

Voluntary Group Term Life (VGTL)

Eligibility:	All Active Full-Time Employees
Benefit Amount	
Employee:	Increments of \$10,000 to a Maximum of \$500,000. Cannot exceed 5 times Basic Annual Salary. Minimum electable benefit amount of \$10,000.
Spouse:	Increments of \$5,000 to a Maximum of \$250,000. Cannot exceed 50% of the Employee amount and cannot be purchased without Employee coverage. Minimum electable benefit amount of \$5,000.
Child(ren):	14 Days to 6 Months \$500. 6 Months to Age 30, \$5,000 or \$10,000. Cannot be purchased without Employee coverage.
Benefit Reductions Due to Age:	Employee reduce to 65% at age 65 and to 50% at age 70, and terminate when you are no longer eligible or your retirement, whichever occurs first. Spouse (based on spouse's age) terminate at age 65.
Waiting Period:	You will be eligible for coverage on the first of the policy month following completion of the following period of continuous active work- 30 days.
Contribution Requirement:	Coverage is 100% employee paid
Guarantee Issue:	Employee through age 59, \$130,000 Employee through age 60-69, \$20,000 Employee age 70 and over, \$0 Spouse through age 59, \$30,000 Spouse age 60 and over, \$0 Child(ren) \$10,000

Voluntary Group Term Life Insurance is designed to provide benefits to your designated beneficiary for loss of life. You are the beneficiary of the spouse or dependent benefit.

You have the opportunity to purchase additional Group Life Insurance on yourself, your spouse and/or your child(ren).

Initial Enrollment

The first year that this insurance is available to you. If you are a new employee, you are eligible for coverage after your waiting period, if any. The employee must purchase the insurance on themselves in order to purchase the insurance on a spouse and/or child(ren). In no instance shall the amount of employee insurance exceed five (5) times annual salary. Spouse and children maximum issue amount is limited to 50% of the employee amount.

Employees requesting more than specified amounts on themselves or their spouse (see benefit highlights for specifics) must complete a different form: Evidence of insurability/Employee Application. All amounts in excess of the stated guaranteed issue amount are subject to Evidence of insurability. Please see your Benefits Administrator if you are requesting more than the stated guaranteed issue amount on yourself or your spouse. Spouse and children guaranteed issue amount is limited to 50% of the employee guaranteed issue amount. Evidence of insurability is also required for anyone who has previously been declined for this insurance, or had a prior application file closed.

Eligibility

Active, full-time employees who have completed any required waiting period, and their dependents.

Effective Date

1. Coverage is effective on the policy effective date for active full-time employees and eligible dependents that are not totally disabled.
2. The effective date for an employee who is not actively at work due to sickness or injury on the policy effective date will be deferred until the employee returns to active work.
3. The effective date for a dependent who is totally disabled will be deferred until the dependent has fully recovered from the condition causing the disability.

Benefit

Reduces 35% at age 65 and to 50% at age 70. Employee benefits terminate at retirement. Spouse benefits terminate at age 65.

Accelerated Living Benefit (Available to employees under age 70 who have a minimum life benefit of \$10,000).

An employee who is diagnosed with a terminal illness (a medically determinable condition, as determined by us, which can be expected to result in death within 12 months) may qualify to use a portion of his /her insurance while living.

Premiums may be waived

Waiver of premium is available to qualified employees and their dependents after the employee has been totally disabled for six months while insured.

Conversion Option

Employees who lose their coverage because of employment termination or other qualifying events will be able to take the portable option listed below or convert to an individual whole life policy. The conversion privilege may also be available for dependents.

Portability Option

Unlike most other group life insurance coverages, employees may take their coverage (up to the amount in force on the date their insurance under the policy would have otherwise terminated) with them when they leave the company. Portable coverage may also be available to the employee's spouse if the portability option is exercised.

This is a summary of the benefits and terms of the policy and is not a contract. The complete terms of the Group Voluntary Term Life Insurance program are contained in the master policy and certificate.

Important Note

If you are not actively at work on the date your insurance or any increase in insurance is scheduled to take effect, the coverage or increase in coverage will take effect on the day you return to active work. This benefit summary provides a very brief description of USABLE Life's insurance products. This is not an insurance policy and only the actual provisions of an issued policy control. USABLE Life's policies set forth the rights and obligations of covered persons and USABLE Life. Please be aware that certain limitations and exclusions may apply, and certain coverage may reduce or terminate due to age or lack of eligibility. If you enroll and are approved for coverage, you will be furnished with a certificate of insurance. Please read your insurance documents carefully.

This benefit summary was generated by USABLE Life on 7/27/2019 at 7:25 PM and may not reflect changes recently submitted to USABLE Life.

HARDEE COUNTY SCHOOL BOARD

VOLUNTARY LIFE RATE CHARTS

Per Month

EMPLOYEE RATES	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000	\$60,000	\$70,000	\$80,000	\$90,000	\$100,000
UNDER 30	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00
30 to 34	\$0.60	\$1.20	\$1.80	\$2.40	\$3.00	\$3.60	\$4.20	\$4.80	\$5.40	\$6.00
35 to 39	\$0.80	\$1.60	\$2.40	\$3.20	\$4.00	\$4.80	\$5.60	\$6.40	\$7.20	\$8.00
40 to 44	\$1.30	\$2.60	\$3.90	\$5.20	\$6.50	\$7.80	\$9.10	\$10.40	\$11.70	\$13.00
45 to 49	\$2.20	\$4.40	\$6.60	\$8.80	\$11.00	\$13.20	\$15.40	\$17.60	\$19.80	\$22.00
50 to 54	\$3.60	\$7.20	\$10.80	\$14.40	\$18.00	\$21.60	\$25.20	\$28.80	\$32.40	\$36.00
55 to 59	\$5.60	\$11.20	\$16.80	\$22.40	\$28.00	\$33.60	\$39.20	\$44.80	\$50.40	\$56.00
60 to 64	\$7.80	\$15.60	\$23.40	\$31.20	\$39.00	\$46.80	\$54.60	\$62.40	\$70.20	\$78.00
65 to 69 *	\$8.32	\$16.64	\$24.96	\$33.28	\$41.60	\$49.92	\$58.24	\$66.56	\$74.88	\$83.20
70 to 74 *	\$10.70	\$21.40	\$32.10	\$42.80	\$53.50	\$64.20	\$74.90	\$85.60	\$96.30	\$107.00
75+ *	\$20.35	\$40.70	\$61.05	\$81.40	\$101.75	\$122.10	\$142.45	\$162.80	\$183.15	\$203.50
EMPLOYEE RATES	\$110,000	\$120,000	\$130,000	\$140,000	\$150,000	\$160,000	\$170,000	\$180,000	\$190,000	\$200,000
UNDER 30	\$5.50	\$6.00	\$6.50	\$7.00	\$7.50	\$8.00	\$8.50	\$9.00	\$9.50	\$10.00
30 to 34	\$6.60	\$7.20	\$7.80	\$8.40	\$9.00	\$9.60	\$10.20	\$10.80	\$11.40	\$12.00
35 to 39	\$8.80	\$9.60	\$10.40	\$11.20	\$12.00	\$12.80	\$13.60	\$14.40	\$15.20	\$16.00
40 to 44	\$14.30	\$15.60	\$16.90	\$18.20	\$19.50	\$20.80	\$22.10	\$23.40	\$24.70	\$26.00
45 to 49	\$24.20	\$26.40	\$28.60	\$30.80	\$33.00	\$35.20	\$37.40	\$39.60	\$41.80	\$44.00
50 to 54	\$39.60	\$43.20	\$46.80	\$50.40	\$54.00	\$57.60	\$61.20	\$64.80	\$68.40	\$72.00
55 to 59	\$61.60	\$67.20	\$72.80	\$78.40	\$84.00	\$89.60	\$95.20	\$100.80	\$106.40	\$112.00
60 to 64	\$85.80	\$93.60	\$101.40	\$109.20	\$117.00	\$124.80	\$132.60	\$140.40	\$148.20	\$156.00
65 to 69 *	\$91.52	\$99.84	\$108.16	\$116.48	\$124.80	\$133.12	\$141.44	\$149.76	\$158.08	\$166.40
70 to 74 *	\$117.70	\$128.40	\$139.10	\$149.80	\$160.50	\$171.20	\$181.90	\$192.60	\$203.30	\$214.00
75+ *	\$223.85	\$244.20	\$264.55	\$284.90	\$305.25	\$325.60	\$345.95	\$366.30	\$386.65	\$407.00
EMPLOYEE RATES	\$210,000	\$220,000	\$230,000	\$240,000	\$250,000	\$260,000	\$270,000	\$280,000	\$290,000	\$300,000
UNDER 30	\$10.50	\$11.00	\$11.50	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
30 to 34	\$12.60	\$13.20	\$13.80	\$14.40	\$15.00	\$15.60	\$16.20	\$16.80	\$17.40	\$18.00
35 to 39	\$16.80	\$17.60	\$18.40	\$19.20	\$20.00	\$20.80	\$21.60	\$22.40	\$23.20	\$24.00
40 to 44	\$27.30	\$28.60	\$29.90	\$31.20	\$32.50	\$33.80	\$35.10	\$36.40	\$37.70	\$39.00
45 to 49	\$46.20	\$48.40	\$50.60	\$52.80	\$55.00	\$57.20	\$59.40	\$61.60	\$63.80	\$66.00
50 to 54	\$75.60	\$79.20	\$82.80	\$86.40	\$90.00	\$93.60	\$97.20	\$100.80	\$104.40	\$108.00
55 to 59	\$117.60	\$123.20	\$128.80	\$134.40	\$140.00	\$145.60	\$151.20	\$156.80	\$162.40	\$168.00
60 to 64	\$163.80	\$171.60	\$179.40	\$187.20	\$195.00	\$202.80	\$210.60	\$218.40	\$226.20	\$234.00
65 to 69 *	\$174.72	\$183.04	\$191.36	\$199.68	\$208.00	\$216.32	\$224.64	\$232.96	\$241.28	\$249.60
70 to 74 *	\$224.70	\$235.40	\$246.10	\$256.80	\$267.50	\$278.20	\$288.90	\$299.60	\$310.30	\$321.00
75+ *	\$427.35	\$447.70	\$468.05	\$488.40	\$508.75	\$529.10	\$549.45	\$569.80	\$590.15	\$610.50
EMPLOYEE RATES	\$310,000	\$320,000	\$330,000	\$340,000	\$350,000	\$360,000	\$370,000	\$380,000	\$390,000	\$400,000
UNDER 30	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50	\$19.00	\$19.50	\$20.00
30 to 34	\$18.60	\$19.20	\$19.80	\$20.40	\$21.00	\$21.60	\$22.20	\$22.80	\$23.40	\$24.00
35 to 39	\$24.80	\$25.60	\$26.40	\$27.20	\$28.00	\$28.80	\$29.60	\$30.40	\$31.20	\$32.00
40 to 44	\$40.30	\$41.60	\$42.90	\$44.20	\$45.50	\$46.80	\$48.10	\$49.40	\$50.70	\$52.00
45 to 49	\$68.20	\$70.40	\$72.60	\$74.80	\$77.00	\$79.20	\$81.40	\$83.60	\$85.80	\$88.00
50 to 54	\$111.60	\$115.20	\$118.80	\$122.40	\$126.00	\$129.60	\$133.20	\$136.80	\$140.40	\$144.00
55 to 59	\$173.60	\$179.20	\$184.80	\$190.40	\$196.00	\$201.60	\$207.20	\$212.80	\$218.40	\$224.00
60 to 64	\$241.80	\$249.60	\$257.40	\$265.20	\$273.00	\$280.80	\$288.60	\$296.40	\$304.20	\$312.00
65 to 69 *	\$257.92	\$266.24	\$274.56	\$282.88	\$291.20	\$299.52	\$307.84	\$316.16	\$324.48	\$332.80
70 to 74 *	\$331.70	\$342.40	\$353.10	\$363.80	\$374.50	\$385.20	\$395.90	\$406.60	\$417.30	\$428.00
75+ *	\$630.85	\$651.20	\$671.55	\$691.90	\$712.25	\$732.60	\$752.95	\$773.30	\$793.65	\$814.00
EMPLOYEE RATES	\$410,000	\$420,000	\$430,000	\$440,000	\$450,000	\$460,000	\$470,000	\$480,000	\$490,000	\$500,000
UNDER 30	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00
30 to 34	\$24.60	\$25.20	\$25.80	\$26.40	\$27.00	\$27.60	\$28.20	\$28.80	\$29.40	\$30.00
35 to 39	\$32.80	\$33.60	\$34.40	\$35.20	\$36.00	\$36.80	\$37.60	\$38.40	\$39.20	\$40.00
40 to 44	\$53.30	\$54.60	\$55.90	\$57.20	\$58.50	\$59.80	\$61.10	\$62.40	\$63.70	\$65.00
45 to 49	\$90.20	\$92.40	\$94.60	\$96.80	\$99.00	\$101.20	\$103.40	\$105.60	\$107.80	\$110.00
50 to 54	\$147.60	\$151.20	\$154.80	\$158.40	\$162.00	\$165.60	\$169.20	\$172.80	\$176.40	\$180.00
55 to 59	\$229.60	\$235.20	\$240.80	\$246.40	\$252.00	\$257.60	\$263.20	\$268.80	\$274.40	\$280.00
60 to 64	\$319.80	\$327.60	\$335.40	\$343.20	\$351.00	\$358.80	\$366.60	\$374.40	\$382.20	\$390.00
65 to 69 *	\$341.12	\$349.44	\$357.76	\$366.08	\$374.40	\$382.72	\$391.04	\$399.36	\$407.68	\$416.00
70 to 74 *	\$438.70	\$449.40	\$460.10	\$470.80	\$481.50	\$492.20	\$502.90	\$513.60	\$524.30	\$535.00
75+ *	\$834.35	\$854.70	\$875.05	\$895.40	\$915.75	\$936.10	\$956.45	\$976.80	\$997.15	\$1,017.50

* Life insurance for employees reduces 35% at age 65, and reduces to 50% at age 70. Rates per pay period have been adjusted to account for the lower face amounts. Page 1 of 2

HARDEE COUNTY SCHOOL BOARD

VOLUNTARY LIFE RATE CHARTS

Per Month

SPOUSE RATES	\$5,000	\$10,000	\$15,000	\$20,000	\$25,000	\$30,000	\$35,000	\$40,000	\$45,000	\$50,000
UNDER 30	\$0.25	\$0.50	\$0.75	\$1.00	\$1.25	\$1.50	\$1.75	\$2.00	\$2.25	\$2.50
30 to 34	\$0.30	\$0.60	\$0.90	\$1.20	\$1.50	\$1.80	\$2.10	\$2.40	\$2.70	\$3.00
35 to 39	\$0.40	\$0.80	\$1.20	\$1.60	\$2.00	\$2.40	\$2.80	\$3.20	\$3.60	\$4.00
40 to 44	\$0.65	\$1.30	\$1.95	\$2.60	\$3.25	\$3.90	\$4.55	\$5.20	\$5.85	\$6.50
45 to 49	\$1.10	\$2.20	\$3.30	\$4.40	\$5.50	\$6.60	\$7.70	\$8.80	\$9.90	\$11.00
50 to 54	\$1.80	\$3.60	\$5.40	\$7.20	\$9.00	\$10.80	\$12.60	\$14.40	\$16.20	\$18.00
55 to 59	\$2.80	\$5.60	\$8.40	\$11.20	\$14.00	\$16.80	\$19.60	\$22.40	\$25.20	\$28.00
60 to 64	\$3.90	\$7.80	\$11.70	\$15.60	\$19.50	\$23.40	\$27.30	\$31.20	\$35.10	\$39.00
SPOUSE RATES	\$55,000	\$60,000	\$65,000	\$70,000	\$75,000	\$80,000	\$85,000	\$90,000	\$95,000	\$100,000
UNDER 30	\$2.75	\$3.00	\$3.25	\$3.50	\$3.75	\$4.00	\$4.25	\$4.50	\$4.75	\$5.00
30 to 34	\$3.30	\$3.60	\$3.90	\$4.20	\$4.50	\$4.80	\$5.10	\$5.40	\$5.70	\$6.00
35 to 39	\$4.40	\$4.80	\$5.20	\$5.60	\$6.00	\$6.40	\$6.80	\$7.20	\$7.60	\$8.00
40 to 44	\$7.15	\$7.80	\$8.45	\$9.10	\$9.75	\$10.40	\$11.05	\$11.70	\$12.35	\$13.00
45 to 49	\$12.10	\$13.20	\$14.30	\$15.40	\$16.50	\$17.60	\$18.70	\$19.80	\$20.90	\$22.00
50 to 54	\$19.80	\$21.60	\$23.40	\$25.20	\$27.00	\$28.80	\$30.60	\$32.40	\$34.20	\$36.00
55 to 59	\$30.80	\$33.60	\$36.40	\$39.20	\$42.00	\$44.80	\$47.60	\$50.40	\$53.20	\$56.00
60 to 64	\$42.90	\$46.80	\$50.70	\$54.60	\$58.50	\$62.40	\$66.30	\$70.20	\$74.10	\$78.00
SPOUSE RATES	\$105,000	\$110,000	\$115,000	\$120,000	\$125,000	\$130,000	\$135,000	\$140,000	\$145,000	\$150,000
UNDER 30	\$5.25	\$5.50	\$5.75	\$6.00	\$6.25	\$6.50	\$6.75	\$7.00	\$7.25	\$7.50
30 to 34	\$6.30	\$6.60	\$6.90	\$7.20	\$7.50	\$7.80	\$8.10	\$8.40	\$8.70	\$9.00
35 to 39	\$8.40	\$8.80	\$9.20	\$9.60	\$10.00	\$10.40	\$10.80	\$11.20	\$11.60	\$12.00
40 to 44	\$13.65	\$14.30	\$14.95	\$15.60	\$16.25	\$16.90	\$17.55	\$18.20	\$18.85	\$19.50
45 to 49	\$23.10	\$24.20	\$25.30	\$26.40	\$27.50	\$28.60	\$29.70	\$30.80	\$31.90	\$33.00
50 to 54	\$37.80	\$39.60	\$41.40	\$43.20	\$45.00	\$46.80	\$48.60	\$50.40	\$52.20	\$54.00
55 to 59	\$58.80	\$61.60	\$64.40	\$67.20	\$70.00	\$72.80	\$75.60	\$78.40	\$81.20	\$84.00
60 to 64	\$81.90	\$85.80	\$89.70	\$93.60	\$97.50	\$101.40	\$105.30	\$109.20	\$113.10	\$117.00
SPOUSE RATES	\$155,000	\$160,000	\$165,000	\$170,000	\$175,000	\$180,000	\$185,000	\$190,000	\$195,000	\$200,000
UNDER 30	\$7.75	\$8.00	\$8.25	\$8.50	\$8.75	\$9.00	\$9.25	\$9.50	\$9.75	\$10.00
30 to 34	\$9.30	\$9.60	\$9.90	\$10.20	\$10.50	\$10.80	\$11.10	\$11.40	\$11.70	\$12.00
35 to 39	\$12.40	\$12.80	\$13.20	\$13.60	\$14.00	\$14.40	\$14.80	\$15.20	\$15.60	\$16.00
40 to 44	\$20.15	\$20.80	\$21.45	\$22.10	\$22.75	\$23.40	\$24.05	\$24.70	\$25.35	\$26.00
45 to 49	\$34.10	\$35.20	\$36.30	\$37.40	\$38.50	\$39.60	\$40.70	\$41.80	\$42.90	\$44.00
50 to 54	\$55.80	\$57.60	\$59.40	\$61.20	\$63.00	\$64.80	\$66.60	\$68.40	\$70.20	\$72.00
55 to 59	\$86.80	\$89.60	\$92.40	\$95.20	\$98.00	\$100.80	\$103.60	\$106.40	\$109.20	\$112.00
60 to 64	\$120.90	\$124.80	\$128.70	\$132.60	\$136.50	\$140.40	\$144.30	\$148.20	\$152.10	\$156.00
SPOUSE RATES	\$205,000	\$210,000	\$215,000	\$220,000	\$225,000	\$230,000	\$235,000	\$240,000	\$245,000	\$250,000
UNDER 30	\$10.25	\$10.50	\$10.75	\$11.00	\$11.25	\$11.50	\$11.75	\$12.00	\$12.25	\$12.50
30 to 34	\$12.30	\$12.60	\$12.90	\$13.20	\$13.50	\$13.80	\$14.10	\$14.40	\$14.70	\$15.00
35 to 39	\$16.40	\$16.80	\$17.20	\$17.60	\$18.00	\$18.40	\$18.80	\$19.20	\$19.60	\$20.00
40 to 44	\$26.65	\$27.30	\$27.95	\$28.60	\$29.25	\$29.90	\$30.55	\$31.20	\$31.85	\$32.50
45 to 49	\$45.10	\$46.20	\$47.30	\$48.40	\$49.50	\$50.60	\$51.70	\$52.80	\$53.90	\$55.00
50 to 54	\$73.80	\$75.60	\$77.40	\$79.20	\$81.00	\$82.80	\$84.60	\$86.40	\$88.20	\$90.00
55 to 59	\$114.80	\$117.60	\$120.40	\$123.20	\$126.00	\$128.80	\$131.60	\$134.40	\$137.20	\$140.00
60 to 64	\$159.90	\$163.80	\$167.70	\$171.60	\$175.50	\$179.40	\$183.30	\$187.20	\$191.10	\$195.00
CHILD RATES										
6 months to 30 years			\$5,000							\$1.50
6 months to 30 years			\$10,000							\$3.00

IMPORTANT INFORMATION:

Spouse and each child's coverage cannot be greater than 50% of employee's benefit. Spouse's rate is determined by spouse's age.

You can purchase up to \$500,000 of insurance on yourself in \$10,000 increments. However, the amount of insurance cannot exceed five (5) times your salary.

You can purchase up to \$250,000 of life insurance on your spouse in \$5,000 increments (Maximum—50% of your insurance).

You can purchase up to either \$5,000 or \$10,000 of life insurance on your child(ren) (Maximum—50% of your insurance).