

Group Term Life Insurance

Help minimize the financial impact on your loved ones when the unexpected happens



What is Group Term Life Insurance?

It's difficult to think about loss, but important to be prepared for the unexpected. With **Group Term Life Insurance**, your beneficiaries will be paid proceeds if you pass away during the term of the coverage.

Accidental Death & Dismemberment Insurance is included with your coverage, which provides you or your beneficiary a separate payment if you die or are severely injured in a covered accident.



How much coverage do I get?

Your employer offers Basic Group Term Life Insurance and Accidental Death & Dismemberment at no cost to you in the amount of 1.5 times basic annual earnings rounded to the next higher \$1,000 to a maximum of \$300,000.

You employer also offers Basic Dependent Life for your spouse/domestic partner and child(ren) at an additional cost to you. Spouse/domestic partner benefit is a flat amount of \$10,000. Children from live birth is a flat amount of \$5,000.

Can I add more coverage to meet my needs?

Yes, you can. With **Supplemental Group Term Life Insurance**, you can buy additional coverage for yourself, your spouse/domestic partner, and your child(ren) that goes beyond the basic coverage you receive from your employer.

Beneficiaries will get an additional benefit payment if you or the insured person passes away.

You can also choose **Supplemental Accidental Death & Dismemberment Insurance**, which provides an additional benefit payment separate from your basic coverage

Why should I consider supplemental coverage?



It can help fill the gaps in the basic coverage you get from your employer.



It can increase your coverage amount and provide additional protection to help support your loved ones.



It offers an opportunity to cover your spouse and children, as well.



Employees can enroll up to \$350,000 without answering any medical questions. This guaranteed-issue amount is only available to enrolled employees during their initial enrollment period.

How much supplemental coverage can I get?

	Supplemental Life	Supplemental Accidental Death & Dismemberment	Guaranteed Issue Limit
You	\$10,000 to a maximum of \$500,000 in \$10,000 increments, not to exceed 5 times basic annual earnings.	\$10,000 to a maximum of \$500,000 in \$10,000 increments, not to exceed 5 times basic annual earnings.	You may elect up to \$350,000 without providing evidence of insurability during your initial enrollment opportunity.
Your Spouse*	\$5,000 to a maximum of \$250,000 in \$5,000 increments, not to exceed 50% of the employee's Supplemental Life insurance amount.	Spouse Only: 60% Spouse with Child: 50% / 10%	You may elect up to \$50,000 without providing evidence of insurability during your initial enrollment opportunity.
Your Children*	A flat amount of \$10,000	Child Only: 15% Spouse with Child: 50% / 10%	Evidence is not required for any amount less than or equal to the plan maximum



*Spouses under age 70. Coverage is available only if employee coverage is elected.

*The use of "spouse" in this document means a person insured as a spouse as described in the certificate of insurance or rider. This includes a domestic partner as defined by the group policy. Please contact your employer for more information.

**Children birth to age 26 and as defined by your employer's plan. Coverage is available only if employee coverage is elected. Extended disabled dependent coverage is available in Washington for ages 26 years old and older if the dependent meets the criteria defined in the Certificate of Coverage.

How much does it cost?

The cost of Group Term Life and Accidental Death & Dismemberment Insurance varies depending on the coverage amount you select. "Age" refers to the employee age as of 01/01/2025.

Rates shown are guaranteed until 01/01/2030

The employee cost shown below includes both insurance premium and a non-insurance fee for Bereavement Support, including Funeral Planning & Will Preparation.

Supplemental Life Insurance monthly rates per \$1,000 of coverage			
Employee Age	Employee	Spouse	Child
Under 25	\$0.06	\$0.06	\$0.20
25-29	\$0.06	\$0.06	
30-34	\$0.08	\$0.08	
35-39	\$0.09	\$0.09	
40-44	\$0.16	\$0.16	
45-49	\$0.28	\$0.28	
50-54	\$0.46	\$0.46	
55-59	\$0.73	\$0.73	
60-64	\$1.13	\$1.13	
65-69	\$1.72	\$1.72	
70 +	\$2.66	\$2.66	
The rates are per individual.			

Basic Dependent Life	
Per Unit Per Month	
Spouse/domestic partner & Child(ren)	\$2.59

Supplemental Accidental Death and Dismemberment (AD&D) Insurance Rates	
Monthly rate per \$1,000 of coverage	
Employee Supplemental AD&D	\$0.025
Family Supplemental AD&D	\$0.040

What else is included?

Accelerated Death Benefit If you have a medical condition that requires permanent, continuous confinement in an institution or are diagnosed with a terminal illness with limited life expectancy, this living benefit may pay you a portion of the benefit while you are still living. Receipt of this living benefit may be taxable or may adversely affect your eligibility for Medicaid or other government benefits. You should consult with your personal tax advisor before using the Accelerated Death Benefit.

Waiver of Premium benefit allows you to keep your Group Term Life Basic and Supplemental coverage for a period of time without paying premiums if you aren't working because you are totally disabled.

Continue (Port) or convert coverage If your employment ends or you no longer meet your employer's eligibility criteria, you may have the option to continue coverage by paying premiums directly to the insurance company. You may also have the option to convert coverage into an individual Whole Life Insurance policy. Coverage for your spouse or children is also available.

Non-insurance services

Bereavement Support, including Funeral Planning & Will Preparation offers an impactful solution to you and your family after the loss of a loved one from planning a funeral to the logistics of winding down an estate. Empathy's bereavement support is also fully accessible to your loved ones, and various family members can share and join your account.

Bereavement Support, including Funeral Planning & Will Preparation services are provided by The Empathy Project, Inc., New York, NY.

Voya Travel Assistance offers you and your dependents services when traveling 100 miles or more from home, including: medical assistance services, emergency medical transport services, travel assistance services such as pre-trip and cultural information, security services and accessible technology.

Voya Travel Assistance services are provided by International Medical Group, Inc., Indianapolis, IN.

A complete description of benefits, limitations, exclusions and terms of coverage will be provided in the certificate of insurance and riders.

Exclusions and limitations

Supplemental Life Insurance coverages have a two-year suicide exclusion from the effective date of coverage or an increase in coverage.

There are no exclusions for Basic Life Insurance.

AD&D Accidental Death Insurance has exclusions that are described in the certificate of insurance or rider.

This offer is contingent upon participation requirements being met.

Age reductions

Basic life employee benefit amount reduces to 65% at age 65 and to 50% at age 70.

Supplemental employee benefit amount reduces to 65% at age 65, to 40% at age 70, to 25% at age 75 and to 10% at age 80.

Supplemental spouse benefit amount reduces to 65% at age 65 based on the employee's age. Coverage terminates at employee retirement, or when the employees age reaches 70.

Premium amounts are also reduced for the new benefit amount(s).



Questions?

Enrollment instructions will be provided by your employer. If you have additional questions before you enroll, please call:

- Voya Employee Benefits Customer Service at (877) 236-7564
- Your human resources representative or department at <https://presents.voya.com/EBRC/USVenture>

Scan the QR code to visit your Employee Benefits Resource Center to learn more about this benefit and review instructions on how to file a claim after your effective date.



This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

For employees of U. S. Venture, Inc.

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