

Highlights of RIT's Life, AD&D, and International Business Travel Accident Plans

This highlights summary supplements the Prudential (Life and AD&D) and United States Fire Insurance Company (International Business Travel Accident) information. This highlights page does not describe all of the plan features, rules, or exclusions. If there is any confusion or conflict regarding plan details, the Prudential/U.S. Fire contract will be the final authority. RIT reserves the right to modify or terminate all or any portion of the employee benefits package at any time with or without notice. Such changes automatically will apply to you and your employment relationship with RIT. Participation in these plans is provided to eligible employees and does not constitute a guarantee of employment, and requires continued employment and eligibility.

Eligibility

- Regular full-time employees and regular part-time employees who are scheduled to work 750 or more hours per fiscal year are eligible for
 - Basic Life and Basic Accidental Death and Dismemberment Insurance
 - Supplemental and Dependent Life and Accidental Death and Dismemberment Insurance
 - International Business Travel Accident Plan
- Regular employees scheduled to work 9 months or more per fiscal year are eligible for benefits year-round; regular employees scheduled to work less than 9 months per fiscal year are eligible for benefits when they work.
- Life and AD&D coverage begins the first of the month after your date of hire; if your date of hire is the first of the month, coverage begins on your date of hire.
- Life and AD&D coverage will end on your termination of employment date or the date you become ineligible for coverage. Coverage will end on June 30 for a faculty member on a 9-month contract, provided that the faculty member works until the end of the contract period, and the contract is not being renewed for the following academic year.
- International Business Travel Accident coverage begins on your date of hire and ends on your date of termination.

Life and AD&D Insurance

Basic: You are automatically enrolled and RIT pays the full premium for this coverage.

regular full-time employees:

- employees hired *before 7/1/2013*: 2 times your annual base pay, maximum coverage \$500,000
 - employees hired *on and after 7/1/2013*: 2 times your annual base pay, maximum coverage \$100,000
- OR, if your calculated coverage amount is over \$50,000, you can elect \$50,000 to avoid paying tax on the amount over \$50,000. Request the form from RIT Human Resources for this election.

Eligible regular part-time employees: 2 times your annual base pay, maximum coverage \$50,000

Supplemental: 1, 2, 3, 4, or 5 times your annual base pay, maximum coverage \$750,000. Your cost for life insurance is based on your age and smoking status. Your cost for AD&D insurance is a set rate.

Dependent: You must enroll to have coverage and you pay the full premium.

Spouse/Domestic Partner: \$25,000 or 1, 2, 3, 4, or 5 times your annual base pay, maximum coverage of your Basic plus Supplemental coverage. Your life cost is based on your age and your spouse's smoking status.

Child: \$10,000 or \$20,000 of coverage. The election covers all eligible children.

For Supplemental and Spouse Life, you and/or your spouse may need to complete a health questionnaire for Prudential's approval before the coverage is in effect.

Business Travel Accident Insurance

Insurance amount payable if you die, are disabled, or are seriously injured in an accident while traveling outside the U.S. on RIT business. You are automatically enrolled and RIT pays the full premium for this coverage.