

City of Duluth & Duluth Airport Authority

Your Group Life Insurance Benefits



Your employer offers Term Life and Accidental Death and Dismemberment (AD&D) insurance to benefit eligible employees. Coverage is underwritten by Minnesota Life Insurance Company and administered by Ochs, Inc.

BASIC TERM LIFE (employer paid)

Amount

- Varies by job classification - see certificate for details

Additional Information

- Employer provided** - no election required
- Does not include AD&D

GUARANTEED ISSUE

New Hires

can elect coverage during their 31 day initial enrollment period - without health questions. Evidence of Insurability will be required outside of this opportunity (except for a qualified family status change) and also for elections greater than the **guaranteed amounts** below.

Guaranteed Amounts¹

- Employees** - up to \$150,000
- Your spouse** - up to \$30,000
- Your children** - \$10,000 or \$15,000

SUPPLEMENTAL LIFE PROGRAM (employee paid)

Build a stronger financial package to protect your family against the unexpected loss of life and income during your working years.

Through a **Supplemental Term Life Program**, employees can elect additional insurance for themselves, their spouse and their children. Enrolling for employee or spouse supplemental term life will require Evidence of Insurability (EOI) and underwriting approval - except as a new hire or if a qualified family status change occurs, at which time guaranteed issue (GI) coverage is available.¹

| Coverage | Amount | Additional Information |
|--|--|--|
| Employee Supplemental Term Life | <ul style="list-style-type: none"> \$5,000 increments Maximum: \$500,000 | <ul style="list-style-type: none"> Includes a matching AD&D benefit Evidence of Insurability is required New hires - see Guaranteed Issue opportunity¹ |
| Spouse Term Life | <ul style="list-style-type: none"> \$2,500 increments Minimum: \$5,000 Maximum: \$250,000 | <ul style="list-style-type: none"> Includes a matching AD&D benefit A spouse is not eligible if also eligible as an employee Evidence of Insurability is required New hires - see Guaranteed Issue opportunity¹ |
| Child Term Life | <ul style="list-style-type: none"> \$10,000 or \$15,000 | <ul style="list-style-type: none"> Children are eligible from live birth to age 26 A child may only be covered by one parent if both are employees Evidence of Insurability is required New hires - see Guaranteed Issue opportunity¹ |

¹GI amounts are available for new hires as of the policy effective date and for newly eligible employees or qualified family status changes (i.e. marriage or birth/adoption of a child). Amounts are subject to plan maximums.

**Monthly cost per \$1,000
Employee and Spouse Term Life and AD&D**

| Age | Rate |
|-------|--------|
| <25 | \$0.10 |
| 25-29 | \$0.10 |
| 30-34 | \$0.12 |
| 35-39 | \$0.12 |
| 40-44 | \$0.18 |
| 45-49 | \$0.28 |
| 50-54 | \$0.48 |
| 55-59 | \$0.78 |
| 60-64 | \$0.86 |
| 65-69 | \$1.66 |
| 70-74 | \$3.00 |
| 75* | \$3.00 |

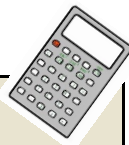
Rates increase with age and are subject to change.
*Rates beyond age 75 are available upon request.

**Child Term Life
(one election covers all eligible children)**

| Coverage Option | Monthly Cost |
|--------------------|--------------|
| \$10,000 per child | \$1.30 |
| \$15,000 per child | \$1.95 |

How much life insurance do you need?

Visit LifeBenefits.com/insuranceneeds to use an interactive resource to help estimate the amount of insurance your family would need to meet financial obligations in the event of death.



Calculate your cost:

| | |
|--|----------|
| Total coverage you need divided by 1,000 | \$ _____ |
| x your rate (from the table above) | \$ _____ |
| = your monthly premium | \$ _____ |

Beneficiary Designations

Naming a beneficiary is an important right of life insurance ownership; this determines who receives the death benefit. It is recommended you review and update your elections periodically.

Your life insurance plan includes features and services at no additional cost, beyond the premiums you pay.

Plan Features

- **Accelerated Benefit** - If an insured person becomes terminally ill, he/she may be eligible to request early payment of up to 100% of the life insurance amount in force.
- **Accidental Death and Dismemberment (AD&D)** - Provides additional financial protection if death or dismemberment results from a covered accident, whether it occurs at work or elsewhere.
- **Minnesota Continuation** - If coverage is lost due to resignation, termination of employment, layoff, or loss of eligibility due to reduction in hours; you may continue this insurance at the group rate until the earlier of 18 months or when insured under another group policy.
- **Portability** - If you are no longer eligible for group coverage, you have 31 days to port your group life insurance. Portable coverage ends at age 70. Premiums may be higher than those paid by active employees.
- **Conversion** - If you are no longer eligible for group coverage or your portability period is ending, you have 31 days to convert this coverage to an individual life insurance policy. Premiums may be higher than those paid by active employees.

LifeSuite Services

- **Travel Assistance** - Access to 24/7/365 emergency travel assistance services provided by RedpointWTP LLC. More information is available at lifebenefits.com/travel, or by calling 1-855-516-5433.
- **Legal, Financial and Grief Counseling** - Services such as drafting legal documents and consultations are provided by Ceridian HCM, Inc. Additional information is available at lifeworks.com: Username: **lfg**, Password: **resources**, or by calling 1-877-849-6034.
- **Legacy Planning** - Active and retired employees and their families can access resources to help work through end-of-life issues or plan a funeral. Visit: LegacyPlanningResources.com.
- **Beneficiary Financial Counseling** - Beneficiaries who receive at least \$25,000 in policy benefits may choose to use independent beneficiary counseling services from PricewaterhouseCoopers LLP.

For more information about LifeSuite Services visit:
brainshark.com/securian/LifeSuiteServices

Convenient Payroll Deductions

- Premiums are automatically deducted from your paycheck.

Questions

Contact your benefits office or Ochs, Inc. M-F 8:00 a.m. to 4:30 p.m. CT. Phone: 651-665-3789 / 1-800-392-7295 or Email: ochs@ochsinc.com. A representative is available to help you.

Take Action - Enroll Now
Don't miss this enrollment opportunity!
Turn forms in to your Benefits Office.

Ochs, Inc.
A Securian Company

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Rev. 10-2016

LifeSuite Service providers are not affiliated with Minnesota Life or its group contracts and may be discontinued at any time. Certain terms, conditions and restrictions may apply when utilizing the services. To learn more, visit the appropriate website.

This is a summary of plan provisions related to the insurance policy issued by Minnesota Life, an affiliate of the Securian Financial Group, Inc. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations, and terms of coverage.