

## Los Angeles Community College Plan Benefits

*Explore the coverage that makes it easy to give yourself and your loved ones more security today...and in the future.*

### Basic Term Life and Accidental Death and Dismemberment Insurance (AD&D)

Your employer provides you with Basic Term Life and Accidental Death and Dismemberment insurance coverage in the amount of \$50,000 at no cost to you.

### Optional Term Life Insurance Coverage Options

<b>For You</b>	\$10,000 increments up to the lesser of \$500,000 or 5 times your basic annual earnings
<b>For Your Spouse/ Domestic Partner</b>	\$5,000 increments, up to \$250,000
<b>For Your Dependent Child(ren)*</b>	\$1,000; \$5,000; \$10,000

\* Child(ren)'s Eligibility: Dependent children ages from live birth to 21 years old, or 25 years old if a child is a full-time student, are eligible for coverage.

### Monthly Costs for Optional Term Life Insurance

You have the option to purchase Optional Term Life Insurance. Listed below are your monthly rates as well as those for your spouse/domestic partner (based on your age and the amount of coverage you want). Rates to cover your child(ren) are also shown.

Age	Your Monthly Cost Per \$1,000 of Coverage	Spouse/Domestic Partner Monthly Cost Per \$1,000 of Coverage
• <30	\$0.059	\$0.059
• 30-34	\$0.066	\$0.066
• 35-39	\$0.101	\$0.101
• 40-44	\$0.151	\$0.151
• 45-49	\$0.243	\$0.243
• 50-54	\$0.386	\$0.386
• 55-59	\$0.653	\$0.653
• 60-64	\$0.872	\$0.872
• 65-69	\$1.635	\$1.635
• 70-74	\$3.268	\$3.268
• 75+	\$4.191	\$4.191
Dependent Child	\$0.201	\$0.201

† Covers all eligible children

Use the table below to calculate your premium based on the amount of life insurance you will need.

**Example:** \$100,000 Optional Term Life coverage

1. Enter the rate from the table (example age 36)	\$0.092	\$ _____
2. Enter the amount of insurance in thousands of dollars (Example: for \$100,000 of coverage enter \$100)	100	_____
3. Monthly premium (1) x (2)	\$9.20	\$ _____

Repeat the three easy steps above to determine the cost for each coverage selected.

## Features

**This insurance offering from your employer and MetLife comes with a variety of added features that can provide assistance to you and your family members today and during a difficult time.**

### **Accelerated Benefits Option**

*For access to funds during a difficult time*

You can receive up to 80% of your Basic and Supplemental Term Life insurance proceeds to a maximum of \$500,000 in the event that you become terminally ill and are diagnosed with less than 12 months to live. This can go a long way toward helping your family meet medical and other related expenses at this difficult time.

### **Conversion**

*For those who wish to have more permanent coverage*

You can generally convert your Group Term Life insurance benefits to an **Individual Whole Life, Universal Life, or Variable Universal Life** insurance policy if your coverage terminates in whole or in part due to your retirement, termination of employment, or, a change in your employee class. Conversion is available on all Group Life insurance coverages. If you experience an event that makes you eligible to convert your coverage, you can speak with a MetLife representative by calling: 1-877-275-6387. Please contact your employer for more information.

### **Waiver of Premiums for Total Disability (Continued Protection)**

*Offering continued coverage at no cost*

You may be eligible to waive your Basic and Optional Term Life insurance premium until you reach age 65, die or recover from your disability, whichever is sooner, should you become unable to work due to total disability. Total disability or totally disabled means your inability to do your job and any other job for which you are fit by education, training or experience, due to injury or sickness. The total disability must begin before age 60, and your waiver will begin after you have satisfied a 6-month waiting period. The Waiver of Premium will end on the earliest of your turning age 65, death or recovery. Please note that this benefit is available after you have participated in the Optional Term Life Plan for one year and it is only available to you. This one-year requirement applies to new participants in the plan.

### **Portability**

*So you can keep your coverage even if you leave your current employer*

Should you leave Los Angeles Community College for any reason, and your Optional and Dependent Term Life, OAD&D insurance under this plan terminates, you will have an opportunity to continue group term coverage ("portability") under a different policy, subject to plan design and state availability. Competitive rates apply, but will likely be higher than your current rates. MetLife will bill you directly. To

take advantage of this feature, you must have coverage of at least \$10,000 up to a maximum of \$1,000,000.

Portability is also available on coverage you've selected for your spouse/domestic partner and dependent child(ren). The maximum amount of coverage for spouses is \$250,000; the maximum amount of dependent child coverage is \$25,000. Increases, decreases and maximums are subject to state availability.

Generally, there is no minimum time for you to be covered by the plan before you can take advantage of the portability feature. Please see your plan administrator or certificate for specific details.

Please note that if you experience an event that makes you eligible for portable coverage, please call a MetLife representative at 1-866-492-6983 or contact your employer for more information.

## **MetLife Advice\***

### ***Assistance identifying solutions for your financial situations***

MetLife Advice is a service designed to help provide assistance in making financial decisions based on the major events in your life such as marriage, the birth of a child, purchase of a home, death of a spouse or retirement. Contact your employer or plan administrator for more information.

\*MetLife Advice Specialists are Financial Services Representatives of MetLife or New England Financial, a MetLife company.

## **MetLife Advice for Beneficiaries—Delivering The Promise®**

### ***For support and guidance when beneficiaries need it most***

MetLife Advice for Beneficiaries—Delivering The Promise® is a service designed to provide beneficiaries with the support and assistance they need during an especially difficult time. Services include assistance filing life insurance claims and consultation to help with the details.

## **Total Control Account®**

### ***For immediate access to death proceeds***

The Total Control Account® settlement option provides your loved ones with a safe and convenient way to manage the proceeds of a life or accident policy for claim payments of \$5,000 or more, backed by the financial strength and claims paying ability of Metropolitan Life Insurance Company. They'll have the convenience of immediate access to any or all of their proceeds, through an interest bearing account with unlimited check-writing privileges. The Total Control Account gives beneficiaries time to decide what to do with their proceeds, which can be very helpful to them during a difficult time.

## **What's Not Covered?**

Like most insurance plans, this plan has exclusions. For instance, and Dependent Term Life Insurance do not provide payment of benefits for death caused by suicide within the first two years (one year in North Dakota) of the effective date of the certificate, or payment of increased benefits for death caused by suicide within two years (one year in North Dakota or Colorado) of an increase in coverage.

Please note that a reduction schedule may apply. Please see your plan administrator or certificate for specific details.

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**Accidental Death & Dismemberment (AD&D) coverage complements your Basic and Optional Term Life Insurance coverage and helps protect you 24 hours a day, 365 days a year.**

## **Accidental Death & Dismemberment Coverage Options**

This valuable coverage is available to you even if you already have accident insurance. It provides benefits beyond your disability or life insurance for severe accidents or loss of life on or off the job — while commuting, traveling by public or private transportation and during business trips. MetLife's AD&D insurance pays you benefits if you suffer an accident that results in paralysis or the loss of a limb, speech, hearing or sight, or brain damage or coma. If you suffer a fatal accident, benefits will be paid to your beneficiary.

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### **Optional AD&D Coverage Amounts for You**

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Your Optional AD&D amount is equal to your Optional Term Life amount.

## **Monthly Cost for Optional Accidental Death & Dismemberment (AD&D) Insurance**

<b>Age</b>	<b>Your Monthly Cost Per \$1,000 of Coverage</b>
Under 25	\$0.025
25 - 29	\$0.025
30 – 34	\$0.025
35 – 39	\$0.025
40 – 44	\$0.025
45 – 49	\$0.025
50 – 54	\$0.025
55 – 59	\$0.025
60 – 64	\$0.034
65 – 69	\$0.034
70 +	\$0.042

**Note:** Costs for any coverages you select will be automatically payroll deducted.

### **Covered Losses**

This AD&D insurance pays benefits for covered losses that are the result of an accidental injury or loss of life. The full amount of AD&D coverage you select is called the "Full Amount" and is equal to the benefit payable for the loss of life. Benefits for other losses are payable as a predetermined percentage of the Full Amount. Such losses include loss of limbs, sight, speech and hearing, various forms of paralysis, brain damage and coma. The maximum amount payable for all Covered Losses sustained in any one accident is capped at 100% of the Full Amount.

## Standard Additional Benefits Include

Some of the standard additional benefits included in your coverage that may increase the amounts payable to you and/or defray additional expenses that result from accidental injury or loss of life are:

- Air Bag Benefit
- Seat Belt Benefit
- Common Carrier Benefit
- Child Care Center Benefit
- Child Education Benefit
- Spouse Education Benefit
- Hospitalization Benefit

## What Is Not Covered?

Accidental Death & Dismemberment insurance does not include payment for any loss which is caused by or contributed to by: physical or mental illness, diagnosis of or treatment of the illness; an infection, unless caused by an external wound accidentally sustained; suicide or attempted suicide; injuring oneself on purpose; the voluntary intake or use by any means of any drug, medication or sedative, unless taken as prescribed by a doctor or an over-the-counter drug taken as directed; voluntary intake of alcohol in combination with any drug, medication or sedative; war, whether declared or undeclared, or act of war, insurrection, rebellion or riot; committing or trying to commit a felony; any poison, fumes or gas, voluntarily taken, administered or absorbed; service in the armed forces of any country or international authority, except the United States National Guard; operating, learning to operate, or serving as a member of a crew of an aircraft; while in any aircraft for the purpose of descent from such aircraft while in flight (except for self preservation); or operating a vehicle or device while intoxicated as defined by the laws of the jurisdiction in which the accident occurs.

## Travel Assistance\*

***A Travel Assistance benefit is available when you enroll in MetLife's AD&D coverage.***

**Travel Assistance:** Would you know who to call if you needed help while traveling? With Travel Assistance services, offered on your AD&D coverage, you'll have extra peace of mind whenever you travel. This service provides you and your dependents with medical, legal and financial assistance 24 hours a day, 365 days a year, when you are more than 100 miles away from home.

- **Identity Theft Solutions:** While you're home or away, you can take advantage of this valuable benefit now packaged with Travel Assistance. You will be provided with educational tools and resources to help prevent an identity theft occurrence. If you become a victim, you will receive personal assistance 24 hours a day, 365 days a year, to help alleviate your stress and time burden.

\* Travel Assistance services are administered by AXA Assistance USA, Inc. Certain benefits provided under the Travel Assistance program are underwritten by ACE American Insurance Company. AXA Assistance and ACE American are not affiliated with MetLife, and the Travel Assistance & Identity Theft Solutions services they provide are separate and apart from the insurance provided by MetLife.

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## Additional Coverage Information

### How To Apply\*\*

Complete your enrollment form and return it to your Human Resources Manager today! Be sure to indicate your Beneficiary.

### Act Now During the Enrollment Period.

**Note:** If you do not wish to make a change to your coverage, you do not need to do anything

\*\* Coverage will either be approved by MetLife based upon its underwriting rules and yours answers or you will be asked to submit a Statement of Health to complete your application for coverage.

### For Employee Coverage

Enrollment in this Optional Term Life insurance plan is available without providing a Statement of Health form as long as:

#### For Annual Enrollment

- Your enrollment takes place before the enrollment deadline, and
- You are continuing the coverage you had in the last year
- You are enrolling for coverage only one increment more than your current coverage

#### For New Hires

- Your enrollment takes place within 31 days from the date you become eligible for benefits, and
- You are enrolling for coverage less than \$120,000

If you do not meet all of the conditions stated above, you will need to provide additional medical information by completing a Statement of Health form. A Statement of Health is included in this booklet.

### For Dependent Coverage\*

Your spouse/domestic partner and dependent children also do not need to provide a Statement of Health form as long as they are not home or hospital confined and not receiving disability payments.

#### For Annual Enrollment

- The enrollment takes place prior to the enrollment deadline, and
- Your spouse/domestic partner and child(ren) are continuing coverage they had in the last year
- Your spouse/domestic partner and child(ren) are enrolling for coverage only one increment more than their current coverage

#### For New Hires

- The enrollment takes place within 31 days from the date you become eligible for benefits, and
- Your spouse/domestic partner is enrolling for coverage less than \$50,000

\*A domestic partner declaration may be required for those partners not registered with a government agency where such registration is available.

## **Who Can Be A Designated Beneficiary?**

You can select any beneficiary(ies) other than your employer, and you may change your beneficiary(ies) at any time. You can also designate more than one beneficiary.

## **About Your Coverage Effective Date**

You must be "Actively at Work" on the date your coverage becomes effective, and your spouse and eligible child(ren) must be performing their Normal Activities when coverage becomes effective. Coverage will become effective on January 1, 2009 following the receipt of your completed enrollment form for all requests that do not require additional medical information. Requests for amounts that require additional medical information and are not approved by the date listed above will not be effective until the January 1, 2009 following approval from MetLife or the date that Actively at Work and Normal Activities requirements are met.

**This summary provides an overview of your plan's benefits. These benefits are subject to the terms and conditions of the contract between MetLife and Los Angeles Community College and are subject to each state's laws and availability. Specific details regarding these provisions can be found in the booklet certificate.**

*Life and AD&D coverages are provided under a group insurance policy (Policy Form GPNP99) issued to your employer by MetLife. Life and AD&D coverages under your employer's plan terminates when your employment ceases when your Life and AD&D contributions cease, or upon termination of the group contract. Dependent Life coverage will terminate when a dependent no longer qualifies as a dependent or when a dependent spouse/domestic partner reaches age 70. Should your life insurance coverage terminate for reasons other than non-payment of premium, you may convert it to a MetLife individual permanent policy without providing medical evidence of insurability.*