

## DEPENDENT LIFE INSURANCE

*Dependent life insurance offers employees financial protection in the event of the death of their spouse or child. Premiums are withheld on an after-tax basis.*

### Eligibility

#### Employee

Faculty and Staff are eligible for group dependent life insurance coverage if they are employed in a "Regular" position with an FTE of .5 or greater or employed in a "Temporary" position for more than 6 months with an FTE of .5 or greater. In addition, employees must be less than age 70 to enroll for coverage.

Dependents are eligible for dependent life insurance coverage unless disabled on the date of eligibility.

#### Spouse

- Husband or wife, as recognized under the laws of the state of Nebraska
- Common-law spouse if the common-law marriage was contracted in a jurisdiction recognizing a common-law marriage

#### Child

The following unmarried dependent children may be eligible for coverage:

- Natural-born or legally adopted child who has not reached the limiting age of 19
- Stepchild who is living in the employee's home and is chiefly dependent on the employee for support (must be claimed as an IRS dependent), and who has not reached the limiting age of 19
- Child for whom the employee has legal guardianship and who has not reached the limiting age of 19
- Mentally or physically handicapped child who has attained the limiting age of 19. Coverage may be continued beyond age 19 if proof of disability is provided within 31 days of attaining age 19.

Dependent children who are employed at the University of Nebraska in a benefits eligible position may not be covered as a dependent on their parent's dependent life insurance policy provided through the university.

#### Student (ages 19 through 23)

The following unmarried dependent children may be eligible for coverage:

- Dependent child who has not reached the limiting age of 24 and is a full-time student
- Dependent children who are students (ages 19 through 23) must have the employee's same principal place of residence for more than half of the year and receive over half of their support from the employee.
- Full-time student status generally requires a dependent to enroll for 12 or more undergraduate (9 or more graduate) credit hours each semester. The number of credit hours required for full-time student status is however, based on each school's definition of a full-time student.

### Effective Date of Coverage

Coverage is effective on the first day of the month following the employee's date of hire or eligibility. Coverage for employees hired on the first day of the month or first working day of the month is effective immediately. Employees must be actively at work on the effective date of coverage.

## Change in Status Guidelines

Employees may enroll, disenroll, or change their dependent life insurance coverage during the calendar year when a Permitted Election Change Event occurs.

Employees must enroll or make changes in coverage within 31 days of the Permitted Election Change Event.

Listed below are several Permitted Election Change Events that may allow an employee to initiate a midyear dependent life insurance coverage change.

- Change in legal marital status
- Change in number of dependent children
- Change in employment status or work schedule which results in a gain or loss of coverage eligibility
- Change in coverage under other employers' benefits plan, if substantial

## Coverage Effective Date as a Result of a Permitted Election Change Event

Coverage changes due to a Permitted Election Change Event will be effective on the first day of the month following the date of the change. Changes however, that occur on the first day of the month will be effective immediately. The employee may be required to furnish appropriate documentation to verify the Permitted Election Change Event.

The effective date of coverage for a dependent child who is added as a result of birth will be the date of birth. Premiums will begin on the first day of the month following the date of birth.

Coverage for a dependent child's baby may be added to the employee's (grandparents) dependent life insurance policy if employee obtains legal 1) guardianship, or 2) adoption of the new born child. Appropriate documentation must be provided to verify the court appointed legal guardian or adoption status.

The effective date of coverage for a dependent child who is added as a result of adoption or legal guardianship will coincide with the earlier of: 1) the date of placement for adoption, or 2) the date of entry of an order granting the adoptive parent(s) custody of the child for the purpose of adoption. Placement generally means when the adoptive parents have taken legal responsibility for the child. Premiums will begin on the first day of the month following the event. The employee may be required to furnish appropriate documentation to verify the Permitted Election Change Event.

Coverage changes due to marriage will be effective on the first day of the month following the date of marriage. Coverage for a marriage occurring on the first day of the month will be effective immediately.

Coverage changes due to a divorce, legal separation or annulment will be effective on the first day of the month following issuance of a court decree, the actual date of divorce (6 month period following the court decree), or in cases of legal separation, date of the court order or separation agreement. There is no waiting period in Iowa so the change in status will be effective on the first day of the month following the date of the final court decree. The employee may be required to furnish appropriate documentation to verify the Permitted Election Change Event.

Employees must contact the Campus Benefits Office within 31 days of a marriage, dependent's date of

birth, adoption, or legal guardianship, etc. to enroll a dependent for dependent life insurance coverage. If the dependent is not enrolled for the coverage within the 31-day Permitted Election Change Event period, enrollment is limited to the annual NUFlex enrollment or when a Permitted Election Change Event occurs. Employees who are currently enrolled and covering a dependent are not required to add a new dependent child to their dependent life insurance policy. Although a new dependent may be added without proof of insurability, any dependent that was not previously enrolled must complete the proof of insurability process to be eligible for coverage.

## Birth of a Dependent Child

**Employees must contact the Campus Benefits Office within 31 days of a dependent's date of birth to add the new born child to their dependent life insurance policy.**

If the dependent is not added to the coverage within the 31-day Permitted Election Change Event period, enrollment is limited to the annual NUFlex enrollment or when a Permitted Election Change Event occurs.

## Leave of Absence

Employees may continue dependent life insurance coverage while on an approved leave of absence for up to two years. The Campus Benefits Office will collect the dependent life insurance premium from the employee and forward to Assurity Life Insurance for processing.

## Active Military Duty Leave of Absence

An employee who commences a leave of absence for active duty in the military may cancel dependent life insurance coverage during the leave. Upon return from active duty, the employee may reenroll for dependent life insurance coverage, not to exceed the amount of coverage enrolled for prior to the leave, without proof of insurability or any waiting period. The employee may be required to provide documentation to support the date military service ended.

## Termination of Coverage

Coverage terminates on the last day of the month following the date of termination or date the employee is no longer eligible of coverage. If the date of termination or employee's coverage ineligibility is the last day of the month, coverage will terminate immediately.

## Assurity Life Insurance Overview



Assurity Life Insurance Company's origins are rooted in a century-long legacy of providing long-term security to policyholders that has earned generations of customers' confidence and trust.

Assurity Life serves customers across the nation, offering disability income, critical illness and life insurance, annuities and specialty insurance plans through our representatives, worksite distribution and direct mail. Pension and investment management services are available through Assurity Advisors Inc., a subsidiary of Assurity Life.

With assets exceeding \$2 billion, Assurity Life has built a reputation for "best in class" service and sound, conservative business practices with a disciplined approach to financial management. Headquartered in Lincoln, Neb., Assurity Life has earned a high rating from A.M. Best Company, the insurance industry's leading independent analyst.

We're proud of our history of integrity, financial accountability...and helping people through difficult times.

Visit the [Assurity Life Insurance](#) Home Page

## Group Identification Number (Dependent Life Insurance)

- G00406

## Benefits Summary

Dependent life insurance offers employees financial protection in the event of the death of their spouse or child. Premiums are withheld on an after-tax basis. Coverage for the employee's spouse and dependent children ends when the employee attains age 70.

Option	Coverage for a Spouse	Option	Coverage for each Child*
1	No coverage	1	No coverage
2	\$ 10,000	2	\$5,000
3	20,000	3	10,000
4	50,000		

\* Coverage for a child age 14 days to 6 months is equal to 10 percent of the above option amounts. No coverage for a child age 13 days or less.

Dependent life insurance is not part of the NUFlex benefits program. Enrollment and/or changes will continue, however, to be conducted simultaneously with the NUFlex program as a matter of convenience for both the employee and the university.

## Proof of Insurability

Spouses applying for coverage requiring proof of insurability must complete a "Statement of Health" form. If all requested underwriting requirements are not completed within 90 days from the effective date of coverage, the application will be denied. Spouses must wait until the next annual NUFlex enrollment to reapply for coverage.

Enrolling and/or increasing coverage at the annual NUFlex enrollment requires the completion of a "Statement of Health" form. If all underwriting requirements are not completed by March 1, applications will be denied and the dependents must wait until the next annual NUFlex enrollment to reapply for

coverage.

Dependent life insurance premiums for the total amount of coverage elected will be withheld beginning on the effective date of coverage. If coverage is denied, the employee should receive a premium refund up to the Guaranteed Issue Limit (\$10,000) or the amount of coverage enrolled for prior to the requested coverage increase.

Any expense incurred for additional medical information as a result of the proof of insurability request will be paid by Assurity Life Insurance.

## Beneficiary Designation

Since a dependent life insurance death benefit is automatically paid to the employee upon the death of a spouse or dependent child, no beneficiary designation form is required.

## Conversion of Coverage

Dependent Life insurance coverage may be converted to an individual whole life policy upon termination of employment or ineligibility. A "Notice of Right of Conversion of Your Group Life Insurance Policy" form will be forwarded to each employee within 31 days of the termination or date the employee is no longer eligible. If death occurs during the 31 day conversion period, life insurance benefits will be paid to the beneficiary.

## Premium/Price Tag Information

## Life Insurance Policy for Spouse and/or Children (Dependent Rider)

## Dependent Life Insurance Forms

- [Statement of Health Form](#)