

# Life Insurance Overview

## Employee Life Insurance Overview

Oakland University provides company-paid Basic Life insurance, which provides payment to your beneficiaries in the event of your passing.

**Basic (employer-paid) benefit:** One times your basic annual pay to a maximum of \$250,000.

You may purchase Voluntary Life insurance (employee-paid) in addition to the Basic Life provided by OU.

**Voluntary (employee-paid) benefit:** Choice of \$50,000, \$100,000, \$150,000 or \$200,000.

**During Open Enrollment, you can increase your current Voluntary Life benefit by one level without submitting EOI.**

**During Open Enrollment, if you want to increase your current Voluntary Life benefit by more than one level, EOI is required.**

### Important Notes

- You must be actively at work for your Life insurance to take effect.
- Basic and Voluntary Life benefits reduce the first of the month after you reach age 65, 70, and 75:
  - At age 65, benefits reduce to 67% of the principal amount
  - At age 70, benefits reduce to 45% of the principal amount
  - At age 75, benefits reduce to 30% of the principal amount
- Life benefits terminate when employment ends.

Voluntary Employee Life rates vary based on your age. Rates change on the first of the month following your birthday if you enter into a new age band. See the below chart of the Voluntary Employee Life rates:

Employee Age	Employee Rate Per \$1,000	Employee Voluntary Life Options and Monthly Cost			
		Option #1	Option #2	Option #3	Option #4
		\$50,000	\$100,000	\$150,000	\$200,000
<29	0.050	\$2.50	\$5.00	\$7.50	\$10.00
30-34	0.060	\$3.00	\$6.00	\$9.00	\$12.00
35-39	0.080	\$4.00	\$8.00	\$12.00	\$16.00
40-44	0.130	\$6.50	\$13.00	\$19.50	\$26.00
45-49	0.210	\$10.50	\$21.00	\$31.50	\$42.00
50-54	0.330	\$16.50	\$33.00	\$49.50	\$66.00
55-59	0.510	\$25.50	\$51.00	\$76.50	\$102.00
60-64	0.770	\$38.50	\$77.00	\$115.50	\$154.00
<b>Employee benefits reduce to 67% at age 65; 45% at age 70; and 30% at age 75.</b>					
65-69	1.190	(\$33,500) \$39.87	(\$67,000) \$79.73	(\$100,500) \$119.60	(\$134,000) \$159.46
70-74	3.000	(\$22,500) \$67.50	(\$45,000) \$135.00	(\$67,500) \$202.50	(\$90,000) \$270.00
75+	3.000	(\$15,000) \$45.00	(\$30,000) \$90.00	(\$45,000) \$135.00	(\$60,000) \$180.00

Coverage effective dates and increases in coverage may be delayed if you and/or your dependents are disabled on the date coverage is scheduled to take effect. Review the carrier certificate/benefit booklet for details.

**What is EOI?**

EOI stands for Evidence of Insurability. Insurance companies use this to confirm that you are in good health. It is an application process in which you provide information on the condition of your or your dependents health in order to obtain coverage.

**If you declined enrollment in Voluntary Life upon your initial eligibility but wish to enroll during Open Enrollment, you are required to submit EOI for any benefit amount greater than \$50,000.**