



**Benefits at a Glance for
State of New Mexico General Services Department Approved Employers**

**Effective Date: July 1, 2007
Group Policy #645553-A**

Group Life and Accidental Death and Dismemberment Insurance

Life Insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible employee's covered death. 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 State of New Mexico General Services Department's policy offers Basic Life and AD&D Insurance. If you are insured for Basic Life Insurance under the policy, you may also apply for Additional Life and AD&D Insurance. The cost of Basic insurance is shared by the employee and the employer. The cost of Additional insurance is fully paid by the employee. All employee contributions are made through payroll deduction.

Any enrollment materials needed to elect coverage will be provided.

Eligibility

Eligible Employee

An active employee of a State of New Mexico General Services Department approved employer, designated by the employer as a classified, exempt, probationary, temporary, term or hourly employee, whose term of employment at hire is six months or more and who is regularly working at least 20 hours each week.

An eligible employee also includes active legislators of State of New Mexico. There is no hourly work requirement for legislators.

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

Waiting Period Before Becoming Eligible for Insurance

Eligibility waiting periods vary. Contact your human resources representative for full details. Acceptable evidence of good health may be required, if electing coverage after initially becoming an eligible employee.

Benefits

Basic Life Insurance

Eligible state police and correctional officers are covered for a total of \$75,000 in Basic Life coverage. For all other eligible employees, the Basic Life coverage amount is \$50,000.

Age Reductions

Under this policy, insurance coverage will not reduce because of age.

Waiver Of Premium

The Standard may continue an employee's Life Insurance without premium payments if an employee:

- Becomes totally disabled while insured under the group policy
- Is under the age of 60
- Completes the waiting period of 180 days
- Gives us satisfactory proof of loss

Premium payment must continue until the later of the date the employee completes the waiting period and the date The Standard approves the claim for waiver of premium.

Under the Waiver Of Premium provision, insurance is subject to termination at age 65.

Waiver of Premium does not apply to AD&D Insurance.

Right To Convert

If insurance ends or is reduced for any reason except failure to make a required premium contribution or payment of an Accelerated Benefit, an insured employee or dependent may buy an individual policy of life insurance without providing evidence of insurability. Please see your human resources representative for additional information.

Additional Life Insurance

The Additional Life coverage amount for eligible legislators is the choice of any multiple of \$10,000, from \$10,000 to \$400,000. Acceptable evidence of good health may be required to become insured for an amount of coverage in excess of \$150,000.

For eligible employees other than legislators, the Additional Life coverage amount is the choice of 1, 2, 3, 4 or 5 times the employee's annual earnings. For purposes of benefit calculation, annual earnings will be rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000. The maximum coverage amount is \$400,000. Acceptable evidence of good health may be required to become insured for an amount of coverage in excess of \$150,000.

Other Life Features

The repatriation benefit pays an additional amount if a life insurance benefit is payable and the employee died more than 150 miles from their primary place of residence. The benefit pays expenses incurred to transport the body to a mortuary near the primary place of residence. Payment will not exceed \$5,000 or 10 percent of the life insurance benefit, whichever is less.

AD&D Insurance

For a covered accidental loss of life, the amount of the Basic AD&D insurance benefit is equal to the Basic Life insurance coverage amount.

Employees with Basic coverage must apply for Additional coverage and agree to pay premiums. The amount of the Additional AD&D insurance benefit for a covered accidental loss of life is equal to the Additional Life insurance coverage amount.

The amount of the AD&D insurance benefit for other covered losses is a percentage of the AD&D insurance coverage amount, as shown in the following table:

<u>Loss:</u>	<u>Percentage Payable:</u>
One hand or one foot	50%
Sight in one eye, speech or hearing in both ears	50%
Two or more of the losses listed above	100%
Thumb and index finger of the same hand	25%
Quadriplegia	100%
Hemiplegia	50%
Paraplegia	75%

No more than 100 percent of an employee's AD&D insurance will be paid for all losses resulting from one accident.

Accident includes accidental exposure to adverse conditions.

Other AD&D Features

Seat Belt Benefit pays an additional amount if an insured employee dies as a result of an automobile accident for which an AD&D insurance benefit is payable for loss of life and was wearing and properly utilizing a Seat Belt System at the time of the accident, as evidenced by a police accident report. The benefit is equal to the lesser of \$25,000 or the amount of AD&D insurance benefit payable for loss of the employee's life.

Air Bag Benefit pays an additional amount if an insured employee dies as a result of an automobile accident for which a Seat Belt Benefit is payable and was seated in a position intended be protected by the Air Bag System and the Air Bag System deploys, as evidenced by a police accident report. The benefit is equal to the lesser of \$10,000 or 10 percent of the amount of AD&D insurance benefit payable for loss of the employee's life.

Career Adjustment Benefit pays the tuition expenses for training incurred by an insured employee's spouse/domestic partner within 36 months after the date of the employee's death for which an AD&D insurance benefit is payable. The spouse must be registered and attending a professional or trade program for the purpose of obtaining employment or increasing earnings for the benefit to be payable. Payments exclude room and board and will not exceed \$5,000 per year, or the cumulative total of \$10,000 or 25 percent of the AD&D insurance benefit, whichever is less.

Child Care Benefit pays the total child care expense incurred by an insured employee's spouse within 36 months after the date of the employee's death for which an AD&D insurance benefit is payable, for all children under age 13. The child care expense must be necessary for the spouse to work or obtain training for work, or to increase training. Payments will not exceed \$5,000 per year, or the cumulative total of \$10,000 or 25 percent of the AD&D insurance benefit, whichever is less. No benefit will be paid if there is no surviving spouse.

Higher Education Benefit pays the tuition expenses incurred per child within 4 consecutive years after the date of an employee's death for which an AD&D insurance benefit is payable. The child must be registered and in full-time attendance at an accredited institution of higher education within 12 months after the date of the employee's death. The benefit is exclusive of room and board, paid annually, and will not exceed \$5,000 per year, or the cumulative total of \$20,000 or 25 percent of the AD&D insurance benefit, whichever is less. No benefit will be paid if there is no child eligible to receive it.

Line Of Duty Benefit is available to state police or correctional officers who suffer a loss for which an AD&D insurance benefit is payable, and the loss is the result of a Line Of Duty accident. The benefit pays an additional amount equal to the lesser of \$25,000 or 100 percent of the amount of the AD&D insurance benefit otherwise payable for the loss.

Occupational Assault Benefit pays an additional benefit to an insured employee who is actively at work and suffers a loss for which an AD&D insurance benefit is payable, and the loss is a result of an act of physical violence against the employee that is punishable by law and evidenced by a police report. The benefit pays the lesser of \$25,000 or 50 percent of the amount of the AD&D insurance benefit otherwise payable for the loss.

Public Transportation Benefit pays an additional amount if an insured employee dies as a result of an accident for which an AD&D insurance benefit is payable for loss of life, and the accident occurred while riding as a fare-paying passenger on public transportation. The benefit pays the lesser of \$200,000 or 100 percent of the amount of the AD&D insurance benefit otherwise payable for the loss.

For loss due to *coma*, the policy pays 2 percent per month of the remainder of the AD&D benefit payable for loss of life after reduction by any AD&D insurance benefit payable for any other loss as a result of the same accident. Payments will not exceed a maximum of 50 months.

AD&D Limitations

The loss must occur solely by an accident and independently of all other causes, within 365 days after the accident. Loss of life must be evidenced by a certified copy of the death certificate. All other losses must be certified by a physician in the appropriate specialty as determined by us.

With respect to loss of life, death will be presumed if an insured employee disappears and the *disappearance* is caused solely and directly by an accident that reasonably could have caused loss of life, occurs independently of all other causes and continues for a period of 365 days after the date of the accident, despite reasonable search efforts.

Exclusions for AD&D Insurance

No AD&D Insurance benefit is payable if the accident or loss is caused or contributed to by any of the following:

- War or act of war, declared or undeclared, whether civil or international, and any substantial armed conflict between organized forces of a military nature
- Suicide or other intentionally self-inflicted Injury, while sane or insane
- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot. Actively participating does not include being at the scene of a violent disorder or riot while performing official duties.
- The voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician
- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- Medical or surgical treatment for any of the above

When Coverage Ends

Your AD&D Insurance will automatically end on the earliest of the following:

- The date your Life insurance ends
- The date your Waiver of Premium begins
- The date your Life insurance is continued under Continuation During Total Disability
- The date AD&D insurance terminates under the group policy

Dependents Life Insurance

The insurance policy provides \$10,000 of coverage for your eligible spouse/domestic partner and \$5,000 of coverage for your eligible child(ren).

To be eligible for this coverage, the spouse/domestic partner or child must not be a full-time member of the armed forces of any country.

Acceptable evidence of good health may be required for late application or requests for coverage.

Other Life Features & Services

- Portability of Insurance provision
- Accelerated Benefit option
- Beneficiary Financial Counseling Services
- MEDEX[®] Travel Assist
- Standard Secure Access account payment option

Group Insurance Certificate

If you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage. The information presented above is controlled by the group policy and does not modify it in any way. The controlling provisions are in the group policy issued by Standard Insurance Company.