



Benefits at a Glance for **Rhode Island School of Design**

Group Policy # 162238

Effective Date January 1, 2017

Group Basic Life and Accidental Death & Dismemberment Insurance

Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible member's covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid 100% by Rhode Island School of Design.

Eligibility

Definition of a Member

A Full Time or Part Time employees of Rhode Island School of Design, who is a member of the employee class which is eligible for coverage under this policy. Full Time means at least 30 budgeted hours per week and 1560 per year. Part Time means at least 17.5 hours per week and 910 per year.

An eligible employee does not include a temporary or seasonal employee, full-time member of the armed forces, leased employee or an independent contractor.

Class Definition

Class 2-All benefit eligible Staff excluding Public Safety Association

Eligibility Waiting Period

The first day of the month following or coinciding with the member's date of hire.

Benefits

Employee Coverage Amount

Your Basic Life coverage amount is 1 times your base annual earnings, rounded to the next higher \$1,000. The maximum on the plan is \$300,000. Minimum benefit will never drop below \$50,000.

Basic AD&D Coverage Amount

For a covered accidental loss of life, your Basic AD&D coverage amount will match your Basic Life benefit amount. For other covered losses, a percentage of this benefit will be payable.

Age Reduction Schedule

To 50% at age 70 with a minimum benefit of \$50,000

Basic Life Features and Services

- Right to Convert Provision
- Portability of Insurance Provision
- Waiver of Premium
- Accelerated Benefit
- Travel Assistance Coverage
- Standard Secure Access account payment option
- Life Services Toolkit

Basic AD&D Features

- Air Bag Benefit
- Family Benefits Package
- Seat Belt Benefit