

**YOUR  
PRUDENTIAL  
LIFE  
INSURANCE**

UNIVERSITY OF CALIFORNIA

## FOREWORD

### FOR EMPLOYEES

*The University of California Group Term Life Insurance Programs, provided by The Prudential Insurance Company of America, are designed to protect you and your beneficiaries against a hazard affecting earnings power--premature death.*

*The University offers several group term life insurance plans to its eligible employees. The terms of these plans are described in the pages that follow.*

*Depending on your appointment and average paid time, you may be eligible to automatically receive one of the University's employer-paid (Non-Contributory) group term life insurance plans--Basic Life or Core Life Insurance.*

*The University also offers employee-paid Supplemental (Contributory) term life insurance at group rates. Benefits are based on your salary rate and are designed to give you flexibility in selecting plans of insurance which will meet your individual needs. A plan offering a flat amount of insurance is also available. You are urged to take the time to examine your life insurance program carefully in order to see how this plan may help provide additional protection.*

### FOR DEPENDENTS

*The University of California also offers eligible employees additional contributory life insurance for your dependents.*

*The Dependent Group Life Insurance Plan was specifically designed to provide greater protection for you and your family against the financial burden that follows the loss of a spouse/domestic partner or a child.*

*(continued)*

**FOREWORD - Continued**

**IMPORTANT INFORMATION FOR RESIDENTS OF CERTAIN STATES:**

There are state-specific requirements that may change the provisions under the Coverage(s) described in this booklet, Group Insurance Contract and the Group Insurance Certificate. If you live in a state that has such requirements, those requirements will apply to your Coverage(s) and are made a part of your Group Insurance Certificate. Prudential has a website that describes these state-specific requirements. You may access the website on or after November 1, 2007 at [www.prudential.com/etonline](http://www.prudential.com/etonline). When you access the website, you will be asked to enter your state of residence and your Access Code. **Your Access Code is 97000.**

If you are unable to access this website, want to receive a printed copy of these requirements or have any questions, call Prudential at 1-866-439-9026.

**The University's employer-paid and employee-paid group term life insurance plans described here are fully governed by the terms and conditions of contracts between The Regents of The University of California and The Prudential Insurance Company of America and the certificates pursuant so such contracts, and by the University's Group Insurance Regulations. Those terms and conditions apply if information in this publication is not the same.**

**This booklet describes benefits and eligibility provisions in effect as of January 1, 2008.**

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## BASIC LIFE INSURANCE

### ELIGIBILITY

You are eligible for this plan if you are a member of a University-sponsored defined benefit plan and have (a) a minimum 50% appointment for 12 months or more, or (b) accumulated 1,000 hours on pay status in a rolling 12-month period. To remain eligible, you must maintain an **average regular paid time** of at least 17.5 hours per week. If your appointment is at least 50% time, your appointment form may refer to the time period as follows: "ending date for funding purposes only; intent of appointment is indefinite (for more than one year)".

PERS members receive a \$5,000 benefit through PERS. PERS members who were hired prior to July 1, 1976, must be full-time (100%) members.

### ENROLLMENT

Enrollment in the Basic Life Insurance Plan is automatic. No enrollment form is required.

### EFFECTIVE DATE

Coverage becomes effective on the first day of pay status as an eligible employee. You will be covered if you are an eligible employee on pay status for any period of a given month.

If you are on leave for health reasons on the normal effective date, new or increased coverage becomes effective the day after your first full day actively at work, based on your normally scheduled workday. This rule also applies to newly hired employees who have not yet reported to work for health reasons.

### BENEFITS

The Basic Life Insurance Plan provides you with group term life insurance at no cost. The amount of insurance is 1 times your annual **salary rate (rounded to the next higher multiple of \$1,000, if it is not an exact multiple of \$1,000)**, as of January 1 of each year, multiplied by the percent time of your appointment. PERS members are covered for this amount minus the \$5,000 PERS death benefit. The maximum benefit for PERS members is \$45,000. The maximum benefit for all other eligible employees

## BASIC LIFE INSURANCE

### - Continued

is \$50,000. The minimum benefit for all eligible employees is \$5,000.

This insurance does not entitle you to a waiver of premium during a disability. See the definition of "**salary rate**" on page 51 to determine your annual **salary rate**.

In addition, an Accelerated Benefits Option is available to Terminally Ill Employees who meet certain requirements (see page 8). This option provides approximately 75% of the life insurance amount in force on your life up to a maximum of \$250,000.

See pages 52-53 for information regarding Benefit Payment Options available to your beneficiaries/family members.

### **ACCELERATED BENEFITS OPTION**

Under the **Accelerated Benefits Option**, a **Terminally Ill Employee** may elect to have a portion of his or her Basic and Supplemental Life Insurance paid out prior to death. This benefit, the **Terminal Illness Proceeds**, can be used for any purpose. The benefit you receive is 75% of the total coverage amount, up to \$250,000, and is paid directly to you, either in 1 lump sum or in 12 equal monthly installments. The amount that would otherwise be paid to your beneficiaries at death is reduced by this amount.

In order to qualify for this Option, you must have become a **Terminally Ill Employee** while insured under the plan, or while your death benefit protection is being extended under the Waiver of Premium provision.

This option may be elected only once.

The **Terminal Illness Proceeds** may be taxable. You may wish to obtain the advice of a tax and/or legal professional before applying for this option.

The **Terminal Illness Proceeds** will be equal to 75% of your Basic and Supplemental Life Insurance amount.

See pages 53-54 for examples of **Accelerated Benefits Option** calculations.



## BASIC LIFE INSURANCE

### - Continued

For more information about valuation and payment under the **Accelerated Benefits Option**, call Prudential at 1-800-524-0542.

**To Whom Payable:** The benefits under this option are payable to you.

**Amount Due But Unpaid at Your Death:** If you elect monthly installments and you die before all **Terminal Illness Proceeds** payments have been made, Prudential will pay your Beneficiary or Beneficiaries the total of the payments that remain.

**Additional Conditions:** Your right to be paid under this option is subject to these terms:

- (1) You must choose this option in writing in a form that satisfies Prudential.
- (2) You must furnish proof that satisfies Prudential that your life expectancy is 12 months or less, including certification by a Doctor.
- (3) Your Basic and Supplemental Life Insurance must not be assigned.
- (4) **Terminal Illness Proceeds** will be made available to you on a voluntary basis only. You are not eligible for this benefit if you elect the benefit involuntarily solely because:
  - (a) You are required by law to use this option to meet the claims of creditors, whether in bankruptcy or otherwise.
  - (b) You are required by a government agency to use this option in order to apply for, get or keep a government benefit or entitlement.

**Effect on Insurance:** When you elect this option, the total amount otherwise payable on your death, including any amount under an extended death benefit, will be reduced by the **Accelerated Benefits Option Amount**. Also, any amount you could otherwise have converted to an individual contract will be reduced by the **Accelerated Benefits Option Amount**.

See "Definitions" beginning on page 48 and "How To File A Claim" on page 58 for information.

## BASIC LIFE INSURANCE

- Continued

### BENEFICIARY DESIGNATION

You should designate a beneficiary for your Basic Life Insurance. You may name a new or different beneficiary at any time by completing a beneficiary designation form (UPAY 718) available from your local Benefits Office and on the UC HR/Benefits website, [www.ucop.edu/bencom](http://www.ucop.edu/bencom).

- Your beneficiary may be any person or persons you wish to name. "Person" includes any entity capable of taking and holding property.
- If you are married or have a **domestic partner**, you may need to consider your spouse's or **domestic partner's** community property rights before you designate someone else as your primary beneficiary.

If you reside in a community property state, a designation of beneficiary may be subject to challenge if such designation will result in your spouse or **domestic partner** receiving less than his or her proportionate share of the benefit attributable to community property.

You may want to consult with an attorney regarding non-standard beneficiary designations, such as "Trusts". See the UC beneficiary designation form (UPAY 718) for instructions for naming a trust as beneficiary. Prudential will assist in reviewing non-standard or complex beneficiary designations and in providing procedural information about making these designations. Contact Prudential at 1-800-524-0542.

If the member does not name a Beneficiary or if the designation of a Beneficiary is no longer effective, the person or persons (on a share and share alike basis) in the first of the following categories in which there is a survivor shall be the Beneficiary:

- (a) legal spouse or **domestic partner** of the Member;

## **BASIC LIFE INSURANCE**

### **- Continued**

- (b) child or children, including adopted child or children, of the Member (child or children of a deceased child shall take the share of such child by representation);
- (c) parent or parents of the Member;
- (d) sibling or siblings of the Member.

If there is no such survivor, any lump sum death payment shall be paid to the Member's estate.

See page 49 for the definition of "domestic partner" for the purpose of this provision only.

### **PERS MEMBERS**

The \$5,000 insurance benefit for employees who are members of PERS shall be paid upon the death of an insured member to the beneficiary entitled to receive the Basic death benefit.

PERS members may designate a new or different beneficiary (other than the beneficiary entitled to receive the Basic death benefit). Contact PERS to obtain the proper form.

### **WHEN COVERAGE ENDS**

Your coverage will end on the earliest of the following dates:

- (a) the last day of the pay period for which premiums are paid, based on your earnings as an eligible employee;
- (b) the last day of the second month following the month in which the employee last meets the minimum required **average regular paid time**; or
- (c) the day the Group Insurance Plan is discontinued.

### **Termination or Retirement**

If you leave University employment or retire, your insurance terminates on the last day of the last pay period for which premiums are paid by the University, based on your earnings as an eligible employee.

## **BASIC LIFE INSURANCE**

### **- Continued**

#### **Reduction In Average Regular Paid Time**

To remain eligible for Basic Life Insurance coverage, you must maintain an **average regular paid time** of at least 17.5 hours per week. If your **average regular paid time** falls below this level, your Basic Life Insurance may be affected. Contact your local Benefits or Accounting Office for more information.

#### **Leave Of Absence, Furlough, Or Temporary Layoff**

If you are placed on furlough, temporary layoff, or take an approved leave of absence without pay, coverage continues for up to 4 calendar months following the month in which the layoff or leave begins. If you take a leave of absence with pay, coverage continues for up to 2 years from the date the leave begins, as long as you have any salary covered by a defined benefit retirement plan to which the University contributes. If you terminate employment or retire while on a leave of absence, furlough or temporary layoff, the rules above ("When Coverage Ends") will apply.

#### **CONVERSION PRIVILEGE**

When your Basic Life Insurance coverage ends because of retirement, termination of employment, or other loss of eligibility, the insurance may be converted to an individual whole life insurance policy without a medical examination. To convert your group term coverage to individual coverage, you must submit an application and the required premium to The Prudential Insurance Company according to the following rules:

- (a) If you have been given written notice by the 15<sup>th</sup> day after your group coverage ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after your group coverage ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply

## BASIC LIFE INSURANCE

### - Continued

and pay the required premium prior to 92<sup>nd</sup> day after your group coverage ends.

Contact your local Benefits or Accounting Office for the appropriate form or for more information.

You may select the individual policy from several forms of life insurance customarily issued by Prudential, other than term insurance or any policy containing disability or other supplementary benefits. Premiums will be at non-group rates corresponding to your age at the time of conversion.

Once you convert your group insurance to an individual contract, benefits and rights under the group contract cease. If you later become eligible again for University's employer-paid group life insurance coverage following conversion, you must surrender the individual policy to be covered under the UC group insurance. Benefits may be paid under either the group policy or the individual policy (but not both).

If you lose coverage under this plan because your appointment or **average regular paid time** falls below the minimum level for eligibility (see the "Eligibility" and "Reduction in Average Regular Paid Time" sections above), but you are still employed by the University, you may convert to an individual policy without a medical exam within the following time periods:

- (a) If you have been given written notice by the 15<sup>th</sup> day after your group coverage ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after your group coverage ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply and pay the required premium prior to 92<sup>nd</sup> day after your group coverage ends.

## **BASIC LIFE INSURANCE**

### **- Continued**

If you die within the 31 day period following the termination of coverage, an amount equal to the amount which might have been converted will be paid as a claim under the Group Policy, whether or not you applied for an individual policy.

### **EXTENDED DEATH BENEFIT**

The Basic Life Insurance protection may continue for up to 1 year beyond the date coverage terminates if you become totally disabled while covered under the Plan, and are less than age 65 (see definition of Total Disability on page 52). You must remain continuously unable to engage in any occupation until the date of death. Protection continues for 1 year, or until you are age 65, or until disability ends, whichever comes first.

### **ASSIGNMENT**

Under certain circumstances some employees consider it advantageous to assign their rights to employee group life insurance to another person, a trustee, or a viatical settlement company. Your employee group life insurance may only be assigned as a **gift assignment** (see page 51) or a **value assignment** (see page 52). Collateral assignments are excluded. Note that, once made, assignments are irrevocable. The University and/or Prudential cannot advise you on assignments because they involve complex individual, legal and tax questions. You should consult your attorney before taking such action.

Certain gift assignment forms may be obtained from your local Benefits or Accounting Office. You should consult an attorney before you complete these forms.

## **CORE LIFE INSURANCE**

### **ELIGIBILITY**

You are eligible if you are not eligible for Basic coverage and are appointed to work at least 43.75% time. To remain eligible, you must maintain an **average regular paid time** of at least 17.5 hours per week. PERS members are not eligible to be covered under the Core Life Insurance plan since they receive a \$5,000 benefit through PERS.

### **ENROLLMENT**

Enrollment in the Core Life Insurance Plan is automatic. No enrollment form is required.

### **EFFECTIVE DATE**

Coverage becomes effective on the first day of pay status as an eligible employee. You will be covered if you are an eligible employee on pay status for any period of a given month.

If you are on leave for health reasons on the normal effective date, coverage becomes effective the day after your first full day actively at work, based on your normally scheduled workday. This rule also applies to newly hired employees who have not yet reported to work for health reasons.

### **BENEFITS**

The Core Life Insurance Plan provides you with group term life insurance at no cost. The amount of insurance is \$5,000.

See pages 52-53 for information regarding Benefit Payment Options available to your beneficiaries/family members.

### **BENEFICIARY DESIGNATION**

You should designate a beneficiary for your Core Life Insurance. You may name a new or different beneficiary at any time by completing a beneficiary designation form (UPAY 718) available from your local Benefits Office and on the UC HR/Benefits website, [www.ucop.edu/bencom](http://www.ucop.edu/bencom).

## CORE LIFE INSURANCE

### - Continued

- Your beneficiary may be any person or persons you wish to name. "Person" includes any entity capable of taking and holding property.
- If you are married or have a **domestic partner**, you may need to consider your spouse's or **domestic partner's** community property rights before you designate someone else as your primary beneficiary.

If you reside in a community property state, a designation of beneficiary may be subject to challenge if such designation will result in your spouse or **domestic partner** receiving less than his or her proportionate share of the benefit attributable to community property.

You may want to consult with an attorney regarding non-standard beneficiary designations, such as "Trusts". See the UC beneficiary designation form (UPAY 718) for instructions for naming a trust as beneficiary. Prudential will assist in reviewing non-standard or complex beneficiary designations and in providing procedural information about making these designations. Contact Prudential at 1-800-524-0542.

If the member does not name a Beneficiary or if the designation of a Beneficiary is no longer effective, the person or persons (on a share and share alike basis) in the first of the following categories in which there is a survivor shall be the Beneficiary:

- (a) legal spouse or **domestic partner** of the Member;
- (b) child or children, including adopted child or children, of the Member (child or children of a deceased child shall take the share of such child by representation);
- (c) parent or parents of the Member;
- (d) sibling or siblings of the Member.

If there is no such survivor, any lump sum death payment shall be paid to the Member's estate. See page 49 for the definition of "domestic partner" for the purpose of this provision only.



## CORE LIFE INSURANCE

- Continued

### WHEN COVERAGE ENDS

Your coverage will end on the earliest of the following dates:

- (a) the last day of the pay period for which premiums are paid, based on your earnings as an eligible employee;
- (b) the last day of the second month following the month in which the employee last meets the minimum required **average regular paid time**; or
- (c) the day the Group Insurance Plan is discontinued.

### Termination or Retirement

If you leave University employment or retire, your insurance terminates on the last day of the last pay period for which premiums are paid by the University based on your earnings as an eligible employee.

### Reduction in Average Regular Paid Time

To remain eligible for Core Life Insurance coverage, you must maintain an **average regular paid time** of at least 17.5 hours per week. If your **average regular paid time** falls below this level, your Core Life Insurance may be affected. Contact your local Benefits or Accounting Office for more information.

### Leave Of Absence, Furlough, Or Temporary Layoff

If you are placed on furlough, temporary layoff, or take an approved leave of absence without pay, coverage continues for up to 4 calendar months following the month in which the layoff or leave begins. If you take a leave of absence with pay, coverage continues for up to 2 years from the date the leave begins, as long as you have any salary covered by a defined benefit retirement plan to which the University contributes. If you terminate employment or retire while on a leave of absence, furlough or temporary layoff, the rules above ("When Coverage Ends") will apply.

## **CORE LIFE INSURANCE**

**- Continued**

### **CONVERSION PRIVILEGE**

When your Core Life Insurance coverage ends because of retirement, termination of employment, or other loss of eligibility, the insurance may be converted to an individual whole life insurance policy without a medical examination. To convert your group term coverage to individual coverage, you must submit an application and the required premium to The Prudential Insurance Company according to the following rules:

- (a) If you have been given written notice by the 15<sup>th</sup> day after your group coverage ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after your group coverage ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply and pay the required premium prior to 92<sup>nd</sup> day after your group coverage ends.

Contact your local Benefits or Accounting Office for the appropriate form or for more information.

You may select the individual policy from several forms of life insurance customarily issued by Prudential, other than term insurance or any policy containing disability or other supplementary benefits. Premiums will be at non-group rates corresponding to your age at the time of conversion.

If you have Core Life Insurance and become covered by a Basic Life Insurance plan, you may not convert the \$5,000 Core Life Insurance to an individual policy.

Once you convert your group insurance to an individual contract, benefits and rights under the group contract cease. If you later become eligible again for the University's employer-paid group life insurance coverage following conversion, you must surrender the individual policy to be covered under the UC group insurance. Benefits may be paid under either the

## CORE LIFE INSURANCE

### - Continued

group policy or the individual policy (but not both).

If you lose coverage under this plan because your **average regular paid time** falls below the minimum level for eligibility (see the "Eligibility" and "Reduction in Average Regular Paid Time" sections above), but you are still employed by the University, you may convert to an individual policy without a medical exam within the following time periods:

- (a) If you have been given written notice by the 15<sup>th</sup> day after your group coverage ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after your group coverage ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply and pay the required premium prior to 92<sup>nd</sup> day after your group coverage ends.

If you die within the 31 day period following the termination of coverage, an amount equal to the amount which might have been converted will be paid as a claim under the Group Policy, whether or not you applied for an individual policy.

### EXTENDED DEATH BENEFIT

If you become totally disabled and are less than age 65, Core Life Insurance protection may continue for up to 1 year beyond the date coverage terminates. You must remain continuously unable to engage in any occupation until the date of death. Protection continues for 1 year, or until you are age 65, or until disability ends, whichever comes first.

### ASSIGNMENT

Under certain circumstances some employees consider it advantageous to assign their rights to employee group life insurance to another person, a trustee, or a viatical settlement company. Your employee group life insurance may only be assigned as a **gift assignment** (see page 51) or a **value assignment** (see page 52). Collateral

## **CORE LIFE INSURANCE**

### **- Continued**

assignments are excluded. Note that, once made, assignments are irrevocable. The University and/or Prudential cannot advise you on assignments because they involve complex individual, legal and tax questions. You should consult your attorney before taking such action.

Certain gift assignment forms may be obtained from your local Benefits or Accounting Office. You should consult an attorney before you complete these forms.

## **SUPPLEMENTAL LIFE INSURANCE**

### **ELIGIBILITY**

You are eligible for this plan if you are appointed to work at least 50% time for 12 months or more, or 100% time for 3 months or more. If your appointment is at least 50% time, your appointment form may refer to the time period as follows: "ending date for funding purposes only; intent of appointment is indefinite (for more than 1 year)". You are also eligible if you have accumulated 1,000 hours on pay status in a rolling 12-month period. To remain eligible, you must be paid a salary or wage from which plan deductions can be taken. If premiums cannot be taken from pay for two consecutive months, coverage lapses retroactively to the first day of the month for which a premium was missed.

**NOTE:** Duplicate University-sponsored coverage is not allowed. (For example, you may not be covered as an employee under the Supplemental Life Insurance plan and also be covered as a dependent under the Dependent Life Insurance plan.) Should duplicate coverage occur, benefits will be paid under the coverage with the earliest effective date.

### **ENROLLMENT**

You may enroll in this plan during your "Period of Initial Eligibility," which starts on the day you become eligible and ends 31 days from that date (for enrollments with paper forms, on the preceding business day for the local Accounting or Benefits Office if the 31st day is on a weekend or a holiday).

A change in your appointment may create a PIE for you to enroll in (or increase) your Supplemental Life Insurance. A PIE will be created if your appointment change serves to make you eligible to enroll in this coverage for the first time. Also, if you change from an appointment eligible for the University's Mid-Level Benefits to an appointment eligible for Full Benefits, you will be allowed a new PIE. Contact your Benefits Representative for more information.

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

To enroll in (or increase) your Supplemental Life Insurance after your PIE, you must submit a Statement of Health satisfactory to Prudential. Prudential reserves the right to require medical evidence at your expense, if necessary.

You have 31 days from approval of your health statement to submit your enrollment form to your local Benefits or Accounting Office to enroll.

**EFFECTIVE DATE**

The effective date of insurance is:

- a) the first day of the "Period of Initial Eligibility", provided your enrollment form (or your electronic enrollment) is received by your local Benefits or Accounting Office during the "Period of Initial Eligibility", or the first day of eligibility, whichever is later.
- b) the date of approval of your Statement of Health from Prudential, if you enroll at any other time, or increase your Life plan coverage (provided your enrollment form is submitted to your local Benefits or Accounting Office within 31 days of the approval).
- c) the day following the first full day you are actively at work, based on your normally scheduled workday, if you are on an approved leave-of-absence for health reasons (or you are a newly hired employee who has not yet reported to work for health reasons) on the date the new or increased coverage would normally go into effect. This rule also applies to newly hired employees who have not yet reported to work for health reasons.

**BENEFITS**

The Supplemental Life Insurance plan provides you with group term life insurance at group rates without medical examination. There are 5 life insurance plans:

- (1) 1 times your annual (100%-time) **salary rate** (up to a plan maximum of \$250,000);
- (2) 2 times your annual (100%-time) **salary rate** (up to a plan maximum of \$500,000);

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

- (3) 3 times your annual (100%-time) **salary rate** (up to a plan maximum of \$750,000);
- (4) 4 times your annual (100%-time) **salary rate** (up to a plan maximum of \$1,000,000); or
- (5) a flat \$20,000.

To determine the amount of insurance for which you are eligible, round your annual salary rate (100%-time) to the next higher multiple of \$1,000 (if it is not an exact multiple of \$1,000) and multiply the result by 1, 2, 3 or 4.

This insurance does entitle you to a waiver of premium in the event of total disability occurring before age 65 (see page 27).

In addition, an Accelerated Benefits Option is available to Terminally Ill Employees who meet certain requirements (see page 25). This option provides approximately 75% of the life insurance amount in force on your life up to a maximum of \$250,000.

See pages 52-53 for information regarding Benefit Payment Options available to your beneficiaries/family members.

**BENEFICIARY DESIGNATION**

You may designate your own beneficiary(ies). You may name a new or different beneficiary at any time by completing a beneficiary designation form (UPAY 718) available from your local Benefits Office and on the UC HR/Benefits website, [www.ucop.edu/bencom](http://www.ucop.edu/bencom).

- Your beneficiary may be any person or persons you wish to name. "Person" includes any entity capable of taking and holding property.
- If you are married or have a **domestic partner**, you may need to consider your spouse's or **domestic partner's** community property rights before you designate someone else as your primary beneficiary.

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

If you reside in a community property state, a designation of beneficiary may be subject to challenge if such designation will result in your spouse or **domestic partner** receiving less than his or her proportionate share of the benefit attributable to community property.

You may want to consult with an attorney regarding non-standard beneficiary designations, such as "Trusts". See the UC beneficiary designation form (UPAY 718) for instructions for naming a trust as beneficiary. Prudential will assist in reviewing non-standard or complex beneficiary designations and in providing procedural information about making these designations. Contact Prudential at 1-800-524-0542.

If the member does not name a Beneficiary or if the designation of a Beneficiary is no longer effective, the person or persons (on a share and share alike basis) in the first of the following categories in which there is a survivor shall be the Beneficiary:

- (a) legal spouse or **domestic partner** of the Member;
- (b) child or children, including adopted child or children, of the Member (child or children of a deceased child shall take the share of such child by representation);
- (c) parent or parents of the Member;
- (d) sibling or siblings of the Member.

If there is no such survivor, any lump sum death payment shall be paid to the Member's estate.

See page 49 for the definition of "domestic partner" for the purpose of this provision only.

**NOTE:** If you are covered by the Basic Life Insurance Plan and enroll in a Supplemental Plan, you can name the same or different beneficiaries for the 2 plans.



**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

**CHANGE IN SALARY RATE:**

If you enroll in a Life Insurance Plan based on your annual **salary rate** -- your full-time **salary rate** on January 1 of each year is used to determine the amount of insurance you have during the calendar year. Changes in your **salary rate** after any January 1 are reflected in your life insurance amount the following January 1. Coverage will not be reduced automatically if your full-time **salary rate** is reduced. You may write to your local Accounting Office for a prospective reduction in coverage based on your reduced salary rate. If you are not actively at work on the first working day following a January 1 adjustment of your coverage amount, the change in coverage amount will not be effective until you return to active work.

See the definition of "**salary rate**" on page 51 to determine your annual salary rate.

If you are working at 100% time, your **salary rate** is the salary you are appointed to receive. If you work at less than 100% time, your **salary rate** is 100% times the rate for your title. If you have a split appointment at different rates, your **salary rate** is proportionate to the 100% rates of appointments.

**YOUR MONTHLY COST**

The monthly cost of the plan is fully paid by you. Your cost depends on your age and the amount of coverage you buy. Individual premiums are based on your salary and age as of each January 1st. For late enrollees, premium is based on age and salary as of January 1<sup>st</sup> of the current year and adjusted each January 1<sup>st</sup> thereafter. For new hires, premium is based on age as of January 1<sup>st</sup> of the current year and your salary as of date of hire, and adjusted each January 1<sup>st</sup> thereafter. If you enroll in a plan which is based on a multiple of your salary, your monthly cost is adjusted each January 1, based on your current salary (see "Change in Salary Rate" above). Contact your local Benefits Office to obtain current rate information.

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

**ACCELERATED BENEFITS OPTION**

Under the **Accelerated Benefits Option**, a **Terminally Ill Employee** may elect to have a portion of his or her Basic and Supplemental Life Insurance paid out prior to death. This benefit, the **Terminal Illness Proceeds**, can be used for any purpose. The benefit you receive is 75% of the total coverage amount, up to \$250,000, and is paid directly to you, either in 1 lump sum or in 12 equal monthly installments. The amount that would otherwise be paid to your beneficiaries at death is reduced by this amount.

In order to qualify for this Option, you must have become a **Terminally Ill Employee** while insured under the plan, or while your death benefit protection is being extended under the Waiver of Premium provision.

This option may be elected only once.

The **Terminal Illness Proceeds** may be taxable. You may wish to obtain the advice of a tax and/or legal professional before applying for this option.

The **Terminal Illness Proceeds** will be equal to 75% of your Basic and Supplemental Life Insurance amount.

See pages 53-54 for examples of **Accelerated Benefits Option** calculations.

For more information about valuation and payment under the **Accelerated Benefits Option**, call Prudential at 1-800-524-0542.

**To Whom Payable:** The benefits under this option are payable to you.

**Amount Due But Unpaid at Your Death:** If you elect monthly installments and you die before all **Terminal Illness Proceeds** payments have been made, Prudential will pay your Beneficiary or Beneficiaries the total of the payments that remain.

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

**Additional Conditions:** Your right to be paid under this option is subject to these terms:

- (1) You must choose this option in writing in a form that satisfies Prudential.
- (2) You must furnish proof that satisfies Prudential that your life expectancy is 12 months or less, including certification by a Doctor.
- (3) Your Basic and Supplemental Life Insurance must not be assigned.
- (4) **Terminal Illness Proceeds** will be made available to you on a voluntary basis only. You are not eligible for this benefit if you elect the benefit involuntarily solely because:
  - (c) You are required by law to use this option to meet the claims of creditors, whether in bankruptcy or otherwise.
  - (d) You are required by a government agency to use this option in order to apply for, get or keep a government benefit or entitlement.

**Effect on Insurance:** When you elect this option, the total amount otherwise payable on your death, including any amount under an extended death benefit, will be reduced by the **Accelerated Benefits Option Amount**. Also, any amount you could otherwise have converted to an individual contract will be reduced by the **Accelerated Benefits Option Amount**.

See "Definitions" beginning page 48 and "How To File A Claim" on page 58 for information.

**ASSIGNMENT**

Under certain circumstances some employees consider it advantageous to assign their rights to employee group life insurance to another person, a trustee, or a viatical settlement company. Your employee group life insurance may only be assigned as a **gift assignment** (see page 51) or a **value assignment** (see page 52). Collateral assignments are excluded. Note that, once made, assignments are irrevocable. The University and/or Prudential cannot advise you on assignments because they involve complex individual, legal and tax questions. You should consult your attorney before taking such action.

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

Certain gift assignment forms may be obtained from your local Benefits or Accounting Office. You should consult an attorney before you complete these forms.

**WAIVER OF PREMIUM**

If you become disabled for any occupation while covered (see definition of "**Total Disability**" on page 52), you may qualify for an "extended" death benefit (continuance of insurance protection without having to pay the premium). If you become totally disabled before age 65 and disability exists continuously for 6 months, this provision allows for continuance of life insurance protection without payment of premiums. You must provide written proof of your disability no later than 1 year after commencement of the total disability and submit proof of your continuous disability each year thereafter to the insurance company. Protection continues until you reach age 70, as long as you remain totally disabled. You may want to continue your premium payments while your application is pending to avoid losing coverage in the event your application is not approved. Arrangements for direct payment of premiums must be made at the beginning of your approved leave of absence through your local Accounting Office.

**WHEN COVERAGE ENDS**

Your coverage will end on the earliest of the following dates:

- (a) the last day of the pay period for which premiums are paid based on your earnings as an eligible employee; or
- (b) the last day of the pay period in which a form to cancel coverage is received in the local Benefits or Accounting Office; or
- (c) the day the Group Insurance Plan is discontinued.

**Cancellation of Coverage**

If you cancel your insurance, coverage ends on the last day of the pay period in which your local Accounting or Benefits Office receives the form to cancel coverage.

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

**Termination or Retirement**

If you leave University employment or retire, your insurance terminates at the end of the last pay period for which you paid a premium as an eligible employee. You may convert your coverage to an individual policy (see the Conversion Privilege section below).

**Leave of Absence, Furlough or Layoff**

If you take a leave of absence with pay, coverage continues for up to 2 years from the date the leave begins, provided your paycheck is large enough to cover the premiums.

If you are placed on furlough or layoff, coverage may continue for up to 4 calendar months from the date the layoff or furlough begins, provided prior arrangements are made with and premiums are paid to the local Accounting Office.

If you take an approved leave of absence without pay, you may continue coverage for up to 2 years, provided prior arrangements are made with and premiums are paid to the local Accounting Office. If you terminate employment or retire while on a leave of absence, furlough or layoff, the rules above ("When Coverage Ends") will apply.

**PORTABILITY**

If your coverage ends, your Supplemental Life Plan contains a feature that enables you to continue similar coverage at group rates under another contract. Evidence is not required to become insured under the Portability Plan. But, if you submit evidence and Prudential decides evidence is satisfactory, you will pay lower premium rates. This is called portability. Basic Life insurance is not eligible for continuation under the portability feature.

Portability is not available if your coverage ends because:

- (a) you fail to pay the required premiums when due;

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

- (b) you are not actively at work on the day your coverage ends;
- (c) the Plan ends and is replaced by group life insurance from another carrier; or
- (d) you are more than 80 years old.

The minimum amount of insurance that can be ported is \$20,000. The maximum is 5 times your annual Earnings or \$1,000,000.

You must apply for portability and pay the required premium during the Portability Application Period. The Portability Application Period is the 31 day period after your Supplemental Life Insurance ends. But, if you have the right to convert your insurance to an individual contract under the Supplemental Life Coverage, it is the longer of:

- (a) the 31 day period after your Supplemental Life Insurance ends; and
- (b) the number of days during which you have the right to convert your insurance under the Supplemental Life Insurance.

You will need to contact the HR Service Center for further information and an application. If you choose to port your coverage, you may not also convert it.

If you choose to port your Supplemental Life Insurance you may also port coverage for your dependents. See Page 44.

**CONVERSION PRIVILEGE**

When your Supplemental Life Insurance coverage ends because of retirement, termination of employment, or other loss of eligibility, the insurance may be converted to an individual whole life insurance policy without a medical examination. To convert your group term coverage to individual coverage, you must submit an application and the required premium to The Prudential Insurance Company according to the following rules:

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

- (a) If you have been given written notice by the 15<sup>th</sup> day after your group coverage ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after your group coverage ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply and pay the required premium prior to 92<sup>nd</sup> day after your group coverage ends.

Contact your local Benefits or Accounting Office for the appropriate form or for more information. You may select the individual policy from several forms of life insurance customarily issued by Prudential, other than term insurance or any policy containing disability or other supplementary benefits. Premiums will be at non-group rates corresponding to your age at the time of conversion.

If your application for the premium waiver benefit is denied while you are making direct premium payments to your local Accounting Office, you must apply for conversion within the following time periods after the date your application is denied:

- (a) If you have been given written notice by the 15<sup>th</sup> day after your group coverage ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after your group coverage ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply and pay the required premium prior to 92<sup>nd</sup> day after your group coverage ends.

Once you convert your group insurance to an individual contract, benefits and rights under the group contract cease. If you later become eligible and enroll again for Supplemental group life insurance coverage following conversion, you

**SUPPLEMENTAL  
LIFE INSURANCE - Continued**

must surrender the individual policy to be covered under the UC group insurance. Benefits may be paid under either the group policy or the individual policy (but not both).

**NOTE:** The amount you are eligible to convert to an individual contract will be reduced by any Accelerated Benefits payment you have received - see the Accelerated Benefits Option section beginning on page 25.

If you die within the 31 day period following the termination of coverage, an amount equal to the amount which might have been converted will be paid as a claim under the Group Policy, whether or not you applied for an individual policy.



## **DEPENDENT LIFE INSURANCE**

The Dependent Life Insurance Plans help provide you with protection against the financial burden that may follow the loss of a spouse/ domestic partner or a child.

### **ELIGIBILITY**

You may enroll in the Basic Dependent Life Insurance Plan if you are enrolled in the Basic Life Insurance Plan (see page 6). If you are enrolled in the Supplemental Life Insurance Plan (see page 20), you may enroll in either the Basic Dependent Life Insurance Plan or the Expanded Dependent Life Insurance Plan.

Eligible dependents are:

- a. Your legal spouse\*.
- b. Other Eligible Dependents (Family Members):
  - You may enroll a same-sex domestic partner (and the same-sex domestic partner's children/grandchildren/stepchildren) as set forth in the University of California Group Insurance Regulations\*\*.

For information on who qualifies and on the requirements to enroll a same-sex domestic partner, contact your local Benefits Office.

- You may enroll an opposite-sex domestic partner as a family member that is eligible for coverage in UC sponsored benefits as set forth in the University of California Group Insurance Regulations\*\*\*. To be eligible for opposite-sex domestic partner coverage, the employee or domestic partner is age 62 or older and eligible to receive Social Security benefits and both the employee and domestic partner are at least 18 years old.

For information on who qualifies and on the requirements to enroll an opposite-sex domestic partner, contact your local Benefits Office.

**DEPENDENT  
LIFE INSURANCE - Continued**

- You may enroll your domestic partner who is in a domestic partnership with you that has been validly registered by the California Secretary of State; or a person with whom you have established a union other than marriage, recognized under California law as the equivalent of a validly registered domestic partnership.

c. Child

All eligible children must be under the limiting age (18 for legal wards, 23 for all others), unmarried, and may not be emancipated minors. The following categories are eligible:

- (a) your natural or legally adopted children;
- (b) your stepchildren (natural or legally adopted children of your spouse) if living with you, dependent on you or your spouse for at least 50% of their support and are your or your spouse's dependents for income tax purposes;
- (c) grandchildren of you or your spouse if living with you, dependent on you or your spouse for at least 50% of their support and are your or your spouse's dependents for income tax purposes;
- (d) children for whom you are the legal guardian if living with you, dependent on you for at least 50% of their support and are your dependents for income tax purposes.

Any child described above (except a legal ward) who is incapable of self-support due to a physical or mental handicap may continue to be covered past age 23 provided:

- the incapacity began before age 23, the child was enrolled in a group medical plan before age 23 and coverage is continuous;

**DEPENDENT  
LIFE INSURANCE - Continued**

- the child is claimed as your dependent for income tax purposes or is eligible for Social Security Income or Supplemental Security Income as a disabled person or working in supported employment which may offset the Social Security or Supplemental Security Income; and
- the child lives with you if he or she is not your or your spouse's natural or adopted child.

Application must be made to the Plan at least 31 days before the child's 23<sup>rd</sup> birthday and is subject to approval by the Plan. The Plan may periodically request proof of continued disability. Incapacitated children approved for continued coverage under a University-sponsored medical plan are eligible for continued coverage under any other University-sponsored plan; if enrollment is transferred from one plan to another, a new application for continued coverage is not required.

If you are a newly hired Employee with an incapacitated child, you may also apply for coverage for that child. The child must have had continuous group medical coverage since age 23, and you must apply for University coverage during your Period of Initial Eligibility.

\*An insured Employee's legal spouse/domestic partner shall not be considered a qualified dependent if the Employee has enrolled an adult dependent relative (as defined by the University of California's Group Insurance Regulations) in a University-sponsored health plan.

\*\*These dependents are newly eligible January 1, 2001.

\*\*\*The spouse/opposite-sex domestic partner is newly eligible January 1, 2005.

**DEPENDENT  
LIFE INSURANCE - Continued**

**For all dependents:** Your dependent(s) must continue to meet the above requirements as applicable to be eligible for continued coverage. The University and/or Prudential reserve the right to periodically request documentation to verify eligibility of Dependents. Such documentation could include a marriage certificate, birth certificate(s), adoption records, or other official documentation.

Where federal income tax dependency is required for dependent coverage, you will be asked to submit a copy annually of your Federal income tax return (IRS form 1040 or IRS equivalent) showing the covered dependent and your signature to the University to verify income tax dependency.

**Dependents may not be covered:**

- a) if they are insured for Supplemental Life Insurance as employees of the University; or
- b) if the employee or former employee is protected under the Waiver of Premium provisions of the Supplemental Life Insurance or the Extended Death Benefit provisions of the Basic or Core Life Insurance following termination of such insurance. See the provisions under Conversion Privilege on page 46.

**NOTE:** A child shall not be the qualified dependent of more than one employee. Eligible UC-employed family members (spouse/same-sex domestic partner or child) may be covered as an employee under the Supplemental Life, or as a family member under Dependent Life. You may cover your family members under either the Basic or the Expanded Dependent Life plan. You may not cover them under both plans. Duplicate UC-sponsored coverage is not allowed.

In any event, where duplicate coverage has occurred, benefits will be paid under the plan with the earliest effective date.

**DEPENDENT  
LIFE INSURANCE - Continued**

**ENROLLMENT**

**Basic Dependent Life**

If you have dependents eligible for coverage under this program, you may cover them:

- a) during your "Period of Initial Eligibility" (defined below), or
- b) if you do not have eligible dependents when appointed in an eligible position, you have **another** "Period of Initial Eligibility" starting on the date you acquire your **first** eligible dependent.

Once you have enrolled in the plan, it is not necessary to enroll additional dependents, since the family contribution automatically provides coverage for all eligible family members.

**Expanded Dependent Life**

To cover eligible dependents under this plan, you must complete an enrollment form during:

- a) your own "Period of Initial Eligibility" (defined below), or
- b) if you do not have eligible dependents, the "Period of Initial Eligibility" that begins on the date you acquire your first eligible dependent.

If your spouse/domestic partner is the first eligible dependent for coverage, you should enroll in the Spouse/Domestic Partner Only coverage. You have a second "Period of Initial Eligibility" when your first child is born, but you may not enroll your spouse/same-sex domestic partner at that time if he/she was eligible earlier. Coverage for additional children is automatic.

**Both Plans**

Your "**Period of Initial Eligibility**" starts with the first day of your employment in an eligible position and ends 31 days from that date or the last working day of that 31-day period (for enrollments with paper forms, on the preceding business day for the local Accounting or Benefits Office if the 31st day is on a weekend or a holiday). Your "Period of Initial Eligibility" for newly adopted children begins on the date the child is placed in your physical custody, or the date you or your spouse/domestic partner has

**DEPENDENT  
LIFE INSURANCE - Continued**

the legal right to control the child's health care. If not enrolled at that time, there is an additional "Period of Initial Eligibility" beginning on the date the adoption becomes final.

If you do not enroll to cover your eligible spouse/domestic partner during your "Period of Initial Eligibility" or within 31 days of acquisition, you must submit a Statement of Health satisfactory to Prudential.

Prudential reserves the right to require medical evidence at your expense, if necessary. A Statement of Health is not required to cover your eligible dependent children.

**EFFECTIVE DATE**

Your dependents' insurance will become effective the first day of the "Period of Initial Eligibility" provided the enrollment form (or electronic enrollment) is received in your local Benefits or Accounting Office within your "Period of Initial Eligibility".

**NOTE: The coverage effective date for newborn children will begin at birth.** However, other dependents who are confined to a hospital on the date their insurance would become effective will not be covered until the day after their release from the hospital. This delayed effective date due to a dependent's hospital confinement will not apply to your natural child or adopted child added after your initial enrollment.

If you request coverage for your eligible spouse/domestic partner by a Statement of Health, the effective date is the date Prudential approves the application (provided your enrollment form is submitted to your local Benefits or Accounting Office within 31 days of the approval).

Once you have enrolled in the Basic plan or the Expanded plan with coverage for spouse/same-sex domestic partner and child(ren), new eligible family members are covered automatically on the date they become eligible.

**DEPENDENT  
LIFE INSURANCE - Continued**

**BENEFITS/BENEFICIARY DESIGNATION**

Benefits are payable to you in the event of the death of your insured dependent(s) under the Basic Plan. Under the Expanded Plan, benefits will continue to be paid to you in the event of the death of your insured dependent(s), however, you may designate a different beneficiary for "Spouse/Domestic Partner" benefits. A separate beneficiary form will be used. Contact your department or Benefits Representative for details.

If you are not living in the event of the death of your insured dependent(s), benefits will be paid to the surviving spouse's or domestic partner's estate.

For the death of the employee's eligible child, benefits will be paid to the first of the following categories with a survivor:

- The employee
- The child's parent
- The child's brothers and sisters (in equal shares)
- The child's estate

See pages 52-53 for information regarding Benefit Payment Options.

**CHOICE OF DEPENDENT LIFE INSURANCE PLANS**

There are 2 life insurance plans you may choose for your eligible dependents: (1) Basic or (2) Expanded.

**BASIC PLAN**

	<b>Amount of Coverage</b>
Legal Spouse/ Domestic Partner	\$5,000
Dependents less than 23 years	\$5,000 each

**DEPENDENT  
LIFE INSURANCE - Continued**

**EXPANDED PLAN**

**Amount of Coverage**

Legal Spouse/ Domestic Partner	50% of the Employee's amount of insurance under the Supplemental Life Insurance, rounded to the next higher \$1,000 if the amount is not an exact multiple of \$1,000, up to a maximum of \$200,000*
Dependents age less than 23 years	\$10,000 each

\* Adjustments in Employee's amount of insurance will result in an adjustment of the Spouse's/Domestic Partner's insurance amount.

In addition, an Accelerated Benefits Option is available to a Terminally Ill spouse or domestic partner who meet certain requirements (see page 40). This option provides approximately 50% of the life insurance amount in force on your spouse's or domestic partner's life up to a maximum of \$50,000.

**YOUR MONTHLY COST**

**Basic Plan**

The monthly cost of the plan is fully paid by you and depends on your age. Premiums are adjusted each January 1 based on your current age and any rate changes in effect. Contact your local Benefits Office to obtain current rate information.



**DEPENDENT  
LIFE INSURANCE - Continued**

**Expanded Plan**

The monthly cost of the plan is fully paid by you and depends on your age and whether you are covering children or a spouse/domestic partner or both. Premiums are adjusted each January 1 based on your current age and any rate changes in effect. Contact your local Benefits Office to obtain current rate information.

**ACCELERATED BENEFITS OPTION**

Under the **Accelerated Benefits Option**, you may elect to have a portion of your **Terminally Ill Dependent's** Basic or Expanded Dependent Insurance paid out prior to death. This benefit, the **Terminal Illness Proceeds**, can be used for any purpose. The benefit you receive is 50% of the total coverage amount, up to \$50,000, and is paid directly to you, either in 1 lump sum or in 12 equal monthly installments. The amount that would otherwise be paid to you or to any designated beneficiary under the Expanded Plan is reduced by this amount.

In order to qualify for this Option, your spouse or domestic partner must have become a **Terminally Ill Dependent** while insured under the plan.

This option may be elected only once.

The **Terminal Illness Proceeds** may be taxable. You may wish to obtain the advice of a tax and/or legal professional before applying for this option.

The **Terminal Illness Proceeds** will be equal to 50% of your spouse's or domestic partner's Basic Dependent or Expanded Dependent Insurance amount.

See pages 53-54 for examples of **Accelerated Benefits Option** calculations.

For more information about valuation and payment under the **Accelerated Benefits Option**, call Prudential at 1-800-524-0542.

**To Whom Payable:** The benefits under this option are payable to you.

**DEPENDENT  
LIFE INSURANCE - Continued**

**Amount Due But Unpaid at your spouse or domestic partner's Death:** If you elect monthly installments and your Terminally Ill Dependent dies before all payments have been made, Prudential will pay in one sum the total of the payments that remain according to the rules of the plan in which you are enrolled.

**Amount Due But Unpaid at Your Death:** If you elect monthly installments and you die before all **Terminal Illness Proceeds** payments have been made, Prudential will pay your spouse or domestic partner the total of the payments that remain. If your spouse or domestic partner is not living, Prudential will pay in one sum the total remaining payments according to the rules of the plan in which you are enrolled.

**Additional Conditions:** Your right to be paid under this option is subject to these terms:

- (1) You must choose this option in writing in a form that satisfies Prudential.
- (2) You must furnish proof that satisfies Prudential that your spouse's or domestic partner's life expectancy is 12 months or less, including certification by a Doctor.
- (3) The Basic Dependent Life or Expanded Dependent Life Insurance must not be assigned.
- (4) **Terminal Illness Proceeds** will be made available to you on a voluntary basis only. You are not eligible for this benefit if you elect the benefit involuntarily solely because:
  - (e) You are required by law to use this option to meet the claims of creditors, whether in bankruptcy or otherwise.
  - (f) You are required by a government agency to use this option in order to apply for, get or keep a government benefit or entitlement.

**Effect on Insurance:** When you elect this option, the total amount otherwise payable on your spouse's or domestic partner's death, will be reduced by the **Accelerated Benefits Option Amount**. Also, any amount your spouse or domestic partner could otherwise have converted

**DEPENDENT  
LIFE INSURANCE - Continued**

to an individual contract will be reduced by the **Accelerated Benefits Option Amount**.

See "Definitions" beginning on page 48 and "How To File A Claim" on page 58 for information.

**WHEN COVERAGE ENDS**

Your coverage will end on the earliest of the following dates:

- (a) the last day of the last pay period for which premiums are paid based on earnings as an eligible employee;
- (b) the last day of the last pay period the individual is eligible for coverage as a family member;
- (c) (Basic Plan) the day the employee's Basic Life Insurance terminates if the employee is not enrolled in Supplemental Life Insurance;
- (d) (Basic Plan) the day the employee's Supplemental Life Insurance terminates if the employee is not covered by the University's employer-paid Life Insurance (Coverage may be continued if termination is due to employee's death. See "Employee's Death - Continuation of Coverage" below.);
- (e) the last day of the pay period in which a form to cancel coverage is received in the local Benefits or Accounting Office; or
- (f) the day the group contract between the University and the carrier is terminated.

If one or more of your family members become ineligible for coverage due to marriage, death, divorce, legal separation or annulment or any other reason, it is your responsibility to make any changes necessary in your Dependent Life enrollment. Your dependent's insurance coverage may be converted when coverage ends--see the Conversion Privilege section below.

**Termination or Retirement**

If you leave University employment or retire, your insurance terminates at the end of the last pay period of which you paid a premium as an eligible employee. You may convert your coverage to an individual policy (see the Conversion Privilege section below).

**DEPENDENT  
LIFE INSURANCE - Continued**

**Employee's Death - Continuance of Coverage**

If your Dependent Life Insurance terminates because of your death, the period of continuance for your dependents is 6 months from the date of death. Your dependents must arrange to make direct payment of premiums during the 6 month period.

The amount payable during the period of continuance will be the amount for which each dependent was last insured.

**Leave of Absence, Furlough or Layoff**

If you take a leave of absence with pay, your Basic Dependent life insurance may continue for up to 2 years from the date the leave begins, provided your Basic Life Insurance or Supplemental Life Insurance continue and your paycheck is large enough to cover any premiums.

If you take a leave of absence with pay, your Expanded Dependent Life Insurance may continue for up to 2 years from the date the leave begins, provided your paycheck is large enough to cover the premiums for both Supplemental and Dependent Life Insurance

If you are placed on furlough or layoff, Basic Dependent Life Insurance may continue for up to 4 calendar months from the date the layoff or furlough begins, provided Supplemental Life Insurance continues or you have Basic Life Insurance, and prior arrangements are made with and premiums paid to the local Accounting Office. Expanded Dependent Life Insurance will continue for up to 4 calendar months if you continue your Supplemental Life Insurance and prior arrangements are made to continue premium payments.

If you take an approved absence without pay, you may continue Basic or Expanded Dependent Life Insurance for up to 2 years, or up to 6 months during an approved military leave of absence, if you also continue your Supplemental Life Insurance. If you do not have/continue Supplemental Life Insurance, but are covered by Basic Life Insurance, Basic Dependent Life Insurance may be continued for the first 4 months of leave. Prior arrangements must be

**DEPENDENT  
LIFE INSURANCE - Continued**

made with, and premiums paid to, the local Accounting Office.

If you terminate employment or retire while on a leave of absence, furlough or temporary layoff, the rules above ("When Coverage Ends") will apply.

**PORTABILITY**

If your coverage ends, your Basic and Expanded Dependent life plans contain a feature that enables you to continue similar coverage at group rates under another contract. Evidence of Insurability is not required for a dependent to become insured. But, if evidence is submitted for your spouse, or domestic partner, and Prudential decides that evidence is satisfactory, you or, in the case of your death or divorce or your spouse or domestic partner will pay lower premium rates for your spouse's or domestic partner's coverage.

You have the right to apply for dependents term life coverage under the Portability Plan for a dependent if all of these tests are met:

- (1) You apply and become covered for term life coverage under the Portability Plan.
- (2) The Dependent Life Insurance on the dependent ends because your Supplemental Term Life Insurance ends for any reason other than the following:
  - (a) you fail to pay the required premiums when due;
  - (b) your dependent is not confined for medical care or treatment, at home or elsewhere on the day your coverage ends;
  - (c) the Plan ends and the coverage is replaced by group term life insurance from any carrier for which you are or become eligible within the next 31 days;
- (3) With respect to your spouse or domestic partner, that spouse or domestic partner is less than 80 years old.

**DEPENDENT  
LIFE INSURANCE - Continued**

- (4) With respect to the child, that child is less than age 19 or less than age 23, enrolled as a full time student in a school, and wholly depends on you for support and maintenance.
- (5) The dependent is covered for Basic or Expanded Dependents Life Insurance on the day your term life coverage ends.
- (6) The dependent is not confined for medical care or treatment, at home or elsewhere on the day your term life coverage ends.

The maximum amount of insurance that can be ported is 5 times your annual Earnings or \$1,000,000.

If you die, your spouse or domestic partner will have the right to apply for term life coverage under the Portability Plan if that spouse or domestic partner meets all the tests in items 3,5 and 6 above. In addition, your spouse or domestic partner will also have the right to apply for dependents term life coverage under the Portability Plan for the dependent child if the spouse or domestic partner becomes covered under the Portability plan and the child meets all the tests in items 4,5 and 6 above.

If you divorce or your domestic partner ceases to be a qualified dependent, your spouse or domestic partner will have the right to apply for dependents term life coverage under the Portability Plan if the dependents term life coverage ends due to divorce or your domestic partner ceases to be a qualified dependent; and the spouse or domestic partner is less than 80 and not confined for medical care or treatment at home or elsewhere on the date your term life coverage ends.

You must apply for portability for your dependents and pay the required premium during the Portability Application Period. In the case of your death or divorce or your domestic partner ceasing to be a dependent, your spouse or domestic partner has the right to apply for coverage during The Portability Application

**DEPENDENT  
LIFE INSURANCE - Continued**

Period and pay the required premiums. The Portability Application Period is the longer of:

- (a) the 31 day period after your Basic and Expanded Dependents Life Insurance ends; and
- (b) either: (i) the number of days during which you have the right to convert your insurance under the Basic and Expanded Dependents Life Coverages as described under those Coverages; or (ii) in the case of your death or divorce or your domestic partner ceasing to be a dependent, the number of days during which your spouse or domestic partner has the right to convert the insurance to an individual life insurance contract under the Basic and Expanded Dependents Life Coverages.

You will need to contact the HR Service Center for further information and an application. If you choose to port your dependents coverage, or in the case of your death or divorce, your spouse or domestic partner chooses to port dependents coverage, you or your spouse or domestic partner may not also convert it.

**CONVERSION PRIVILEGE**

If your Dependent Life Insurance terminates for one of the reasons below, your dependents may convert the Dependents Life Insurance to individual coverage without a medical examination.

The reasons are:

- You leave University employment, retire, or you or your dependents otherwise lose eligibility;
- The Dependent Life Insurance ends because of your death; or
- The Dependent Life Insurance ends because you have been approved for the waiver of premium benefit under the Supplemental Life Insurance plan (see pages 27 and 35)

**DEPENDENT  
LIFE INSURANCE - Continued**

To convert to individual coverage, you must submit an application and the required premium according to the following rules:

- (a) If you have been given written notice by the 15<sup>th</sup> day after the Dependents Life Insurance ends, you must submit an application and the required premium within 31 days after your group coverage ends.
- (b) If you have been given written notice more than 15 days after the Dependents Life Insurance ends, you must submit an application and the required premium within 25 days after you have been given the notice. But, in no event may you convert if you do not apply and pay the required premium prior to the 92<sup>nd</sup> day after the Dependents Life Insurance ends.

Contact your department or Benefits Representative for the appropriate form or for more details.

Your covered dependents may select the individual policies from several forms of life insurance customarily issued by Prudential, other than term insurance or any policy containing disability or other supplementary benefits. Premiums will be at non-group rates in effect at the time of conversion.

If your dependent dies within the 31 day period following the termination of coverage, an amount equal to the amount which might have been converted will be paid as a claim under the Group Policy, whether or not the dependent applied for an individual policy.



## GENERAL INFORMATION

### DEFINITIONS

Some of the terms used in this booklet have specific, technical meanings as noted below:

#### **ACCELERATED BENEFITS OPTION:**

**For You**, this refers to a benefit under the Basic and Supplemental Life Insurance plan which allows a Terminally Ill Employee, who meets specified conditions, to elect to receive part of their Basic and Supplemental Life Insurance coverage amount while they are living. See "Terminal Illness Proceeds", "Accelerated Benefits Option Amount" and "Terminally Ill Employee" for other terms related to the Accelerated Benefits Option.

**For your spouse or domestic partner**, this refers to a benefit under the Basic or Expanded Dependent Life Insurance plan which allows you to elect to receive a part of a Terminally Ill Dependent's Basic or Expanded Dependent Life Insurance coverage amount while they are living, if they meet specified conditions. See "Terminal Illness Proceeds", "Accelerated Benefits Option Amount" and "Terminally Ill Dependent" for other terms related to the Accelerated Benefits Option.

#### **ACCELERATED BENEFITS OPTION AMOUNT**

**For You**, this refers to the amount of Basic and Supplemental Life Insurance that you may elect to place under the Accelerated Benefits Option. The Accelerated Benefits Option Amount is equal to 75% of the Basic and Supplemental Life Insurance in force on your life on the date Prudential receives the proof that you are a Terminally Ill Employee, but not more than \$250,000. See "Terminal Illness Proceeds" for a description of the actual amount you would receive.

**For your spouse or domestic partner**, this refers to the amount of Basic or Expanded Dependent Life Insurance that you may elect to place under the Accelerated Benefits Option. The Accelerated Benefits Option Amount is equal to 50% of the Basic or Expanded Dependent Life Insurance in force on your spouse's or domestic partner's life on the date Prudential receives the proof that your spouse or domestic partner is a Terminally Ill Dependent, but not more than

### GENERAL INFORMATION - Continued

\$50,000. See "Terminal Illness Proceeds" for a description of the actual amount you would receive.

**AVERAGE REGULAR PAID TIME:** For any month, an employee's **average regular paid time** is the average number of regular paid hours per week (excluding overtime, stipend or bonus time worked by the employee) in the preceding 12 month period. A month with zero regular paid hours--

- (1) which occurred during the employee's furlough or approved leave without pay will not be included in the calculation of the average. If such absence exceeds 11 months, the averaging will be restarted.
- (2) which occurred during a period when the employee was not on furlough or approved leave without pay will be included in the calculation of the average. After 2 consecutive such months, the averaging will be restarted.

For a partial month of zero regular paid hours due to furlough, leave without pay or initial employment--

- (1) if the employee worked at least 43.75% of the regular paid hours available in the month, the month will be included in the calculation of the average.
- (2) if the employee did not work at least 43.75% of the regular paid hours available in the month, the month will not be included in the calculation of the average.

**DOMESTIC PARTNER**, for the purpose of the beneficiary provision only, means an individual with respect to whom the following requirements are met:

- (1) Such individual is designated by a Member as a domestic partner by one of the following methods:
  - (a) The domestic partnership of such individual and Member is validly registered by the California Secretary of State, and a copy of the applicable State registration form(s) is filed with the University; or

**GENERAL INFORMATION - Continued**

- (b) The domestic partnership of such individual and Member is in an established union other than marriage and is recognized under California law as the equivalent of a validly registered domestic partnership; or
  - (c) A valid Declaration of Domestic Partnership, or such other form as required by the University, is filed by such Member with the University, and supporting documentation that demonstrates the existence of the domestic partnership at the time of filing is provided to the University by the Member in accordance with the Plan Regulations.
- (2) The Member and the individual designated as his or her Domestic Partner satisfy the following requirements:
- Each is the other's sole Domestic Partner in a long-term, committed relationship and intend to remain so indefinitely.
  - Neither is legally married, and they are not related by blood to a degree of closeness that would prohibit legal marriage in the State of California.
  - Each is age 18 or older and has the ability to consent to the relationship.
  - They reside together and intend to reside together indefinitely.
  - They are financially interdependent.
- (3) The filing of any form or documentation with the University shall be subject to the requirements set forth in the Plan Regulations. The University may add additional requirements or procedures for establishing the eligibility of a Domestic Partner in the Plan Regulations. An individual shall not be a Domestic Partner unless such requirements are satisfied with respect to such person.

**EMPLOYEE** means an employee appointed and paid by the University, actively working under the direction and control of the University.

## GENERAL INFORMATION - Continued

**GIFT ASSIGNMENT:** A transfer, by absolute and irrevocable assignment, of all incidents of ownership and all other rights, title, interest, both present and future, in and to the insurance under the group policy. This includes, but is not limited to, the right to designate and change a beneficiary, the right to make requisite contributions to maintain the insurance in force under the group policy, and the right to exercise any conversion privilege provided under the group policy.

**SALARY RATE** means the monthly salary you are appointed to receive under your academic, nonacademic, and/or administrative title(s) payable through the University. This includes such things as stipends for department chairs, or shift differentials. It does not include:

- (1) overtime payments,
- (2) consulting fees or payments in lieu of private practice,
- (3) general assistance "by-agreement" payments,
- (4) compensation for extension teaching,
- (5) compensation received for summer session or other vacation period employment in excess of regular salary,
- (6) any remuneration received which is in excess of 100% of full-time equivalent of your regular and normal position, and
- (7) perquisites and any bonuses or other special compensation.

**TERMINALLY ILL EMPLOYEE** means an employee whose life expectancy is 12 months or less.

**TERMINALLY ILL DEPENDENT** means a spouse or domestic partner whose life expectancy is 12 months or less.

### **TERMINAL ILLNESS PROCEEDS**

**For you**, this refers to the amount you may receive under the Accelerated Benefits Option. The Terminal Illness Proceeds are equal to 75% of the Basic and Supplemental Life Insurance (Accelerated Benefits Option Amount) in force on your life on the date Prudential receives the proof that you are a Terminally Ill Employee. In no

## GENERAL INFORMATION - Continued

event will the amount of Terminal Illness Proceeds exceed \$250,000.

**For your spouse or domestic partner**, this refers to the amount you may receive under the Accelerated Benefits Option for your spouse or domestic partner. The Terminal Illness Proceeds are equal to 50% of the Basic or Expanded Dependent Life Insurance (Accelerated Benefits Option Amount) in force on your spouse's or domestic partner's life on the date Prudential receives the proof that your spouse or domestic partner is a Terminally Ill Dependent. In no event will the amount of Terminal Illness Proceeds exceed \$50,000.

**TOTAL DISABILITY** exists when Prudential determines that these conditions are met:

- (1) You are not engaged in any gainful occupation; and
- (2) You are completely unable, due to sickness or injury or both, to engage in any and every gainful occupation for which you are reasonably fitted by education, training, or experience.

**VALUE ASSIGNMENT:** A transfer of all rights and benefits of ownership of your life insurance to a viatical settlement company, made in consideration of terminal illness, in exchange for an agreed upon amount.

## SERVICES FOR BENEFICIARIES/FAMILY MEMBERS

### Benefit Payment Options\*

Beneficiaries and other recipients of group life insurance proceeds of \$5,000 or more may choose to receive payment (a) as a lump sum, or (b) through a personalized, interest-bearing draft account (called the Alliance Account). Group Life Insurance proceeds will be paid into the Alliance Account unless another payment option is selected.

**GENERAL INFORMATION - Continued**

Beneficiaries also have a number of payment options available to them. In addition to a lump sum check payment, beneficiaries may elect to receive all or part of their life insurance proceeds through other payment options. These other payment options include a Certificate of Deposit and 4 types of Guaranteed Income Payments (Annuities).

A toll-free Customer Service number has been established so that beneficiaries can obtain answers to questions they have about life claim payments. For additional information, you may contact Prudential at 1-800-524-0542.

\* Some methods of claim settlement are subject to specific conditions. If a beneficiary or recipient of group life insurance proceeds selects a method of payment that is not available because the payment does not meet the specific conditions of the option, the payment will be made in one lump sum check. Additional details can be obtained from Prudential by calling 1-800-524-0542.

**Sample Accelerated Benefits Option Calculations**

**Note:** The following are examples of calculating an Accelerated Benefit Option Amount. Actual benefits for your situation will differ based on your actual Basic and Supplemental Life Insurance coverage amount or your spouse's or domestic partner's actual Basic or Expanded Dependent Life Insurance coverage amount and the benefit factor in effect at the time you elect the **Accelerated Benefits Option**.

**Sample 1**

An employee has \$200,000 of coverage under their Basic and Supplemental Life Insurance.

**Lump Sum Payment**

\$200,000 Your Basic and Supplemental Life Insurance Coverage Amount

x 75%

\$150,000 Your Accelerated Benefits Option Amount

**\$150,000 Your Terminal Illness Proceeds -- One Time Payment**

**GENERAL INFORMATION - Continued**

**Monthly Installments**

\$200,000 Your Basic and Supplemental Life Insurance Coverage Amount

x 75%

\$150,000 Your Accelerated Benefits Option Amount

$\$150,000 \div 12 = \$12,500$

**\$12,500 Your Terminal Illness Proceeds per Month for 12 Months**

**Sample 2**

A spouse has \$100,000 of coverage under their Expanded Dependent Life Insurance.

**Lump Sum Payment**

\$100,000 Your spouse's Expanded Dependent Life Insurance Coverage Amount

x 50%

\$50,000 Your Accelerated Benefits Option Amount

**\$50,000 Your Terminal Illness Proceeds -- One Time Payment**

**Monthly Installments**

\$100,000 Your spouse's Expanded Dependent Life Insurance Coverage Amount

x 50%

\$50,000 Your Accelerated Benefits Option Amount

$\$50,000 \div 12 = \$4,166$

**\$4,166 Your Terminal Illness Proceeds per Month for 12 Months**

For more information about valuation and payment under the **Accelerated Benefits Option**, call Prudential at 1-800-524-0542.

**GENERAL INFORMATION - Continued**

**INFORMATION REGARDING YOUR  
CERTIFICATE**

A certificate provides a formal definition of plan provisions. It is not evidence of individual coverage.

Individual certificates for you and your dependents may be obtained by calling The Prudential Insurance Company of America at (818) 263-9037.



## **PLAN ADMINISTRATION**

By authority of The Regents, University of California Human Resources and Benefits, located in Oakland, California, administers this plan in accordance with applicable plan documents and regulations, custodial agreements, University of California Group Insurance Regulations, group insurance contracts/service agreements, and state and federal laws. No person is authorized to provide benefits information not contained in these source documents, and information not contained in these source documents cannot be relied upon as having been authorized by The Regents. The terms of those documents apply if information in this booklet is not the same. The University of California Group Insurance Regulations will take precedence if there is a difference between its provisions and those of this booklet and/or the group insurance contracts (regarding eligibility and administration issues, however, the Group Insurance Regulations do not supersede state insurance laws) and service agreements. What is written in this booklet does not constitute a guarantee of plan coverage or benefits--particular rules and eligibility requirements must be met before benefits can be received. Health and welfare benefits are subject to legislative appropriation and are not accrued or vested benefit entitlements.

This section describes how the Plan is administered and what your rights are.

### **Sponsorship and Administration of the Plan**

The University of California is the Plan sponsor and administrator for the Plan described in this booklet. If you have a question, you may direct it to:

University of California  
Human Resources and Benefits  
300 Lakeside Drive, 5th Floor  
Oakland, CA 94612-3557  
1-(800) 888-8267, extension 70651

### **PLAN ADMINISTRATION - Continued**

Claims under the Plan are processed by The Prudential Insurance Company of America at the following address and phone number:

The Prudential Insurance Company of  
America  
Group Life Claim Division  
P.O. Box 8517  
Philadelphia, Pennsylvania 19101  
1-(800) 524-0542

#### **Group Contract Number**

The Group Contract Number for these Plans is G-97000-CA.

#### **Type of Plan**

This Plan is a welfare plan that provides group life insurance benefits. This Plan is one of the benefits offered under the University of California Benefit Programs.

#### **Plan Year**

The plan year is January 1 through December 31.

#### **Continuation of the Plan**

The University of California intends to continue the Plan of benefits described in this booklet but reserves the right to terminate or amend it at any time. The right to terminate or amend applies to all employees and plan beneficiaries. The University of California will also determine the terms of the Plan, such as benefits, premiums and what portion of the premiums the University will pay. The portion of the premium the University pays is subject to state appropriation which may change or be discontinued in the future.

#### **Financial Arrangements**

The benefits under the Plan are paid by The Prudential Insurance Company of America under an insurance contract. The cost of the premiums for the University's employer-paid Life Insurance Plans, Basic and Core, is currently paid entirely by the University of California. The cost of the premiums for the Supplemental Life Insurance and Dependent Life Insurance Plans is paid entirely by the participating employees.

## **PLAN ADMINISTRATION - Continued**

### **Agent for Service of Legal Process**

Legal process may be served on The Prudential Insurance Company of America and on the University of California at the addresses listed above.

### **Your Rights under the Plan**

As a participant in the University of California Employee and Dependent Term Life Insurance Plans, you are entitled to certain rights and protection. All plan participants shall be entitled to:

Examine, without charge, at the Plan Administrator's office, or instead of or in addition to, at other locations specified by the Plan Administrator, all plan documents, including the insurance contract.

Obtain copies of all plan documents for a reasonable charge upon written request to the Plan Administrator.

### **How to File a Claim**

You or your dependents may obtain claim forms from your local Benefits Office. You should protect your rights by filing your claim promptly with The Prudential Insurance Company of America at the address listed above.

A claim is payable promptly upon receipt of certification of death. A certified death certificate with a raised seal should be sent to Prudential with the claim form.

Your beneficiary should receive timely notification from Prudential about whether benefits will be received under the plan. If Prudential needs more time to make a determination, your beneficiary will be notified within 90 days and told why. No more than an additional 90 days may be used to process the claim.

## **PLAN ADMINISTRATION - Continued**

If a claim is denied, your beneficiary will receive a notice from Prudential that states the reasons for the denial and describes any additional information needed. Your beneficiary may, within 180 days after receiving notice of the denial, formally appeal the denial in writing. The appeal should state the specific reasons, with reference to the plan provisions, why the claim should not be denied.

The Prudential has 45 days from the date the formal appeal is received to reply in writing to your beneficiary regarding its decision. If circumstances require Prudential to use additional time to evaluate your beneficiary's appeal, no more than an additional 45 days may be used, and your beneficiary will be notified if the extension of time is needed and why. Prudential's decision is final.

If your beneficiary feels the claim has been wrongfully denied, he or she may have the matter reviewed by the California Department of Insurance by writing: State of California, Department of Insurance, 300 South Spring Street, Los Angeles, CA 90013. The telephone numbers are (800) 927-4357 and (213) 897-8921.

### **Claim Fraud**

When filing a claim, it is fraudulent to knowingly provide false information or omit relevant facts. Criminal and/or civil penalties can result from such acts.

Coverage for an Employee or covered Dependent may be terminated if fraud or deception is used to enroll in the Plan, or for knowingly permitting such fraud or deception by another. Such termination shall be effective upon the mailing of written notice by the University to the Employee. Termination of coverage of a Dependent for fraud shall not cancel the enrollment of other family members. Termination of coverage for an Employee shall automatically cancel the enrollment of all covered Dependents.

**PLAN ADMINISTRATION - Continued**

**Nondiscrimination Statement**

In conformance with applicable law and University policy, the University of California is an affirmative action/equal opportunity employer.

Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director Mattie Williams and for faculty to Executive Director Sheila O'Rourke, both at this address: University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

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