

**Employee Group Benefits**  
UNDERWRITTEN BY  
**SUN LIFE ASSURANCE COMPANY OF CANADA**

Wayne State University Board of Governors

**GROUP POLICY NUMBER - 241631-001**  
**BOOKLET EFFECTIVE DATE - September 1, 2015**  
**BOOKLET AMENDMENT DATE - May 1, 2016**

Welcome to Sun Life Assurance Company of Canada (“Sun Life”). Sun Life is pleased to be your Employer’s insurance carrier for the benefits provided in the Group Policy. The description of Eligible Classes in the Benefit Highlights will help you determine what benefits apply to you.

The booklet is intended to provide a summarized explanation of the current Group Policy Benefits. However, the Group Policy is the document which forms Sun Life's contract to provide benefits. If the terms of the booklet and the Group Policy differ, the Group Policy will govern. A complete copy of the Group Policy is in the possession of your Employer and is available for your review. In the event of any changes in benefits or Group Policy provisions, you will be provided with a new booklet or a supplement which describes any changes.

Possession of this booklet does not necessarily mean you are insured under the Group Policy. The requirements for becoming eligible for insurance and the dates your insurance begins or ceases are explained within this booklet.

This booklet uses insurance terms and phrases that are listed in the Definitions Section.

For information, call the Sun Life Group Customer Service Center toll free at (800) 247-6875.

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## BENEFIT HIGHLIGHTS

### EMPLOYEE LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

#### ELIGIBLE CLASSES

##### **Employee Basic Life and Employee Basic Accidental Death and Dismemberment Insurance**

All United States Employees working in the United States at .5 appointment or more scheduled to work at least 18.75 hours per week

##### **Employee Optional Life and Employee Optional Accidental Death and Dismemberment Insurance**

All United States Employees working in the United States at .5 appointment or more enrolled in Employee Basic Life Insurance scheduled to work at least 18.75 hours per week

#### BASIC INSURANCE

#### CLASSIFICATION

1 - All Eligible Employees in Class 1 as shown below:

AAUP/AFT 12 month Faculty Employees (A2)  
AAUP/AFT 9 month Faculty Employees (A9)  
AAUP/AFT 12 month Academic Employees (S2)  
AAUP/AFT 9 month Academic Employees (S9)  
Non-Union 12 month Academic Chairs and Directors (C2)  
Non-Union 9 month Academic Chairs and Directors (C9)  
Non-Union 12 month Academic Administrators (D2)  
Non-Union 9 month Academic Administrators (D9)  
Non-Union Executives (EX)  
Non-Union 12 month Faculty (F2)  
Non-Union 9 month Faculty (F9)  
Non-Union Management Employees (MA)  
Non-Union Clerical Employees (NC)  
Non-Union Exempt Professional Employees (NE)  
Non-Union Non-Exempt Professional Employees (NN)  
Non-Union 12 month Research Personnel (R2)  
Non-Union 9 month Research Personnel (R9)  
AAUP/AFT 9 month Deferred Faculty Employees (DA)  
AAUP/AFT 9 month Deferred Academic Employees (DS)  
Medical Residents (MR)

2 - All Eligible Employees in Class 2 as shown below:

Unite Here! Local #24 Housekeepers (24)  
AFSCME Local 1497 Custodial Laborers (AS)  
AFL-CIO Local #547 Operating Engineers (OE)  
AFL-CIO Local #547 Operating Engineer Supervisors (OS)  
P & A UAW Local 1979 Exempt Employees (PE)  
P & A UAW Local 1979 Non-Exempt Employees (PN)  
Staff Association UAW Local 2071 Employees (SA)  
AFL-CIO Local 517-M Employees (7M)  
Public Safety (Policy Officers Labor Council) Employees (PS)

3 – All Eligible United Here! Local #24 Janitors (HX)

6 – All Eligible Presidents

## BENEFIT HIGHLIGHTS

CLASS	LIFE	AD&D
1, 2 and 6	1 times your Basic Annual Earnings*	An amount equal to your amount of Basic Life Insurance in force
3	\$25,000	\$25,000

### OPTIONAL INSURANCE

### CLASSIFICATION

1 All Eligible Employees in Class 1 as shown below:

AAUP/AFT 12 month Faculty Employees (A2)  
AAUP/AFT 9 month Faculty Employees (A9)  
AAUP/AFT 12 month Academic Employees (S2)  
AAUP/AFT 9 month Academic Employees (S9)  
Non-Union 12 month Academic Chairs and Directors (C2)  
Non-Union 9 month Academic Chairs and Directors (C9)  
Non-Union 12 month Academic Administrators (D2)  
Non-Union 9 month Academic Administrators (D9)  
Non-Union Executives (EX)  
Non-Union 12 month Faculty (F2)  
Non-Union 9 month Faculty (F9)  
Non-Union Management Employees (MA)  
Non-Union Clerical Employees (NC)  
Non-Union Exempt Professional Employees (NE)  
Non-Union Non-Exempt Professional Employees (NN)  
Non-Union 12 month Research Personnel (R2)  
Non-Union 9 month Research Personnel (R9)  
AAUP/AFT 9 month Deferred Faculty Employees (DA)  
AAUP/AFT 9 month Deferred Academic Employees (DS)  
Medical Residents (MR)

2 All Eligible Employees in Class 2 as shown below:

Unite Here! Local #24 Housekeepers (24)  
AFSCME Local 1497 Custodial Laborers (AS)  
AFL-CIO Local #547 Operating Engineers (OE)  
AFL-CIO Local #547 Operating Engineer Supervisors (OS)  
P & A UAW Local 1979 Exempt Employees (PE)  
P & A UAW Local 1979 Non-Exempt Employees (PN)  
Staff Association UAW Local 2071 Employees (SA)  
AFL-CIO Local 517-M Employees (7M)  
Public Safety (Policy Officers Labor Council) Employees (PS)

3 All Eligible Unite Here! Local #24 Janitors (HX)

6 All Eligible Presidents

## BENEFIT HIGHLIGHTS

CLASS	LIFE	AD&D
1, 2, 3 and 6		
You may elect one of the following Options:		An amount equal to your amount of
	Option I	1 times your Basic Annual Earnings*
		Optional Life Insurance in Force
	Option II	2 times your Basic Annual Earnings*
		Optional Life Insurance in Force
	Option III	3 times your Basic Annual Earnings*
		Optional Life Insurance in Force
	Option IV	4 times your Basic Annual Earnings*
		Optional Life Insurance in Force

\* rounded to the next higher \$1,000, if not already a multiple of \$1,000.

The **Basic Maximum Benefit** for Class 2 is \$750,000.

The **Optional Maximum Benefit** for Class 1 Option 1, 2, 3, 4 is \$1,000,000.

The **Combined Maximum Benefit** for Class 1 is your Basic Life Insurance added to your Optional Life Insurance or \$1,000,000, whichever is less.

The **Combined Maximum Benefit** for Classes 2 and 3 is your Basic Life Insurance added to your Optional Life Insurance or \$750,000, whichever is less.

The **Combined Maximum Benefit** for Class 6 is your Basic Life Insurance added to your Optional Life Insurance or \$1,500,000, whichever is less.

The **Minimum Benefit** \$25,000 for Basic Life Insurance is \$25,000.

Your amount of Basic and Optional Life and Accidental Death and Dismemberment Insurance reduces to 67% when you reach age 70, to 45% when you reach age 75, to 30% when you reach age 80 and to 20% when you reach age 85.

Your Basic Life Insurance cancels at your retirement, unless you are eligible for Retiree Life Insurance. Your Optional Life and Basic and Optional Accidental Death and Dismemberment Insurance cancels at your retirement.

## BENEFIT HIGHLIGHTS

**Evidence of Insurability**, satisfactory to Sun Life, will be required for any of the following reasons:

- you elect Basic Life Insurance only and subsequently elect Optional Life Insurance; or
- you elect no coverage and subsequently elect Optional Life Insurance; or
- you elect an increase in your amount of Optional Life Insurance in excess of one option; or
- any subsequent increase, if after the increase, your amount of Optional Life Insurance is in excess of 3 times your Basic Annual Earnings.

However, you may elect Optional Life Insurance by one option or elect to increase your amount of Optional Life Insurance by one option without Evidence of Insurability due to a Family status change as long as your total amount of Optional Life Insurance, after the increase, does not exceed 3 times your Basic Annual Earnings.

You must elect Optional Life Insurance within 31 days following a Family Status Change.

Family Status Change means:

- your marriage; or
- birth of your child; or
- your adoption of a child.

## **BENEFIT HIGHLIGHTS**

### **Basic Annual Earnings**

Your current salary or wage from your Employer. Basic Annual Earnings includes deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account, but does not include income received due to commissions, bonuses, overtime pay or any other extra compensation.



## **BENEFIT HIGHLIGHTS**

### **RETIRED EMPLOYEES (Basic Life Insurance only)**

#### **CLASSIFICATION**

- 4 All Eligible Employees who participate in an Employer Retirement Incentive Program
- 5 All Other Eligible Employees

<b>CLASS</b>	<b>LIFE</b>
4	\$25,000
5	\$2,500

## BENEFIT HIGHLIGHTS

### DEPENDENT OPTIONAL LIFE INSURANCE

#### ELIGIBLE CLASSES

All United States Employees working in the United States at .5 appointment or more enrolled in Employee Basic Life Insurance scheduled to work at least 18.75 hours per week

#### CLASSIFICATION

1 - All Eligible Employees

CLASS	Spouse	Child under age 26
1	\$20,000	\$10,000

(Your amount of Dependent Spouse Optional Life Insurance cannot exceed 100% of your amount of Optional Life Insurance)

(Your amount of Dependent Child Optional Life Insurance cannot exceed 50% of your amount of Optional Life Insurance)

**Evidence of Insurability**, satisfactory to Sun Life, will be required for your Dependent Spouse for any of the following reasons:

- you elect no coverage and later elect Dependent Spouse Optional Life Insurance; or
- you elect Employee Basic Life Insurance only and subsequently elect employee Optional Life and Dependent Spouse Optional Life Insurance.

However, Evidence of Insurability will not be required if you elect Dependent Spouse Optional Life Insurance within 31 days of a Family Status Change.

Family Status Change means:

- your marriage; or
- birth of your child; or
- your adoption of a child.

## **BENEFIT HIGHLIGHTS**

### **WAITING PERIOD**

(The period of time you must be employed in an Eligible Class before you can apply for benefits)

None

### **CONTRIBUTIONS**

The cost of your Employee Basic Life and Employee Basic Accidental Death and Dismemberment Insurance is paid for entirely by your Employer. This is your non-contributory insurance.

The cost of your Employee Optional Life, Employee Optional Accidental Death and Dismemberment and Dependent Optional Life Insurance is paid for by you. This is your contributory insurance.

The following Questions and Answers will help you to better understand your benefits.

Please read them carefully and refer any questions to your Employer or call the Sun Life Group Customer Service Center toll free at 1-800-247-6875.

## ELIGIBILITY AND EFFECTIVE DATE OF EMPLOYEE INSURANCE

### **When am I eligible for insurance?**

If you are in an Eligible Class shown in the Benefit Highlights, you are eligible on the later of:

- September 1, 2015; or
- your first day of employment.

### **When do I need to apply for insurance?**

You must apply within 31 days of the date you become eligible.

### **When does my insurance start?**

For non-contributory insurance, your insurance starts on the date you are eligible, if you are Actively at Work on that date.

For contributory insurance, your insurance starts on the later of:

- the date you apply; or
  - the date you are eligible;
- if you are Actively at Work on that date.

### **What happens if I do not apply within 31 days?**

Your insurance will start on the date Sun Life approves your Evidence of Insurability, if you are Actively at Work on that date.

### **What if I am not Actively at Work on that date?**

If you are not Actively at Work on the date your insurance would normally start, your insurance will not start until you are Actively at Work.

### **What happens if I do not want my insurance?**

You need to sign a form refusing your insurance. This form is available from your Employer.

If you decide later you want to enroll for insurance, Sun Life must first approve your Evidence of Insurability.

### **When do changes in my amount of insurance occur?**

If your amount of insurance increases, your increase will take effect immediately upon the date of change, as long as:

- you are Actively at Work on that date; and
- Evidence of Insurability is not required for the increase in your amount of insurance.

If your amount of insurance decreases, your decrease will take effect immediately upon the date of change.

If Evidence of Insurability is required for any increase in your amount of insurance, the increase in your insurance will not start until Sun Life approves the increase, but you need to be Actively at Work on that date.

If you are not Actively at Work on the date an increase in your insurance would normally start, the increase in your insurance will not start until you are Actively at Work.

## **ELIGIBILITY AND EFFECTIVE DATE OF DEPENDENT INSURANCE**

### **When am I eligible for Dependent Optional Life Insurance?**

If you are in an Eligible Class shown in the Benefit Highlights and you have a Dependent, you are eligible for Dependent Optional Life Insurance on the latest of:

- the date you are insured for Employee Basic Life Insurance; or
- September 1, 2015; or
- the date you first acquire a Dependent.

### **When do I need to apply for Dependent Optional Life Insurance?**

You must apply for Dependent Optional Life Insurance within 31 days of the date you become eligible for Dependent Optional Life Insurance.

### **When does my Dependent's insurance start?**

Your Dependent's insurance starts on the later of:

- the date you are eligible for Dependent Optional Life Insurance; or
  - the date you apply for Dependent Optional Life Insurance;
- as long as the Dependent is not hospital confined on that date.

### **What happens if I do not apply within 31 days?**

Your Dependent's insurance will start on the date Sun Life approves your Dependent's Evidence of Insurability, if the Dependent is not hospital confined on that date.

### **Do I need to enroll each Dependent?**

If you have already applied for Dependent Optional Life insurance, each subsequent Dependent is automatically enrolled, as long as the Dependent is not hospital confined on the date he/she becomes a Dependent.

### **What if my Dependent is hospital confined?**

If your Dependent is hospital confined on the date your Dependent's insurance would normally start, your Dependent's insurance will not start until the Dependent is no longer hospital confined. Hospital confined does not apply to a newborn child.

### **What happens if I do not want Dependent Optional Life Insurance?**

You need to sign a form refusing Dependent Optional Life Insurance. This form is available from your Employer.

If you decide later you want Dependent Optional Life Insurance, Sun Life must first approve your Dependent's Evidence of Insurability before your Dependent can become insured.

### **When do changes in my Dependent's amount of insurance occur?**

If your Dependent's amount of insurance increases, your Dependent's increase will take effect immediately upon the date of change, as long as:

- your Dependent is not hospital confined; and
- Evidence of Insurability is not required for the increase in your Dependent's amount of insurance.

If your Dependent's amount of insurance decreases, the decrease will take effect immediately upon the date of change.

## TERMINATION OF EMPLOYEE INSURANCE

### When does my insurance cease?

Your insurance ceases on the earliest of:

- the date the Group Policy terminates.
- the date you are no longer in an Eligible Class.
- the date your class is no longer included for insurance.
- the last day for which any required premium has been paid for your insurance.
- the last day of the month in which you retire, unless you are eligible for Retiree Basic Life Insurance.
- the date you request in writing to terminate your insurance.
- the date you enter active duty in any armed service during a time of war (declared or undeclared).
- the last day of the month in which your employment terminates.
- the date you cease to be Actively at Work.

### Are there any conditions under which my insurance can continue?

Yes.

If you are on temporary layoff, leave of absence or vacation, your Employer may continue your insurance by paying the required premium for the length of time specified below.

Layoff - up to 6 months.

Leave of Absence – up to 24 months (including Family and Medical Leave of Absences.)

Sabbatical Leave of Absence - up to 24 months.

School Recess - up to 3 months.

Vacation – up to 3 months

If you are absent from work due to an injury or sickness, your Employer may continue your Life and Accidental Death and Dismemberment insurance, by paying the required premium, for up to 24 months.

If your coverage terminates and you are not eligible for any of the described continuations, you may be eligible for a Conversion Privilege. Refer to the "Conversion Privilege" in the Life Benefit section. Please note that you need to apply for the conversion and pay the required premium within 31 days following your termination of insurance.

You may be eligible to continue your insurance coverage pursuant to the Family and Medical Leave Act of 1993, as amended or continue coverage pursuant to a state required continuation period (if any). You should contact your Employer for more details.

You may be eligible to continue your insurance coverage pursuant to the Uniformed Services Employment and Reemployment Rights Act (USERRA). You should contact your Employer for more details.

## TERMINATION OF DEPENDENT INSURANCE

### **When does my Dependent's insurance cease?**

Your Dependent's insurance ceases on the earliest of:

- the date the Group Policy terminates.
- the date you cease to be insured.
- the date you are no longer in an Eligible Class for Dependent Insurance.
- the last day of the month in which the Dependent does not qualify as a Dependent.
- the last day for which any required premium has been paid for your Dependent's insurance.
- the date you request in writing to terminate your Dependent's insurance.
- the date your Dependent enters active duty in any armed service during a time of war (declared or undeclared).
- the last day of the month in which you retire.
- the date you die.

### **Are there any conditions under which my Dependent's insurance can continue?**

Yes.

If your Dependent's coverage terminates, your Dependent may be eligible for a Conversion Privilege. Refer to the "Conversion Privilege" of the Dependent Optional Life Benefit section. Please note that you or your Dependent need to apply for the conversion and pay the required premium within 31 days following termination of the Dependent's insurance.

## **BENEFIT PROVISIONS**

### **EMPLOYEE LIFE INSURANCE**

#### **What is the Life Insurance Benefit?**

If you die while insured, your Beneficiary will receive the amount of your Life Insurance in force when Sun Life receives written Notice and Proof of Claim.

#### **What is the amount of my Life Insurance?**

##### Basic Life Insurance

The amount of your Basic Life Insurance is the Basic amount of insurance as determined in the Benefit Highlights.

Your Basic Life Insurance cannot exceed the Basic Maximum Benefit shown in the Benefit Highlights.

Your amount of Basic Life Insurance is subject to any age reductions or terminations shown in the Benefit Highlights.

##### Optional Life Insurance

The amount of your Optional Life Insurance is the amount of insurance you elected as determined in the Benefit Highlights.

Your Basic and Optional Life Insurance combined cannot exceed the Combined Maximum Benefit shown in the Benefit Highlights.

Your amount of Optional Life Insurance is subject to the Exclusions shown below and any Evidence of Insurability requirements, age reductions or terminations shown in the Benefit Highlights.

#### **What are the Exclusions?**

If your cause of death is suicide:

- No amount of Optional Life Insurance is payable if the suicide occurs within 24 months after your Optional Life Insurance starts. Any period of time you were insured for the same amount of Optional Life Insurance under your Employer's prior group life policy will count towards your completion of the 24 months.
- No increased or additional amount of your Optional Life Insurance is payable if the suicide occurs within 24 months after your increased or additional amount of Optional Life Insurance starts.

#### **What is the Accelerated Benefit?**

If Sun Life receives satisfactory proof that you are Totally and Permanently Disabled, part of your Life Insurance may be payable to you while you are still living.

**THIS BOOKLET-CERTIFICATE PROVIDES AN ACCELERATED PAYMENT OF LIFE INSURANCE PROCEEDS. IT IS NOT INTENDED OR DESIGNED TO PROVIDE HEALTH, NURSING HOME OR LONG TERM CARE INSURANCE.**

#### **When am I eligible for an Accelerated Benefit?**

(Applicable if you were hired on or before September 1, 2015)

You are eligible if:

- you were Actively at Work on September 1, 2015 and have been insured for Life Insurance for at least 60 days. (This includes any period of time you were insured under the prior insurer's group life policy); and



## **BENEFIT PROVISIONS**

### **EMPLOYEE LIFE INSURANCE**

(Applicable if you were hired after September 1, 2015)

You are eligible if:

- you have been insured for Life Insurance for at least 60 days; and

(Applicable to All Employees)

- you are certified as Totally and Permanently Disabled with a life expectancy of 12 months or less; and
- you are insured for at least \$10,000 of Life Insurance.

#### **How do I receive an Accelerated Benefit?**

You need to submit a written request to Sun Life.

If you have assigned your Life Insurance, named an irrevocable Beneficiary or have a former spouse named as Beneficiary as part of a divorce decree, you must have a signed agreement from those parties.

#### **What is the amount of Accelerated Benefit?**

You can request up to 80% of the amount of your Life Insurance currently in force. The maximum amount you can request is \$500,000. The minimum amount you may request is \$5,000.

If you have received an Accelerated Benefit under the prior insurer's group life policy, you can request up to 80% of your Life Insurance currently in force reduced by the amount of the Accelerated Benefit you have previously received.

#### **How is the Accelerated Benefit paid?**

The Accelerated Benefit is paid in a single lump sum amount.

#### **Can I receive more than one Accelerated Benefit?**

You may request the Accelerated Benefit only once under Sun Life's Group Policy.

## **BENEFIT PROVISIONS**

### **EMPLOYEE LIFE INSURANCE**

#### **Are there any charges if I request an Accelerated Benefit?**

No.

#### **What happens to my Life Insurance if I receive an Accelerated Benefit?**

If you have received an Accelerated Benefit from Sun Life or the prior insurer's group life policy, your Life Insurance will be reduced by an amount equal to the Accelerated Benefit paid by Sun Life, and an amount equal to the Accelerated Benefit paid by the prior insurer's group life policy.

#### **Some Important Notes about your Accelerated Benefit**

You may use the money received from the Accelerated Benefit for any purpose. Receipt of this Accelerated Benefit may affect your Medicaid eligibility.

No Accelerated Benefit payment will be processed if you are required to request it by a third party, including any creditor, governmental agency, trustee in bankruptcy or any other person, or as the result of a court order.

Benefits payable under this provision MAY be taxable. You should consult your tax advisor. Sun Life does not give tax or legal advice.

#### **What is the Conversion Privilege?**

If your Life Insurance ceases, you may be able to convert your Life Insurance to an individual policy. You need to apply for the Conversion Privilege within 31 days. See question "How do I convert my Life Insurance?".

#### **When can I convert my Life Insurance?**

1. You can convert if all or part of your Life Insurance ceases or reduces due to:
  - termination of your employment;
  - termination of your membership in an Eligible Class;
  - your retirement;
  - your reaching a specified age; or
  - your changing to a different Eligible Class; or
  - your continuation period ending during your layoff or leave of absence.
2. You can convert if you have been continuously insured for 5 or more years under Sun Life's Group Life Policy and all or part of your Life Insurance ceases or reduces due to:
  - termination of the Life Insurance Benefit Provision;
  - termination of the Group Policy;
  - an amendment to the Group Policy to reduce the amount of Life Insurance in your Eligible Class; or
  - an amendment to the Group Policy to terminate your Eligible Class.

#### **What amount of Life Insurance can I convert?**

The amount of Life Insurance you can convert depends on the reason your Life Insurance ceases.

If your amount of Life Insurance ceased or reduced for the reasons stated in #1 "When can I convert my Life Insurance?", you can convert up to the amount that ceased or reduced. If your amount of Life Insurance that ceased is \$10,000 or more, the minimum amount of your individual policy must be \$10,000.

## **BENEFIT PROVISIONS**

### **EMPLOYEE LIFE INSURANCE**

If your amount of Life Insurance ceased or reduced for the reasons stated in #2 "When can I convert my Life Insurance?", you can convert up to the lesser of:

- \$2,000; or
- the amount that ceased or reduced less any amount of group life insurance you may become eligible for within 31 days after your Life Insurance ceased or reduced.

#### **How do I convert my Life Insurance?**

You convert by applying to Sun Life for an individual policy along with sending payment of the first premium within 31 days after any part of your Life Insurance ceases or reduces. This is your 31 day conversion period. However, if you are not notified by your Employer of this conversion privilege, you will have an additional 15 days to exercise this conversion privilege. In no event will this conversion privilege be extended beyond 30 days following your 31 day conversion period.

#### **What type of individual policy is available?**

You can convert to any plan of permanent life insurance available by Sun Life for conversion. The individual policy will not include any additional benefits such as disability benefits or accidental death and dismemberment benefits.

You do not have to submit Evidence of Insurability to convert to an individual policy.

#### **When does my individual policy start?**

If your application for the individual policy is received and the first premium is paid when due, your individual policy starts on the day after the 31 day conversion period.

#### **What happens if I die during the 31 day conversion period?**

If Sun Life receives Notice and Proof of Claim, a death benefit is payable to your Beneficiary, whether or not you had applied for an individual policy or had paid the first premium.

The death benefit is the amount of Life Insurance you would have been eligible to convert.

## **BENEFIT PROVISIONS**

### **EMPLOYEE LIFE INSURANCE**

#### **What happens when my Employer transfers Insurance Carriers to Sun Life?**

In order to prevent losing your insurance, Sun Life will provide the following coverage.

If you are not Actively at Work on September 1, 2015, you will be insured if:

1. you were insured under the prior insurer's group Life policy at the time of the transfer; and
2. you are a member of an Eligible Class; and
3. premiums for you are paid up to date; and
4. you are not receiving or eligible to receive benefits under the prior insurer's group Life policy.

Any Life benefit payable will be the lesser of:

- the Life benefit payable under the Group Policy; or
- the Life benefit payable under the prior insurer's group Life policy had it remained in force.

All other provisions of Sun Life's Group Policy will apply.

## **BENEFIT PROVISIONS**

### **DEPENDENT OPTIONAL LIFE INSURANCE**

#### **What is my Dependent Optional Life Insurance Benefit?**

If your Dependent dies while insured, you will receive the amount of your Dependent Optional Life Insurance in force when Sun Life receives written Notice and Proof of Claim.

#### **What is the amount of my Dependent Optional Life Insurance?**

The amount of your Dependent Optional Life Insurance is the amount of Optional Life Insurance you elected for your Dependent as determined in the Benefit Highlights.

The amount of your Dependent's Optional Life Insurance is subject to the Exclusions shown below and any Evidence of Insurability requirements shown in the Benefit Highlights.

#### **What are the Exclusions?**

If your Dependent Spouse's cause of death is suicide:

- No amount of Dependent Spouse Optional Life Insurance is payable if your Dependent Spouse's suicide occurs within 24 months after your Dependent Spouse's Optional Life Insurance first starts. Any period of time your Dependent Spouse was insured for the same amount of Optional Life Insurance under your Employer's prior group life policy will count towards your Dependent Spouse's completion of the 24 months.
- No increased or additional amount of Dependent Spouse Optional Life Insurance is payable if your Dependent Spouse's suicide occurs within 24 months after your Dependent Spouse's increased or additional amount of Optional Life Insurance starts.

#### **What is the Conversion Privilege?**

If your Dependent's Optional Life Insurance ceases, your Dependent may be able to convert the Optional Life Insurance to an individual policy.

#### **When can my Dependent convert?**

1. Your Dependent can convert if all or part of your Dependent's Optional Life Insurance ceases or reduces due to:
  - termination of your employment;
  - termination of your membership in an Eligible Class;
  - your retirement;
  - your reaching a specified age;
  - your death; or
  - your changing to a different Eligible Class; or
  - your Dependent no longer qualifying as a Dependent.
2. Your Dependent can convert if your Dependent has been continuously insured for 5 or more years under Sun Life's Group Life Policy and all or part of your Dependent's Optional Life Insurance ceases due to:
  - termination of the Dependent Optional Life Insurance Benefit Provision;
  - termination of the Group Policy;
  - an amendment to the Group Policy to terminate your Eligible Class.

#### **What amount of Optional Life Insurance can my Dependent convert?**

The amount of Optional Life Insurance your Dependent can convert depends on the reason your Dependent's Optional Life Insurance ceased.

## BENEFIT PROVISIONS

### DEPENDENT OPTIONAL LIFE INSURANCE

If your Dependent's amount of Optional Life Insurance ceased or reduced for the reasons stated in #1 "When can my Dependent convert?", your Dependent can convert up to the amount that ceased or reduced. If your Dependent's amount of Optional Life Insurance that ceased is \$10,000 or more, the minimum amount of your Dependent's individual policy must be \$10,000.

If your Dependent's amount of Optional Life Insurance ceased for the reasons stated in #2 "When can my Dependent convert?", your Dependent can convert up to the lesser of:

- \$2,000; or
- the amount that ceased, less any amount of group life insurance your Dependent may become eligible for within 31 days after your Dependent's Optional Life Insurance ceased.

#### **How can my Dependent convert?**

You or your Dependent need to apply to Sun Life for an individual policy along with sending payment of the first premium within 31 days after any part of your Dependent's Optional Life Insurance ceases or reduces. This is your Dependent's 31 day conversion period. However, if your Dependent is not notified by your Employer of this conversion privilege, your Dependent will have an additional 15 days to exercise this conversion privilege. In no event will this conversion privilege be extended beyond 30 days following your Dependent's 31 day conversion period.

#### **What type of individual policy is available?**

Your Dependent can convert to any plan of permanent life insurance available by Sun Life for conversion. The individual policy will not include any additional benefits such as disability benefits or accidental death and dismemberment benefits.

Your Dependent does not have to submit Evidence of Insurability to convert to an individual policy.

#### **When does my Dependent's individual policy start?**

If your Dependent's application for the individual policy is received and the first premium paid when due, your Dependents individual policy starts on the day after your Dependent's 31 day conversion period.

#### **What happens if my Dependent dies during the 31 day conversion period?**

If Sun Life receives Notice and Proof of Claim, a death benefit is payable to you, whether or not your Dependent had applied for an individual policy or had paid the first premium.

The death benefit is the amount of Optional Life Insurance your Dependent would have been eligible to convert.

## **BENEFIT PROVISIONS**

### **DEPENDENT OPTIONAL LIFE INSURANCE**

#### **What happens when my Employer transfers Insurance Carriers to Sun Life?**

In order to prevent losing your insurance, Sun Life will provide the following coverage.

If your Dependent is hospital confined on September 1, 2015 , your Dependent will be insured if:

1. your Dependent was insured under the prior insurer's group life policy at the time of the transfer; and
2. you are a member of an Eligible Class; and
3. premiums for your Dependent are paid up to date; and
4. your Dependent is not receiving or eligible to receive benefits under the prior insurer's group life policy.

Any Dependent Optional Life benefit payable will be the lesser of:

- the Dependent Optional Life benefit payable under the Group Policy; or
- the Dependent Optional Life benefit payable under the prior insurer's group life policy had it remained in force.

All other provisions of Sun Life's Group Policy will apply.

## BENEFIT PROVISIONS

### EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

#### What is the Accidental Death and Dismemberment Benefit?

If Sun Life receives written Notice and Proof of Claim that you:

- died from an accidental drowning while insured; or
  - sustained an Accidental Bodily Injury while insured, which results in loss of life, sight or limb within 365 days of the date of that Accidental Bodily Injury; or
  - sustained a loss of life, sight or limb within 365 days due to an accidental exposure to the elements while insured;
- an Accidental Death and Dismemberment benefit may be payable to you or to your Beneficiary.

The benefit is a percentage of the amount of Accidental Death and Dismemberment Insurance in force for your class shown in the Benefit Highlights on the date of the Accidental Bodily Injury. The following is a list of percentages payable for the applicable loss.

Life .....	100%
Sight of one eye .....	50%
One limb.....	50%
Speech and hearing .....	100%
Speech or hearing.....	50%
Thumb and index finger of the same hand .....	25%
Quadriplegia .....	100%
Paraplegia.....	75%
Hemiplegia .....	50%
Monoplegia.....	25%

The maximum amount of Accidental Death and Dismemberment Benefit payable for losses resulting from any one accident is 100%.

Loss of limb means severance of the hand or foot at or above the wrist or ankle joint. Loss of sight, speech or hearing must be total and irrecoverable. Loss of thumb and index finger means severance through or above the metacarpophalangeal joints.

Quadriplegia means the total and permanent paralysis of both upper and lower limbs. Paraplegia means the total and permanent paralysis of both lower limbs. Hemiplegia means the total and permanent paralysis of the upper and lower limbs on one side of the body. Monoplegia means the total and permanent paralysis of one arm or one leg.

#### What is the Common Carrier Benefit?

If your loss of life occurs while traveling as a fare-paying passenger on a public conveyance operated by a common carrier, an additional Common Carrier benefit will be payable.

The Common Carrier Benefit is 100% of the amount of Basic Accidental Death Benefit payable.



## **BENEFIT PROVISIONS**

### **EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**

The Common Carrier Benefit is 100% of the amount of Optional Accidental Death Benefit payable.

#### **What is the Seat Belt Benefit?**

If your loss of life occurs as a result of an automobile accident and you were wearing a seat belt at the time of the accident, an additional Seat Belt Benefit is payable.

The Seat Belt Benefit is 100% of the amount of Basic Accidental Death Benefit payable or \$10,000, whichever is less.

The Seat Belt Benefit is 100% of the amount of Optional Accidental Death Benefit payable or \$10,000, whichever is less.

Sun Life must receive satisfactory written proof that your death resulted from an automobile accident and that you were wearing a seat belt at the time of the accident. A copy of the police report is required.

#### **What is the Air Bag Benefit?**

If your loss of life occurs as a result of an automobile accident, you were wearing a seat belt and positioned in a seat protected by a Supplemental Restraint System which inflated on impact, an additional Air Bag Benefit is payable.

The Air Bag Benefit is 100% of the amount of Basic Accidental Death Benefit payable or \$5,000, whichever is less.

The Air Bag Benefit is 100% of the amount of Optional Accidental Death Benefit payable or \$5,000, whichever is less.

Sun Life must receive satisfactory written proof that your death resulted from an automobile accident and that the Supplemental Restraint System properly inflated. A copy of the police report is required.

Seat Belt means a properly installed seat belt, lap and shoulder restraint, or other restraint approved by the National Highway Traffic Safety Administration.

Supplemental Restraint System means a factory installed air bag which inflates for added protection to the head and chest areas.

Automobile means a motor vehicle licensed for use on public highways.

#### **What happens if I Disappear?**

Sun Life will presume, subject to no objective evidence to the contrary, that you are dead and your death is a result of an Accidental Bodily Injury if:

- you disappear as a result of an accidental wrecking, sinking or disappearance of a conveyance in which you were known to be a passenger; and
- your body is not found within 365 days after the date of the conveyance's disappearance.

#### **What is the Felonious Assault Benefit?**

If you die or lose a limb as a result of a felonious assault while at your Employer's place of business or while traveling on business for your Employer, an additional Felonious Assault Benefit is payable.

The Felonious Assault Benefit is 50 % of the Basic Accidental Death and Dismemberment Benefit payable or \$5,000, whichever is less.

The Felonious Assault Benefit is 50% of the Optional Accidental Death and Dismemberment Benefit payable or \$5,000, whichever is less.

## **BENEFIT PROVISIONS**

### **EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**

The Felonious Assault cannot be inflicted by an Employee of the Employer or a member of your family or household.

Your family includes your spouse, child, parent, brother, sister, your spouse's child, parent, brother or sister or your current or previous spouse, girlfriend or boyfriend.

Your household includes any person residing with you whether or not related to you by blood or marriage.

Felonious Assault means an action that would be characterized as a felony in the jurisdiction where it occurred.

#### **What is the Coma Benefit?**

If, while insured, you suffer an Accidental Bodily Injury that results in your being in a coma for at least 31 days, a Coma Benefit will be payable.

The Coma Benefit is payable for 100 months in equal monthly installments based on your total amount of Accidental Death and Dismemberment insurance shown in the Benefit Highlights at the time of the accident reduced by any amount previously payable as a result of the same accident.

#### **When does the Coma Benefit cease?**

The Coma Benefit will cease to be payable when:

- you regain consciousness;
- you die; or
- 100 monthly installments have been paid.

#### **What happens if I die while in a coma?**

If you die without regaining consciousness, your remaining Accidental Death and Dismemberment Benefit (if any) will be payable.

Sun Life will require monthly proof of the continuance of your coma, but after one year Sun Life will not ask for proof more often than twice a year.

#### **Repatriation Benefit**

If your accidental death occurs at least 100 miles from your permanent place of residence, a Repatriation Benefit will be payable if an Accidental Death Benefit is payable. The Repatriation Benefit will reimburse the Executor or Administrator of your estate for the reasonable and customary expenses incurred for the preparation of the body and its transportation to the place of burial or cremation up to a maximum benefit of \$5,000 or \$10,000 if you are insured for Optional AD&D Insurance. Written Proof of the expenses incurred must be submitted to Sun Life prior to payment.

#### **What is the Home Alteration or Vehicle Modification Benefit?**

If you receive an Accidental Dismemberment Benefit under the Group Policy for:

- the loss of both feet or legs; or
- the loss of both hands or arms; or
- the loss of sight; or
- Quadriplegia, Paraplegia or Hemiplegia;

a Home Alteration or Vehicle Modification Benefit will be payable.

#### **What type of expenses are reimbursed under the Home Alteration and Vehicle Modification Benefit?**

## BENEFIT PROVISIONS

### EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

The Home Alteration or Vehicle Modification Benefit is payable for the out-of-pocket reasonable and necessary expenses incurred within 3 years of the date of your loss for:

- the cost of alterations of your principal residence; or
- the cost of modification to one motor vehicle utilized by you when such modification is approved by licensing authorities where required.

The Home Alteration or Vehicle Modification Benefit is the lesser of:

- the actual expenses incurred for the modification or alteration reduced by any reimbursement you receive from other sources; or
- the reasonable and necessary expenses for the modification or alteration reduced by any reimbursement you receive from other sources; or
- 5% of the Basic Accidental Dismemberment Benefit payable plus 5% of the Optional Accidental Dismemberment Benefit payable; or
- \$5,000 or \$10,000 if you are insured for Optional AD&D Insurance.

Proof of the expenses incurred to modify your residence or vehicle must be submitted to Sun Life, prior to payment. The Home Alteration or Vehicle Modification Benefit is payable once per person's lifetime.

Reasonable and necessary expenses means the average cost of the alteration or modification charged by most contractors in the locality where you reside.

#### **What is the Rehabilitative Training Benefit?**

If you receive an Accidental Dismemberment Benefit under the Group Policy, you are eligible to receive a Rehabilitative Training Benefit.

Rehabilitative Training means any occupational training which is required due to your Accidental Bodily Injury payable under the Group Policy.

#### **What is the amount payable for the Rehabilitative Training?**

The Rehabilitative Training Benefit is the lesser of:

- \$2,500 or \$5,000 if you are insured for Optional AD&D Insurance; or
- 2.50% of the amount of Basic Accidental Dismemberment Benefit payable plus 2.50% of the amount of Optional Accidental Dismemberment Benefit payable; or
- your actual Expense Incurred for Rehabilitative Training reduced by any amount you receive from other sources.

Expense Incurred means your actual out-of-pocket cost for:

- the Rehabilitative Training; and
- the materials necessary for the Rehabilitative Training.

The Rehabilitative Training expenses must be incurred within 2 years following the date of the accident that caused your Accidental Bodily Injury. Sun Life must receive written proof of Expenses Incurred prior to payment of the Rehabilitative Training Benefit.

#### **What is the Dependent Education Benefit?**

If you die and an Accidental Death Benefit is payable under the Group Policy, your Dependent may be eligible for a Dependent Education Benefit.

#### **What is the Education Benefit for my Dependent Child?**

## **BENEFIT PROVISIONS**

### **EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**

A Dependent Child is eligible for an Education Benefit if the Dependent Child enrolls as a full-time student at a post-secondary school before reaching age 26 and within 1 year after your date of death.

The annual Dependent Child's Education Benefit is the lesser of:

- Incurred Expenses; or
- \$5,000 or \$10,000 if you are insured for Optional AD&D Insurance; or
- 5% of your amount of Basic Accidental Death Benefit payable plus 5% of your amount of Optional Accidental Death Benefit payable.

The Dependent Child Education Benefit is payable at the end of each semester per dependent child, for a maximum of four consecutive years per child. Proof of the child's enrollment and Incurred Expenses are required each semester prior to payment of the benefit.

Incurred Expenses include tuition, fees, cost of books, room and board, transportation and any other costs paid directly to the school.

#### **What is the Education Benefit for my Dependent Spouse?**

A Dependent Spouse is eligible for an Education Benefit if the Dependent Spouse enrolls in any school for the purpose of retraining or developing skills needed for employment within 36 months after your date of death.

The Dependent Spouse's Education Benefit is equal to the expenses paid directly to such school or \$5,000 or \$10,000, if you are insured for Optional AD&D Insurance whichever is less. Proof of enrollment and expenses are required prior to payment of the benefit.

#### **What is the Child Care Benefit?**

If you die and an Accidental Death Benefit is payable under the Group Policy, a Child Care Benefit is payable if:

- your Dependent Child is enrolled in a legally licensed Child Care Center on the date of the accident; or
- your Dependent Child enrolls in a legally licensed Child Care Center within 365 days after your death; and
- your Dependent Child is under age 13.

#### **What is the amount of the Child Care Benefit?**

The Child Care Benefit is the lesser of:

- the actual cost charged by the Child Care Center per year; or
- \$5,000 or \$10,000 if you are insured for Optional AD&D Insurance; or
- 25% of your amount of Basic Accidental Dismemberment Benefit payable plus 25% of your amount of Optional Accidental Death Benefit payable.

The Child Care Benefit is payable each year for a maximum of 4 years per Dependent Child or until the child attains age 13, whichever is less. The Child Care Benefit is payable upon receipt of satisfactory proof of paid expenses and that your Dependent Child is enrolled in a legally licensed Child Care Center.

Child Care expenses do not include:

- expenses incurred prior to your death; or
- charges for room and board; or
- charges for ordinary living, traveling or clothing expenses.

Child Care Center means a provider which is duly licensed, certified or accredited by the jurisdiction in which it is located, is run according to the laws and regulations applicable to child care facilities and which provides child care and supervision for

## BENEFIT PROVISIONS

### EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

children in a group setting on a regular basis. Child Care Center does not include a hospital, the child's home or care provided during the child's normal school hours.

#### **What are the Exclusions?**

No AD&D benefit will be payable for your loss that is due to or results from:

- suicide while sane or insane.
- intentionally self-inflicted injuries.
- bodily or mental infirmity or disease of any kind, or an infection unless due to an Accidental cut or wound.
- your committing or attempting to commit an assault, felony or other criminal act.
- active participation in a war (declared or undeclared) or active duty in any armed service during a time of war.
- your active participation in a riot, rebellion, or insurrection.
- injury sustained from any aviation activities, other than your riding as a fare-paying passenger.
- your voluntary use of any controlled substance as defined in Title II of the Comprehensive Drug Abuse Prevention and Control Act of 1970, as now or hereafter amended, unless administered on the advice of a Physician.
- your operation of any motorized vehicle while intoxicated. Intoxicated means the minimum blood alcohol level required to be considered operating an automobile under the influence of alcohol in the jurisdiction where the accident occurred. For the purposes of this Exclusion, "Motorized Vehicle" includes, but is not limited to, automobiles, motorcycles, boats and snowmobiles.

## **BENEFIT PROVISIONS**

### **EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE**

#### **What happens when my Employer transfers Insurance Carriers to Sun Life?**

In order to prevent losing your insurance, Sun Life will provide the following coverage.

If you are not Actively at Work on September 1, 2015 you will be insured if:

1. you were insured under the prior insurer's group AD&D policy at the time of transfer; and
2. you are a member of an Eligible Class; and
3. premiums for you are paid up to date; and
4. you are not receiving or eligible to receive benefits under the prior insurer's group AD&D policy.

Any AD&D benefit payable will be the lesser of:

- the AD&D benefit payable under the Group Policy; or
- the AD&D benefit payable under the prior insurer's group AD&D policy had it remained in force.

All other provisions of Sun Life's Group Policy will apply.

## CLAIM PROVISIONS

### How is a claim submitted?

To submit a claim, you or someone on your behalf must send Sun Life written Notice and Proof of Claim within the time limits specified. Your Employer has the Sun Life Notice and Proof of Claim forms.

### When does written Notice of Claim have to be submitted?

**for a Death Claim** - written notice of claim must be given to Sun Life no later than 30 days after the date of death.

**for Accidental Dismemberment** - written notice of claim must be given to Sun Life no later than 12 months after the date of your loss.

**for all other claims** - written notice of claim must be given to Sun Life no later than 12 months after the date of loss or within 12 months after the date the expense was incurred.

If notice cannot be given within the applicable time period, Sun Life must be notified as soon as it is reasonably possible.

When Sun Life has received written notice of claim, Sun Life will send the forms for proof of claim. If the forms are not received within 15 days after written notice of claim is sent, proof of claim may be sent to Sun Life without waiting to receive the proof of claim forms.

### When does written Proof of Claim have to be submitted?

**for a Death Claim** - proof of claim must be given to Sun Life no later than 90 days after date of death.

**for Accidental Dismemberment** - proof of claim must be given to Sun Life no later than 15 months after the date of your loss.

**for all other claims** - proof of claim must be given to Sun Life no later than 15 months after the date of loss or within 15 months after the date the expense was incurred.

If proof cannot be given within these time limits, proof must be given as soon as reasonably possible. Proof of claim may not be given later than one year after the time proof is otherwise required unless the individual is legally incompetent.

### What is considered Proof of Claim?

Proof of Claim must consist of at least the following information:

- a description of the loss;
- the date the loss or expense occurred; and
- the cause of the loss or expense.

(For example: a Death Claim would include at least the Death Certificate for Proof of Claim)

Proof of Claim may include, but is not limited to, police accident reports, autopsy reports, laboratory results, toxicology results, hospital records, x-rays, narrative reports, or other diagnostic testing materials as required.

Proof must be satisfactory to Sun Life.

Sun Life may require as part of the Proof, authorizations to obtain medical and non-medical information.

### When are benefits payable?

Benefits are payable when Sun Life receives satisfactory Proof of Claim.

## CLAIM PROVISIONS

### When will a decision on my claim be made?

Sun Life will send you a written notice of decision on your claim within a reasonable time after Sun Life receives the claim but not later than 45 days after receipt of the claim. If Sun Life cannot make a decision within 45 days after receiving your claim, Sun Life will request a 30 day extension as permitted by U.S. Department of Labor regulations. If Sun Life cannot render a decision within the extension period, Sun Life will request an additional 30 day extension. Any request for extension will specifically explain:

1. the standards on which entitlement to benefits is based;
2. the unresolved issues that prevent a decision on the claim; and
3. the additional information needed to resolve those issues.

If a period of time is extended because you failed to provide necessary information, the period for making the benefit determination is tolled from the date Sun Life sends notice of the extension to you until the date on which you respond to the request for additional information. You will have at least 45 days to provide the specified information.

### What if my claim is denied?

If Sun Life denies all or any part of your claim, you will receive a written notice of denial setting forth:

1. the specific reason or reasons for the denial;
2. the specific Group Policy provisions on which the denial is based;
3. your right to receive, upon request and free of charge, copies of all documents, records, and other information relevant to your claim for benefits;
4. a description of any additional material or information needed to prove entitlement to benefits and an explanation of why such material or information is necessary;
5. a description of the appeal procedures and time limits;
6. your right to bring a civil action under ERISA, §502(a) following an adverse determination on review;
7. the identity of an internal rule, guideline, protocol or other similar criterion, if any, that was relied upon to deny the claim and a copy of the rule, guideline, protocol or criterion or a statement that a copy is available free of charge upon request; and
8. the identity of any medical or vocational experts whose advice was obtained in connection with the claim, regardless of whether the advice was relied upon to deny the claim.

### Can I request a review of a claim denial?

If all or part of your claim is denied, you may request in writing a review of the denial within 180 days after receiving notice of denial.

You may submit written comments, documents, records or other information relating to your claim for benefits, and may request free of charge copies of all documents, records, and other information relevant to your claim for benefits.

Sun Life will review the claim on receipt of the written request for review, and will notify you of Sun Life's decision within a reasonable time but not later than 45 days after the request has been received. If an extension of time is required to process the claim, Sun Life will notify you in writing of the special circumstances requiring the extension and the date by which Sun Life expects to make a determination on review. The extension cannot exceed a period of 45 days from the end of the initial review period.

If a period of time is extended because you failed to provide information necessary to decide your claim, the period for making the decision on review is tolled from the date Sun Life sends notice of the extension to you until the date on which you respond to the request for additional information. You will have at least 45 days to provide the specified information.

### What if my claim is denied on review?

If Sun Life denies all or any part of your claim on review, you will receive a written notice of denial setting forth:

1. the specific reason or reasons for the denial;
2. the specific Group Policy provisions on which the denial is based;



## CLAIM PROVISIONS

3. your right to receive, upon request and free of charge, copies of all documents, records, and other information relevant to your claim for benefits;
4. your right to bring a civil action under ERISA, §502(a);
5. the identity of an internal rule, guideline, protocol or other similar criterion, if any, that was relied upon to deny the claim and a copy of the rule, guideline, protocol or criterion or a statement that a copy is available free of charge upon request;
6. the following statement: “You and your plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State Insurance regulatory agency.”; and
7. the identity of any medical or vocational experts whose advice was obtained in connection with the appeal, regardless of whether the advice was relied upon to deny the appeal.

### **Who are benefits payable to?**

Benefits payable upon your death are payable to your Beneficiary living at the time (other than your Employer). You must name your Beneficiary on a form acceptable to Sun Life. Unless you otherwise specify, if more than one Beneficiary survives you, all surviving Beneficiaries will share equally. If no Beneficiary is alive on the date of your death, payment will be made to your estate.

If you named Beneficiaries under your Employer’s Plan prior to the effective date of the Group Policy, that beneficiary designation will remain in effect unless you elect to change Beneficiaries.

Accidental Death and Dismemberment benefits are payable as shown above unless otherwise specified in the Accidental Death and Dismemberment Benefit Section.

All other benefits payable during your lifetime are payable to you.

If a benefit is payable to your estate, if you are a minor, or you are not competent, Sun Life has the right to pay an amount of the benefit up to \$1,000 to any of your relatives that Sun Life considers entitled. If Sun Life pays benefits in good faith to a relative, Sun Life will not have to pay those benefits again.

If your Beneficiary is a minor or is not competent, Sun Life has the right to pay up to \$1,000 to the person or institution that appears to have assumed custody and main support for the minor, until the appointed legal representative makes a formal claim. If Sun Life pays benefits in good faith to a person or institution, Sun Life will not have to pay those benefits again.

### **Can I change my Beneficiary?**

You can change your Beneficiary at any time, unless you have stated your choice of Beneficiary is irrevocable or you have assigned your interest in your Life Insurance to another person. Any request for change of Beneficiary must be in a written form and will take effect on the date you sign and file the change with your Employer. If Sun Life has taken any action or made payment before receiving notice of that change, your change of Beneficiary will not affect any action or payment made by Sun Life. The consent of your Beneficiary is not required to change any Beneficiary unless the Beneficiary designation was irrevocable.

### **Can I assign my Life Insurance?**

You can transfer ownership of your Life Insurance under the Group Policy by means of an absolute assignment. You cannot make an absolute assignment to your Employer. All your rights and duties as owner are transferred to the new owner. The new owner can make any change the Group Policy allows, such as a change of Beneficiary.

If you made an assignment under your Employer’s plan prior to the effective date of the Group Policy, that assignment remains in force with respect to the Group Policy.

Any assignment must be in a written form and will take effect on the date you sign and file the assignment with your Employer. If Sun Life has taken any action or made payment before receiving notice of that change, the assignment will not

## CLAIM PROVISIONS

affect any action or payment made by Sun Life. Sun Life will not be responsible for the legal, tax or other effects of any assignment.

## GENERAL PROVISIONS

### **How can statements made in any application for insurance be used?**

All statements made in any application are considered representations and not warranties. No representation by you in applying for insurance under the Group Policy will be used to reduce or deny a claim unless a copy of your written application for insurance is or has been given to you or to your Beneficiary, if any.

No statement made by you or any of your Dependents, relating to Evidence of Insurability for an initial, increased or additional amount of insurance, will be used in contesting the validity of that insurance, after such initial, increased or additional amount of insurance has been in force for a period of two years during that individual's lifetime. This statement must be contained in a form signed by that individual.

### **What happens if facts are misstated?**

If relevant facts about you or any one of your Dependents are not accurate:

- an equitable adjustment of premium will be made; and
- the true facts will be used to determine if and in what amount insurance is valid under the Group Policy.

If the amount of benefit depends on your age, the benefit will be the amount you would have been entitled to if your correct age were known.

### **What are Sun Life's examination and autopsy rights?**

Sun Life at its own expense, has the right to have any person, whose Injury or Sickness is the basis of a claim:

- examined by a Physician, other health professional or vocational expert of its choice; and/or
- interviewed by an authorized Sun Life representative.

This right may be used as often as reasonably required.

Sun Life has the right, in the case of death, to request an autopsy.

### **What are the time limits for legal proceedings?**

No legal action may start:

- until 60 days after Proof of Claim has been given; nor
- more than 6 years after the time Proof of Claim is required.

### **Do these group benefits affect Workers' Compensation?**

The Group Policy is not in lieu of, and does not affect, any requirement for coverage by Workers' Compensation Insurance.

### **Can the Policyholder act as a Sun Life agent?**

For all purposes of the Group Policy, the Policyholder acts on its own behalf or as your agent. Under no circumstances will the Policyholder be deemed a Sun Life agent.

## DEFINITIONS

**These are some of the general terms you need to know.**

**Actively at Work** means that you perform all the regular duties of your job for a full work day scheduled by your Employer at your Employer's normal place of business or a site where your Employer's business requires you to travel.

You are considered Actively at Work on any day that is not your regular scheduled work day (e.g., you are on vacation or holiday) as long as you were Actively at Work on your immediately preceding scheduled work day, and you:

- are not hospital confined; or
- are not disabled due to an injury or sickness.

You are considered Actively at Work if you usually perform the regular duties of your job at your home as long as you can perform all the regular duties of your job for a full work day and could do so at your Employer's normal place of business, if required, and you:

- are not hospital confined; or
- are not disabled due to an injury or sickness.

**Eligibility Date** means the date or dates you become eligible for insurance under the Group Policy. Classes eligible for insurance are shown in the Benefit Highlights.

**Employee (You)** means a person who is employed by the Employer within the United States, scheduled to work at least the number of hours shown in the Benefit Highlights, and paid regular earnings. If you are working on a temporary assignment outside of the United States for a period of 12 months or less, you will be deemed to be working within the United States. If you are working outside of the United States for more than 12 months or other than on a temporary assignment, you will not be considered an Employee under the Group Policy unless Sun Life approves your eligibility in writing. Employee does not include temporary or seasonal Employees, leased Employees or independent contractors.

**Employer** means Wayne State University Board of Governors and includes any Subsidiary or Affiliated company insured under the Group Policy.

**Evidence of Insurability** means a statement or records of your or your Dependent's medical history upon which acceptance for insurance will be determined by Sun Life. In some cases, Sun Life may require that you or your Dependent submit to a paramedical examination, at Sun life's expense, as part of the Evidence of Insurability.

**Physician** means an individual who is operating within the scope of his license and is either:

- licensed to practice medicine and prescribe and administer drugs or to perform surgery; or
- legally qualified as a medical practitioner and required to be recognized, under the Group Policy for insurance purposes, according to the insurance regulations of the governing jurisdiction.

The Physician cannot be you, your spouse or the parents, brothers, sisters or children of you or your spouse.

**Retirement Plan** means a program which provides retirement benefits to you and is not funded entirely by your contributions. The term does not include a 401(k) plan, a 403(b) plan, a profit sharing plan, a thrift plan, an individual retirement account (IRA), a tax sheltered annuity (TSA), a stock ownership plan, or a nonqualified plan of deferred compensation.

Your Employer's Retirement Plan will include any Retirement Plan:

- which is part of any federal, state, county, municipal or association retirement system; and
- you are eligible for as a result of your employment with your Employer.

**Waiting Period** means the length of time immediately before your Eligibility Date during which you must be employed in an Eligible Class. Any period of time that you were Actively at Work for your Employer will count towards completion of your Waiting Period. The Waiting Period is shown in the Benefit Highlights.

## DEFINITIONS

**These are Life Insurance terms you need to know.**

**Basic Maximum Benefit** means the amount of Basic Life Insurance available to you. The Basic Maximum Benefit is shown in the Benefit Highlights.

**Beneficiary** means the person (it cannot be your Employer) who is entitled to receive death benefit proceeds as they become due under the Group Policy. A Beneficiary must be named by you on a form acceptable to Sun Life and executed by you.

**Combined Maximum Benefit** means the largest amount of insurance available to you under the Group Policy. The Combined Maximum Benefit is shown in the Benefit Highlights.

**Optional Maximum Benefit** means the amount of Optional Life Insurance available to you. The Optional Maximum Benefit is shown in the Benefit Highlights.

**Retired Employee** means you are a former Employee of your Employer, as determined in Section I, Schedule of Benefits and prior to your retirement you were insured as an active Employee.

**Retirement** for the purposes of your being considered retired means the first of the following dates to occur:

1. the effective date of your retirement benefits under:
  - a. any plan of a federal, state, county, municipal or an association retirement system for which you are eligible as a result of your employment with your Employer;
  - b. any Retirement Plan your Employer sponsors; or
  - c. any Retirement Plan your Employer makes or has made contributions to.
2. the effective date of your retirement benefits under the Social Security Act or any similar plan or act. However, if you meet the definition of an Employee Actively at Work and you are receiving retirement benefits under the Social Security Act or similar plan or act, you will not be considered retired.

**Total and Permanent Disability or Totally and Permanently Disabled** means your Sickness or physical condition that is certified by a Physician as terminally ill which can be reasonably expected to result in your death within 12 months or less.

## DEFINITIONS

**These are Dependent Optional Life Insurance terms you need to know.**

**Dependent** means your:

- spouse;
- unmarried child from live birth to under age 26.

Child includes:

- your step-child; or
- a foster child placed with you by a licensed agency; or
- your adopted child, including any child placed with you for adoption; or
- a child of your Domestic Partner.

If an unmarried child is age 26 or older and is:

- incapable of self-sustaining employment because of mental retardation, developmental disability or physical handicap; and
- depends on you for 50% or more of his/her support;

that child will continue to be a Dependent for as long as these two conditions exist.

No person may be considered to be a Dependent of more than one Employee.

Dependent does not include:

- any person who is insured as an Employee; or
- any person residing outside the United States, Canada or Mexico.

This exclusion does not apply to a Dependent who resides with an Employee who is on a temporary work assignment outside the United States or who is a Retired Employee.

## DEFINITIONS

**These are Accidental Death and Dismemberment Insurance terms you need to know.**

**Accidental Bodily Injury** means bodily harm caused solely by external, violent and accidental means which is sustained directly and independently of all other causes.

**SUN LIFE ASSURANCE COMPANY OF CANADA**

**DOMESTIC PARTNER COVERAGE CERTIFICATE ENDORSEMENT**

Effective September 1, 2015, this endorsement is attached to Group Policy Number 241631-001.

The term “spouse” also includes a domestic partner wherever it appears in the certificate.

Domestic Partner is as defined in the Employer’s plan document.

**SUN LIFE ASSURANCE COMPANY OF CANADA**

A handwritten signature in black ink, appearing to read 'A. Connor', followed by a period.

Dean A. Connor  
President and Chief Executive Officer



## SUN LIFE ASSURANCE COMPANY OF CANADA

### PORTABILITY RIDER

Effective September 1, 2015, the following provision is added to Group Certificate No. 241631-001 Life Insurance Benefit Provision

#### **What is the Portability Privilege?**

If, prior to age 70, your Life Insurance ceases because you terminate employment, you may apply for portable coverage, during the 31 day conversion period, instead of converting to an individual policy.

#### **How does this differ from the Conversion Privilege?**

Portable coverage is group term life insurance. This benefit may be continued only to age 70. At the end of that time, you may convert the coverage then in force to an individual permanent life policy under a Conversion Privilege.

#### **Are there reasons I would not be able to port my Life coverage?**

Yes. You may not port your coverage if:

- you are age 70 or older; or
- you retire; or
- you have an injury or sickness that would have a material effect on your life expectancy or would prevent you from performing your own occupation on a full-time basis; or
- your employment hours with the Employer have been reduced; or
- you remain in employment with the Employer, other than a full-time basis.

#### **What amounts of insurance are portable?**

You may apply for portable coverage up to the amount of Life Insurance that ceased, to a maximum of \$500,000. If you port your Life Insurance, you may also port any AD&D and Dependent Life Insurance that ceased due to your termination of employment.

#### **When does my portable coverage start?**

If your application is approved and the first premium is paid when due, your coverage will start on the day after the 31 day conversion period. If your application is declined, you will be given a 31 day period to apply for an individual permanent life policy under the conversion privilege.

#### **How do I apply for portable coverage?**

You must complete an application for portable coverage, and send it, with payment of the first premium, to Sun Life within 31 days of the date your Life Insurance ceases.

The application contains a table to calculate the applicable premium, based on your age and the amount of coverage elected.

The application is available from your Employer.

#### **When does my portable coverage cease?**

Your portable coverage ceases on the earliest of:

- the date you reach age 70; or
- the date you do not submit premium to Sun Life for your portability coverage; or
- the date the portable group insurance policy ceases.

**SUN LIFE ASSURANCE COMPANY OF CANADA**

A handwritten signature in black ink, appearing to read 'A. Connor', with a long horizontal stroke extending to the right and ending in a period.

Dean A. Connor  
President and Chief Executive Officer

**SUN LIFE ASSURANCE COMPANY OF CANADA**

**CRITICAL BURN BENEFIT RIDER**

Effective September 1, 2015, the following provision is added to Group Certificate No. 241631-001 Accidental Death and Dismemberment Insurance Provision.

**What is the Critical Burn Benefit?**

Sun Life will pay a Critical Burn Benefit if you are Critically Burned due to an accident and require reconstructive surgery.

The Critical Burn Benefit is the lesser of:

1. the actual cost for the expense of the reconstructive surgery; or
2. 5% of your Basic Accidental Death and Dismemberment Insurance plus 5% of your Optional Accidental Death and Dismemberment Insurance; or
3. \$5,000 or \$10,000 if you are insured for Optional Accidental Death and Dismemberment Insurance.

Benefits are payable when Sun Life receives proof that you require reconstructive surgery due to being critically burned from an accident.

No benefit is payable under this Rider for any loss from the same accident which has been paid to you under the Accidental Death and Dismemberment Benefit.

**Critically Burned** means that you have suffered burns which:

1. are certified by a Physician as more severe than second degree burns; and
2. result in scarring over at least 25% of your body which will last indefinitely and can only be corrected through reconstructive surgery.

**SUN LIFE ASSURANCE COMPANY OF CANADA**



Dean A. Connor  
President and Chief Executive Officer

