



BOSTON COLLEGE
AETNA

Questions and Answers
about the
Contributory Group Life Insurance Plan at
Open Enrollment

Contributory Group Life is a plan that allows you to buy term life insurance at group rates and to pay for it through the convenience of payroll deductions. The plan is insured through Aetna Life Insurance Company. New employees can enroll within 60 days of their hire date without providing Evidence of Insurability (certain limits apply). **If you did not enroll when you were first eligible, you are not eligible for any “guaranteed issue” at open enrollment. You will be required to fill out an Evidence of Insurability Form (Health Statement) for review by Aetna’s underwriters before any insurance can be obtained during open enrollment.** However you may also be eligible to enroll with a “guaranteed issue” amount (i.e., no health statement) within 30 days of a family status change, such as marriage, birth of a child, etc.

Who is eligible?

Generally, you are eligible to participate in this plan if you are covered by the University’s Group Life Insurance policy (i.e., you are a benefits-eligible employee).

What options are available under this plan?

There are two options: **Supplemental Life insurance**, which allows you to buy additional insurance for yourself, and **Dependent Life Insurance**, which covers your spouse and eligible children. You can purchase either option or both options.

How does Supplemental Life Insurance Work?

As an employee currently enrolled in the contributory life insurance plan at open enrollment, you may elect to buy insurance in **\$1,000 increments**, up to a **maximum of one times your annual base salary**. This is the **Guaranteed Issue Amount** and no health information is required. (The Guaranteed Issue Amount is capped at \$250,000.) The overall maximum coverage is limited to the lesser of four times salary or \$500,000.

Can I request more than the Guaranteed Issue Amount?

Yes, on the Enrollment Form you can request an *Additional Amount* of insurance, also in \$1,000 increments, but you must then complete a **Health Statement** available from the Benefits Office. The *Additional Amount* of insurance will be effective only after Aetna reviews the Health Statement and approves the request. Once you are participating in the plan, you may also purchase *Additional Amounts* during each year’s Open Enrollment period, up to one times salary, without submitting a Health Statement (up to \$250,000). **The total insurance amount can never exceed the lesser of four times salary or \$500,000.**

(over)

What is the Dependent Life Insurance option?

Dependent Life Insurance is purchased in units. A unit of insurance covers your spouse for \$10,000 and each eligible child for \$5,000. An eligible child is your unmarried child by birth, legal adoption or guardianship, or marriage, over 14 days old and under age 23 (a step-child or legal ward must reside in your home). Refer to the Enrollment Form instructions for additional information. (A dependent may not be hospitalized, confined at home due to sickness or injury, nor entitled to disability income due to sickness or injury as of the effective date of insurance.) Please note that no person may be covered as a dependent of more than one employee. A spouse may not be covered as a dependent if the spouse is also an employee of Boston College and is eligible for Supplemental Life coverage through the Boston College plan.

How much Dependent Life coverage can I purchase?

As an employee currently enrolled in the plan, you can buy another unit (total maximum of three) without submitting any health information. If you are not currently enrolled, or would like a 3rd unit without guaranteed issue, a Health Statement would be required for each covered dependent, and the insurance would become effective only after approval by Aetna.

Does this Contributory Insurance have cash value?

No, this is term insurance and builds no cash value.

Is the coverage convertible upon termination of employment?

Under Aetna's "portability" option, there is a one-month period during which you can normally elect to continue your term life insurance coverage after your employment ends. If you are not eligible for portability (for example, due to age limitations), there is a "conversion" option that allows you to convert your coverage to a 'whole life' policy.

How do I enroll?

Simply complete an Enrollment Form and return it to the Benefits Office, More Hall 325. If you are requesting more than the Guaranteed Issue Amount of Supplemental Insurance, or extra units of Dependent Insurance, you will also have to complete the Health Statement(s), available from the Benefits Office.

What is the deadline?

During this open enrollment period you have until **April 21, 2006**, to submit a completed Enrollment Form and Health Statement(s), if applicable, to the Benefits Office, More Hall 325.