

Group Term Life Insurance

Enrollment at a glance

For the employees of: Foundation Building Materials, Group # 723711



What is Group Term Life Insurance?

- Offered through your employer
- Pays a benefit to your beneficiary if you pass away during a specific period of time ("term")
- Term is generally one year, renewing annually with other employer-offered benefits
- Your employer offers Basic Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance, which is the amount they provide at no cost to you.
- You also have the option to elect additional coverage called Supplemental Life Insurance.

What is Accidental Death and Dismemberment (AD&D) Insurance?

AD&D Insurance pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. This coverage is part of the Group Term Life Insurance offered through your employer.

Eligibility and coverage options

	For you	For your spouse*	For your children
Eligibility	All active employees working 30+ hours per week.	Under age 70. If your spouse is covered under the policy as an employee, then your spouse is not eligible for coverage as a spouse.	To age 26. If your child is covered under the policy as an employee, then your child is not eligible for coverage as a child. If you are covered for employee Basic Life insurance, you may elect coverage even if you do not elect Supplemental Life Insurance coverage on yourself. If both parents are covered as employees, only one but not both may cover the same children. If the parent who is covering the children stops being insured as an employee, the other parent may apply for children's coverage.
Basic Life and AD&D Insurance coverage options	Your employer provides you with Basic Life Insurance and AD&D Insurance of a flat amount of \$100,000. There is	Not applicable.	Not applicable.

	no cost to you for this insurance.		
Supplemental Life Insurance coverage options	Eligible employees may elect Supplemental Life Insurance of \$10,000 to \$500,000 in \$10,000 increments.	Eligible employees may elect Spouse Supplemental Life Insurance of \$5,000 to \$250,000 in \$5,000 increments. Coverage cannot exceed 100% of your total approved Basic Life and Supplemental Life Insurance amount.	Eligible employees may elect Children Supplemental Life Insurance of \$10,000. \$10,000 on your children age 6 months but less than 26 years. Children age live birth but less than 6 months are covered for \$500.
Evidence of insurability (health questions)	Total Supplemental Life Insurance coverage up to \$500,000 is available if you provide evidence of insurability subject to approval by the insurance company. When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.	Total Supplemental Life Insurance coverage up to \$250,000 is available if you provide evidence of insurability on your spouse, subject to approval by the insurance company. When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.	Not applicable.
New hires	You may elect up to \$250,000 without providing evidence of insurability. If you elect higher amount(s), you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.	You may elect up to \$50,000 of Supplemental Life Insurance on your spouse without providing evidence of insurability. If you elect higher amount(s), you will need to submit evidence of insurability on your spouse to the insurance company for approval before coverage becomes effective.	You may elect up to \$10,000 of Supplemental Life Insurance on your children without providing evidence of insurability.
Late entrants	If you are not currently enrolled for Supplemental Life Insurance, you must provide evidence of insurability during the current enrollment period. If you are currently enrolled for Supplemental Life insurance, you must provide evidence of insurability for all requested increases.	If you are not currently enrolled for Spouse Supplemental Life Insurance, you must provide evidence of insurability on your spouse during the current enrollment period. If your spouse is currently enrolled for Spouse Supplemental Life Insurance, you must provide evidence of insurability on	If you are not currently enrolled for Children Supplemental Life Insurance, you may elect \$10,000 without providing evidence of insurability on your children during the current enrollment period.

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		any requested increases for your spouse.	
Age reductions Note: Your payroll deductions will be adjusted to pay premium based on the new benefit amount(s).	Benefit amount reduces to 65% of original coverage at age 65, to 50% of original coverage at age 70.	Benefit amount reduces to 65% of original coverage at spouse age 65, to 50% of original coverage at age 70.	Not applicable

*The use of "spouse" in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.

What does my life insurance include?

The benefits listed below are included with your life insurance coverage.

- **Accelerated Death Benefit:** If you have a medical condition that requires permanent continuous confinement in an institution or are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living.
- **Accidental Death and Dismemberment (AD&D) Insurance*:** Pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. The proceeds can be used however you or your beneficiary would like.
- **Conversion*:** You may convert life insurance coverage to an individual Whole Life Insurance policy when you leave your employer or due to loss of eligibility under the employer's group policy.
- **Portability:** You may apply to continue your Basic and Supplemental coverage when you leave your current employer, and pay premiums to the insurance company directly.
- **Waiver of Premium:** If you become unable to work due to total disability, your Basic and Supplemental Life Insurance can be continued without premium payment.
- **Convenient payroll deductions:** Premium deductions for Supplemental coverages are taken directly from your paycheck, so you never have to worry about late payments or lapse notices.

A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders.

*Coverage on your spouse and children is available if they are enrolled for life insurance.

How much does my life insurance cost?

Basic Life Insurance and Basic AD&D Insurance is provided by your employer at no cost to you.

Employee and Spouse Supplemental Life Insurance Rates

Employee age	Monthly rate per \$1,000 of coverage
Under 25	\$0.07
25-29	\$0.07
30-34	\$0.08
35-39	\$0.10
40-44	\$0.16
45-49	\$0.26
50-54	\$0.50
55-59	\$0.78
60-64	\$0.91
65-69	\$1.65
70-74	\$3.23
75-79	\$8.79
80*	\$19.98

Children Life Insurance Rates

Monthly cost for all eligible children

Monthly rate per \$1,000 of coverage

\$0.200

Supplement AD&D Insurance Rates

Monthly rate per \$1,000 of coverage

EE \$0.0170

SP \$0.0400

CH \$0.0400

Use the steps below to calculate your premium for you and your spouse based on the amount of insurance you elected:

Step 1: Enter the rate per \$1,000 based on age:

Step 2: Take the amount of insurance and divide it by 1,000:

(Example: For \$150,000 of coverage, enter "150")

Step 3: Multiply lines 1 and 2 (this is your monthly cost):

Monthly cost for your children: (covers all eligible children)

Enter the monthly cost for the amount of coverage from the table above:

Exclusions and limitations

Supplemental Life Insurance coverages have a two-year suicide exclusion from the effective date of coverage or increase in coverage.



Where do I get more information?

For more information or to access the certificate of insurance, please call the Voya Employee Benefits Customer Service Team at (800) 955-7736 or log on to [EBRC - Foundation Building Materials \(voya.com\)](https://voya.com/EBRC-Foundation-Building-Materials).

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

CN1205-46715-1219

Foundation Building Materials, Group #72371-1, Date Prepared: 4/15/2025

177547—01012019

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