasing term based on age.</p>	<p>Maximum coverage: \$250,000. May not exceed 10 times your annual salary.</p>
Spouse Coverage	<p>Minimum: \$10,000 Maximum: \$20,000</p> <p>Spouse and Dependent Coverage are combined. You can not purchase separately.</p>	<p>Initially, you may purchase \$5,000 increments to a maximum of \$10,000.</p> <p>At annual open enrollment or at anytime through evidence of insurability, additional amounts may be purchased not to exceed \$100,000 or 100% of employee coverage amount.</p>	No	No	<p>Coverage amount based on percentage of employee's coverage.</p>
Dependent Coverage	<p>Minimum: \$5,000 per dependent Maximum: \$10,000 per dependent</p> <p>Spouse and Dependent Coverage are combined. You can not purchase separately.</p>	<p>Initially, you may purchase \$2,500 increments to a maximum of \$5,000.</p> <p>At annual open enrollment or at anytime through evidence of insurability, additional amounts may be purchased not to exceed \$10,000 or 100% of employee coverage amount.</p>	No	No	<p>Coverage amount based on percentage of employee's coverage.</p>
Domestic Partner Coverage	No	Yes. See spouse coverage information.	No	No	Yes. See spouse coverage information.

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	State Group Life	Individual & Family	University Insurance Association	UW Employees Inc.	Accidental Death & Dismemberment
Type of Insurance	Term Life Insurance (no cash value). Permanent paid up feature: Age 70 if actively employed, Age 65 if retired.	Term Life Insurance (no cash value).	Decreasing Term Life Insurance based on age (no cash value).	Decreasing Term Life Insurance based on age (no cash value).	Term Life and Dismemberment Insurance (no cash value). Payable only in the event of a covered accident, no benefits for loss due to sickness.
Dependent Coverage End Date	To end of year attaining age 25 (if full time student and dependent upon you for support). Otherwise end of year attaining age 19.	To end of the month attaining age 25 (if unmarried and dependent upon you for support). Otherwise, end of month in which child marries or is no longer dependent upon you for support.	Not applicable.	Not applicable.	To age 25 (if full time student and dependent on you for support). Otherwise to age 20.
Coverage Increase/Decrease	Automatically increases with income.	May be increased annually at a limited amount until maximum is reached.	Decreases with age.	Decreases with age.	May be increased at any time until maximum is reached.
Accidental Death Benefit	Employee Coverage Doubles	No	No	No	This is an Accidental Death & Dismemberment Plan.
Premiums Taken Pre-tax	Employee only. Limited.	No	No	No	No
Termination: Continuation or Conversion of Coverage	Continuation under certain conditions for Employee only. Conversion: Employee, Spouse or Child.	Conversion: Employee, Spouse or Child.	Continuation	Conversion	Conversion: Employee, Spouse or Child.
Retirement: Continuation or Conversion of Coverage	Continuation for employee; Conversion: Spouse or Child.	Conversion: Employee, Spouse or Child.	Continuation	Conversion	Continuation: Employee, Spouse or Child.
Premium Waiver	Yes, if disabled.	Yes, if disabled.	No	No	No
Living Benefit--Terminal Illness	Yes	Yes	Yes	No	No
Convert Value to Pay State Group Health Premiums?	Yes, at age 66 if retired.	No	No	No	No