
Questions and Answers

Guardian's Voluntary Life Program

What is Voluntary Life Insurance?

Voluntary Life is an insurance program where employees have the opportunity to choose a level of protection that best suits them and their family members for just a few cents a day. You purchase this plan through convenient payroll deductions.

How is this different from Basic Life?

Basic Life is generally paid for by an employer and provides a minimum amount of coverage. Voluntary Life is paid for by employees and provides flexible coverage amounts to meet a broad range of protection needs.

What amounts are my dependents eligible for?

You can purchase life insurance for your spouse for 50% of the amount you selected for yourself to a maximum of \$12,500. You may select 10% of your amount for your children to a maximum of \$5,000.

What are the age limits to cover my dependent children?

Generally, dependent children are covered if over 6 months old but under age 23 or 23 years of age but under age 25 and attending an accredited education institution, college or university on a full time basis. 14 days to six months are eligible for a lesser amount.

Who can my dependent and I elect as our beneficiaries?

You may elect anyone you wish as your beneficiary(ies) except for your employer. You will be the beneficiary for all of your dependents.

How are my rates determined?

The employee and spouse rates are based on the employee's age. The rates are grouped in five-year bands and will change as you move from one band to the next. The premiums are adjusted on the policy's anniversary.

When will my coverage go into effect?

Your benefits coordinator will notify you when your coverage takes effect.

If my future needs change, can I increase my insurance?

Yes, but any increase is subject to evidence of insurability.

If I leave my company, can I continue my coverage?

Guardian offers a portability feature which, if elected by the employer, allows an insured to continue their low cost group term protection. In addition, there is a conversion feature that allows employees to convert their coverage to a permanent plan of insurance after termination.

Important Information about Voluntary Term Life: You must be working full-time on the effective date of your coverage; otherwise, your coverage becomes effective after you have completed a specific waiting period. We pay no benefits if the insured's death is due to suicide within two years from the insured's original effective date. This two-year limitation also applies to any increase in benefit (may vary by state). Dependent coverage will not take effect if a dependent, other than a newborn is confined to a hospital or other health care facility, or is unable to perform the normal activities of someone of like age and sex (may vary by state).



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