

Company-Paid Life and AD&D insurance



Basic Life and AD&D

Basic life insurance pays your beneficiary a lump sum if you die. AD&D (accidental death & dismemberment) coverage provides a benefit to you if you suffer from loss of a limb, speech, sight, or hearing, or to your beneficiary if you have a fatal accident. The cost of coverage is paid in full by your employer.

Guardian Life and AD&D

Employee	Guaranteed issue of \$100,000
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The benefit amounts above will be reduced if you are age 65 or older. Refer to the plan document for details.

Taxes & Imputed Income

Company-provided life insurance coverage over \$50,000 is considered a taxable benefit. The value of the benefit over \$50,000 will be reported as taxable income on your annual W-2 form. This is called **imputed income**. See FAQs for more information.

Voluntary Life Insurance

Evidence of Insurability

If you purchase life insurance coverage above a certain limit (the "guaranteed issue" amount) or after your initial eligibility period, you will need to submit evidence of insurability with additional information about your health for the insurance company to approve the amount of coverage.

Annual Increase

At open enrollment, you may increase your voluntary life insurance coverage by two increments of \$10,000, without providing evidence of insurability. This annual increase option is only available to employees that are currently insured with an amount below the guaranteed issue amount.

Protecting those you leave behind

Voluntary life insurance allows you to purchase additional life insurance to protect your family's financial security.

Guardian Voluntary Life

Employee	Increments of \$10,000 up to \$500,000. Guaranteed issue of \$300,000.
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Spouse	Increments of \$5,000 up to \$250,000, not to exceed 100% of employee amount. Guaranteed issue of \$50,000.
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Children	Live birth to 26 year of age: \$10,000.
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Note: tobacco users will pay non-preferred rates.