

Board of Trustees - Nebraska State Colleges

Life and Long-Term Disability Plans

Provided through Sun Life Assurance Company of Canada
Effective October 1, 2005

Basic Life and AD&D

The benefits below are provided to you as an eligible employee of Wayne State College on a *non-contributory* basis. *Premiums are paid by Wayne State College.*

Schedule of Benefits:	\$30,000 term life
Reduction Schedule:	To 50% at age 70
AD&D:	24 hour coverage - includes speech, hearing, thumb, index finger, quadriplegia, hemiplegia and paraplegia coverage
Waiver of Premium:	Protects employees who are disabled prior to age 60 - no elimination period
Accelerated Death Benefit:	Provides terminally ill employees access to a significant portion (75%) of their death benefit while they are alive

Optional Life and AD&D

In addition to the life insurance coverage listed above, as a full-time employee, you also have the option of purchasing optional life insurance coverage at the time of hire in any of the amounts listed below. Premiums are paid after-tax.

Coverage may be obtained in one of the following amounts:

\$10,000 term life	\$3.30 per month
\$20,000 term life	\$6.60 per month
\$50,000 term life	\$16.50 per month
\$100,000 term life	\$33.00 per month
\$180,000 term life	\$59.40 per month

The Optional Life coverage is portable should you terminate employment. You will need to apply for portability if you wish to continue your coverage. Optional coverage may continue for ten years after employment or until age 65, whichever comes first. Rates increase with age (after leaving employment).

Optional Dependent Life

If you elect additional insurance on yourself, you have the opportunity to purchase optional life insurance coverage on the behalf of your spouse and child(ren) in the amount listed below.

Option 1: \$2,000 Spouse and \$2,000 for all Children	\$0.80 per month
Option 2: \$10,000 Spouse and \$5,000 for all Children	\$3.25 per month

If both spouses work at WSC, they cannot elect spouse coverage on each other and only one employee may elect optional life on dependents.

Long Term Disability

The LTD benefit is provided to you on a contributory basis as an eligible employee of Wayne State College. Premiums are withheld pre-tax.

Employee pays .001225 of gross salary – State pays remainder of premium (.003675 of gross)	
Benefit Amount:	66.67% of Monthly Covered Payroll to a Maximum of \$9,000
Elimination Period:	90 Days of Total or Partial Disability before benefit starts
Survivor Benefit:	3-month lump sum