



Bradley University

Policy # 582220 – 011 Non-Exempt Employees

Effective January 1, 2009

Please read carefully the following description of your Unum Basic Term Life and AD&D insurance plan.

Your Plan

Eligibility

All non-exempt employees working at least 30 hours each week in active employment in the U.S. with the employer. *There may be circumstances where coverage is extended to employees working outside the U.S. and or on Sabbatical Leave. Please see HR for more details.*

Coverage Amounts

Your Basic Term Life coverage:

Employee: - \$2,500 benefit paid 100% by Bradley University

- Employee may also purchase additional basic coverage to equal 1 x annual wages not to exceed \$75,000 total.
(employee may not select amount different from annual wages)

Your AD&D coverage:

Employee: - \$2,500 benefit paid 100% by Bradley University

- Employee may also purchase additional basic coverage to equal 1 x annual wages not to exceed \$75,000 total.
(employee may not select amount different from annual wages)

AD&D Benefit Schedule: The full benefit amount is paid for loss of:

- Life
- Both hands or both feet or sight of both eyes
- One hand and one foot
- One hand and the sight of one eye
- One foot and the sight of one eye
- Speech and hearing

Other losses may be covered as well. Please see your Plan Administrator.

Coverage amount(s) will reduce according to the following schedule:

<u>Age:</u>	<u>Insurance Amount Reduces to:</u>
65	60% of original amount
70	35% of original amount

Basic Term Life and AD&D Insurance Coverage Highlights (Continued)

75	25% of original amount
80	20% of original amount

Coverage may not be increased after a reduction.

Eligibility Date

Employees Currently Enrolled: If you are currently enrolled with basic coverage, your new benefit amount will take effect January 1, 2009. If you elect to purchase the additional amount to equal your annual wages, your payroll deduction will change accordingly.

Employees Not Currently Enrolled: If you are not currently enrolled in the Basic Life and AD&D plan but are eligible to participate, you may enroll by November 3, 2008 for a January 1, 2009 effective date without evidence of insurability (completing health questionnaire and possible physical exam). This opportunity to enroll without providing evidence of insurability is a one-time offering.

If you do not enroll by November 3, 2008, you may apply for coverage at a later date but will be required to furnish evidence of insurability for the entire amount of coverage.

Employees hired on or after 01/01/2009: If you enroll within 31 days of your initial eligibility date, you will receive benefits without being required to provide evidence of insurability. If you do not enroll within 31 days of your initial eligibility date, you may apply for coverage at a later date but will be required to furnish evidence of insurability for the entire amount of coverage.

Please see your Plan Administrator for your eligibility date.

Cost for Additional Coverage above \$2,500

Bradley University will pay a portion of the premium and the employee will also contribute a portion.

Additional Benefits

Survivor Financial Counseling Services

This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost to them. This service is also extended to employees upon the death or terminal illness of their covered spouse. The financial counselors, all highly trained attorneys, help develop strategies needed to protect resources, preserve current lifestyles, and build future security. At no time will the counselor offer or sell any product or service.

Portability/Conversion

If you retire, reduce your hours or leave your employer, you can take this coverage with you according to the terms outlined in the contract. However, if you have a medical condition which has a material effect on life expectancy, you will be ineligible to port your coverage. You may also have the option to convert your Term life coverage to an individual life insurance policy.

Basic Term Life and AD&D Insurance Coverage Highlights (Continued)

Accelerated Benefit

If you become terminally ill and are not expected to live beyond a certain time period as stated in your certificate booklet, you may request up to 50% of your life insurance amount, without fees or present value adjustments. A doctor must certify your condition in order to qualify for this benefit. Upon your death, the remaining benefit will be paid to your designated beneficiary(ies). This feature also applies to your covered dependents.

Waiver of Premium

If you become disabled (as defined by your plan) and are no longer able to work, your premium payments will be waived during the period of disability.

Retained Asset Account

Benefits of \$10,000 or more are paid through the Unum Retained Asset Account. This interest bearing account will be established in the beneficiary's name. He or she can then write a check for the full amount or for \$250 or more, as needed.

Limitations/Exclusions/ Termination of Coverage

Suicide Exclusion

Life benefits will not be paid for deaths caused by suicide in the first twenty-four months after your effective date of coverage.

No increased or additional benefits will be payable for deaths caused by suicide occurring within 24 months after the day such increased or additional insurance is effective.

AD&D Benefit Exclusions

AD&D benefits will not be paid for losses caused by, contributed to by, or resulting from:

- Disease of the body or diagnostic, medical or surgical treatment or mental disorder as set forth in the latest edition of the Diagnostic and Statistical Manual of Mental Disorders;
- Suicide, self-destruction while sane, intentionally self-inflicted injury while sane, or self-inflicted injury while insane;
- War, declared or undeclared, or any act of war;
- Active participation in a riot;
- Attempt to commit or commission of a crime;
- The voluntary use of any prescription or non-prescription drug, poison, fume, or other chemical substance unless used according to the prescription or direction of your or your dependent's doctor. This exclusion does not apply to you or your dependent if the chemical substance is ethanol;
- Intoxication. ("Intoxicated" means that the individual's blood alcohol level equals or exceeds the legal limit for operating a motor vehicle in the state or jurisdiction where the accident occurred.)

Termination of Coverage

Your coverage under the Summary of Benefits ends on the earliest of:

- The date the policy or plan is cancelled;
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Basic Term Life and AD&D Insurance Coverage Highlights (Continued)

- The date you no longer are in an eligible group;
- The date your eligible group is no longer covered;
- The last day of the period for which you made any required contributions;
- The last day you are in active employment unless continued due to a covered layoff or leave of absence or due to an injury or sickness, as described in the certificate of coverage.

Unum will provide coverage for a payable claim which occurs while you are covered under the policy or plan.

Next Steps

How to Apply

Current employees: To apply for coverage above \$2,500 benefit paid for by Bradley University, **complete the enrollment form by 11/03/2008 and return to the HR office.**

For employees hired on or after 01/01/2009: To apply for coverage, complete your enrollment form within 31 days of your initial eligibility date.

All employees: If you apply for coverage after your initial effective date, you will need to complete a medical questionnaire which you can get from your Plan Administrator. You may also be required to take certain medical tests at Unum's expense.

Effective Date of Coverage

Your coverage will become effective on 01/01/2009. For employees who become eligible after this date, please see your Plan Administrator for your effective date.

Delayed Effective Date of Coverage

Employee: Insurance coverage for employees not currently enrolled in the Basic Life and AD&D plan will be delayed if you are not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

“Totally disabled” means that, as a result of an injury, a sickness or a disorder, your dependent is confined in a hospital or similar institution; is unable to perform two or more activities of daily living (ADLs) because of a physical or mental incapacity resulting from an injury or a sickness; is cognitively impaired; or has a life threatening condition.

Questions

If you should have any questions about your coverage or how to enroll, please contact your Plan Administrator.

****Note***

Guarantee Issue and No Medical Questions to answer would depend on a timely enrollment.

This plan highlight is a summary provided to help you understand your insurance coverage from Unum. Some provisions may vary or not be available in all states. Please refer to your certificate booklet for your complete plan description. If the terms of this plan highlight summary or your certificate differ from your policy, the policy will govern. For complete details of coverage, please refer to policy form number C.FP-1, et al.