

Life Insurance and AD&D

www.hr.pitt.edu/life

The Hartford

Customer Service: 1-855-396-7655

enroll.thehartfordatwork.com/upittbene

Life insurance and accidental death and dismemberment (AD&D) insurance help provide financial protection in the event of your death or that of a spouse/domestic partner or dependent child. To elect or change a beneficiary, contact The Hartford at enroll.thehartfordatwork.com/upittbene.

To report a death or to check on a claim, call 1-800-563-1124 and reference policy number 877187.

Basic Group Life and AD&D Coverage

The University provides group term life insurance coverage to faculty and staff in the amount of one times your annual salary, rounded up to the next thousand capped at the plan maximum of \$50,000. AD&D coverage is also provided in the amount of one times your annual salary, rounded up to the next thousand capped at the plan maximum of \$50,000. There is no cost to you.

Optional Coverage and Monthly Rates

Group Life

Optional group term coverage is available to you at your choice of one to six times your annual salary, rounded up to the next thousand capped at the plan maximum of \$1,500,000. This is a fully employee-paid, after-tax benefit that does not reduce federal and state taxes. The monthly premium will be based on your age as of July 1 annually. New hires may elect the lesser of three times their annual salary or \$500,000 in optional life insurance without Evidence of Insurability (EOI), if enrolled within 31 days from the date of hire. The cost is a calculation of the age-graded rate times each \$1,000 of coverage.

Less than 30 years.....	\$0.040
30-34 years.....	\$0.054
35-39 years.....	\$0.060
40-44 years.....	\$0.067
45-49 years.....	\$0.118
50-54 years.....	\$0.168
55-59 years.....	\$0.289
60-64 years.....	\$0.463
65-69 years.....	\$0.852
70 plus.....	\$1.381

To calculate your life insurance cost:

annual salary x additional coverage value (1-6) = total coverage

Employees age 42 with \$45,000 annual salary electing to have coverage of three (3) times their salary will have a total coverage of \$135,000.

Total coverage / 1,000 x age rate = cost per month

\$135,000 / 1,000 x .067 = \$9.05

Employee cost per month = \$9.05

AD&D

Coverage is available at your choice of one to six times your annual salary, rounded up to the next thousand capped at the maximum of \$1,500,000.

Cost is not age-graded and is a constant rate times each \$1,000 of coverage (\$.015/\$1,000).

Dependent Life

Optional dependent life insurance is available to the spouse/domestic partner and children (up to age 26) of faculty and staff members. *Eight options are available to choose from for a spouse or domestic partner and three options are available for a dependent child or children. The faculty and staff member would be the automatic beneficiary of any elected benefit. Coverage is subject to Evidence of Insurability (EOI) for spouse/domestic partner and dependent child coverage. Cost is not age-graded and is constant regardless of the number of dependent children covered.

Coverage for Spouse/Domestic Partner

Option 1	\$1.18.....	\$10,000
Option 2	\$2.32.....	\$15,000
Option 3	\$2.63.....	\$20,000
Option 4	\$7.74.....	\$50,000
Option 5	\$10.77.....	\$75,000
Option 6	\$14.61.....	\$100,000
Option 7	\$19.33.....	\$125,000
Option 8	\$23.20.....	\$150,000

Coverage for Dependent Child(ren)

Option 1	\$.80.....	\$10,000
Option 2	\$1.20.....	\$15,000
Option 3	\$1.60.....	\$20,000

* Proof of good health, also called Evidence of Insurability (EOI), is required for some types of coverage. EOI is an application process in which you provide information on the condition of your health or your dependent's health in order to be approved for coverage. The Hartford provides 90 days to submit the EOI application for approval or denial of coverage.