

## NAPEBT - City of Flagstaff

# 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.

## GUARANTEED ISSUE

### BASIC TERM LIFE (employer paid)

#### Amount

- One times your annual salary, rounded to the next higher \$1,000
- Maximum: \$150,000
- Coverage reduces to 65% at 65, 45% at 70, 30% at 75, 20% at 80, 15% at 85, and 10% at 90

#### Additional Information

- **Guaranteed** - no election required
- Includes a matching AD&D benefit
- Coverage terminates at employee's loss of eligibility
- **Coverage is guaranteed, no health questions asked!**

### New Employees

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 Amounts<sup>1</sup>

- **Employees** - up to \$150,000
- **Your spouse/DP** - up to \$50,000
- **Your children** - up to \$10,000

### 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/domestic partner (DP) and their children.

Coverage	Amount	Additional Information
<b>Employee Supplemental Term Life</b>	<ul style="list-style-type: none"> <li>• Elect additional coverage in \$10,000 increments up to a maximum of \$500,000 (not to exceed 5x your salary)</li> </ul>	<ul style="list-style-type: none"> <li>• At future enrollments, employees may increase their existing coverage by <b>\$10,000</b> each year. No health questions asked! (Up to the guaranteed issue of \$150,000).</li> <li>• Evidence of Insurability is required for amounts over the guaranteed issue that is allowed as a new hire or during your annual enrollment period<sup>1</sup></li> <li>• <b>No age reductions!</b></li> <li>• <b>New employees</b> - see <b>Guaranteed Issue opportunity</b></li> </ul>
<b>Spouse/ Domestic Partner (DP) Term Life</b>	<ul style="list-style-type: none"> <li>• Elect additional coverage in \$5,000 increments up to a <b>maximum of \$250,000</b> (not to exceed 100% of employee's total basic and supplemental coverage amount)</li> </ul>	<ul style="list-style-type: none"> <li>• A spouse/DP is not eligible, if also eligible as an employee</li> <li>• <b>Spouse/DP can elect coverage, even if employee does not elect coverage</b></li> <li>• Evidence of Insurability is required<sup>1</sup></li> <li>• <b>New employees</b> - see <b>Guaranteed Issue opportunity</b></li> </ul>
<b>Child Term Life</b>	<ul style="list-style-type: none"> <li>• \$1,000 increments</li> <li>• Minimum: \$2,000</li> <li>• Maximum: \$10,000</li> </ul>	<ul style="list-style-type: none"> <li>• Elections are <b>Guaranteed</b> each annual enrollment</li> <li>• <b>Eligible children are live birth through age 26 regardless of student, marital, or financial status</b></li> <li>• A child may only be covered by one parent, if both are employees</li> <li>• <b>New employees</b> - see <b>Guaranteed Issue opportunity</b></li> </ul>

<sup>1</sup>Certain guaranteed Issue amounts are available as a new employee, during annual enrollment, and for qualified family status changes (i.e. marriage or birth/adoption of a child). Amounts are subject to guaranteed issue limits and plan maximums - see above. Amounts over the guaranteed issue limits and outside guaranteed issue opportunities will require Evidence of Insurability.

**How much will it cost per month?  
Supplemental Term Life**

Age	Employee Rate (per \$1,000)	Spouse/DP Rate (per \$1,000)
<30	\$0.06	\$0.07
30-34	\$0.09	\$0.10
35-39	\$0.09	\$0.12
40-44	\$0.10	\$0.12
45-49	\$0.15	\$0.19
50-54	\$0.23	\$0.28
55-59	\$0.43	\$0.53
60-64	\$0.66	\$0.81
65-69	\$1.27	\$1.56
70+	\$2.06	\$2.06

Rates increase with age and are subject to change.

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

Monthly Cost Per \$1,000	\$0.07
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**Calculating your Premium**

To calculate your premium, follow these steps:

1. Elect your desired coverage amount
2. Divide the coverage amount by \$1,000
3. Multiply by the rate from the table provided for your current age

**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**

- **Waiver of Premium** - If you become totally and permanently disabled, life insurance premiums may be waived.
- **Accelerated Benefit** - If an insured person becomes terminally ill with a life expectancy of 12 months or less, he/she may 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.
- **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](http://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](http://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](http://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](http://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:** 1-800-392-7295 or **Email:** [ochs@ochsinc.com](mailto:ochs@ochsinc.com)). A representative is available to help you.



**Ochs, Inc.**  
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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.