



Supplemental Term Life Insurance Provider: Minnesota Life

Basic Term Life Insurance

Pasco County Schools provides an employer-paid basic life benefit to all benefit eligible employees through Minnesota Life. You also automatically receive a matching amount of \$35,000 of Accidental Death and Dismemberment coverage as part of your basic life insurance benefit. This benefit is provided at no cost to you.

Supplemental Life Insurance

In addition to the \$35,000 basic term life insurance received, you may purchase supplemental life insurance for yourself, your spouse and your children. The supplemental life insurance is an age-banded benefit; premium amounts are based on your age and the amount of coverage that you select. During Open Enrollment coverage may increase by \$20,000 with no evidence of insurability required. Any additional increase over \$20,000 will require evidence of insurability and medical underwriting. During open enrollment, you may increase your existing supplemental life coverage by one or two \$10,000 increments, up to a maximum of 5 times your annual salary or \$300,000, without answering health questions. To apply for coverage other than what's outlined here, you'll answer three questions about your health history - along with height and weight.

What is accidental death and dismemberment (AD&D) insurance?

AD&D coverage is included in your basic life insurance benefit provided by Pasco County Schools. AD&D means that when your death or dismemberment results directly from an accidental injury which is unintended, unexpected and unforeseen the policy pays a benefit in addition to the basic life insurance benefit. The benefit amount is equal to the amount of the basic life benefit. For example, an employee would have \$35,000 of AD&D Insurance in addition to the \$35,000 of Basic Life Insurance. There is not an AD&D benefit associated with supplemental policies.

Employee Supplemental Life

You may purchase supplemental life insurance coverage for yourself in \$10,000 increments up to 5 times your salary or a maximum of \$300,000, whichever is less. If you enroll in coverage as a new benefit eligible employee, you may apply for up to the maximum amount of coverage that you are eligible for without having to answer health questions.

Spouse Life Insurance

As a new employee, when you are first eligible for benefits, you may purchase coverage in \$5,000 increments, up to a maximum of \$25,000 for your spouse, without having to answer health questions. Spouse supplemental life insurance can be purchased in \$5,000 increments, not to exceed 100% of the employee's coverage or \$150,000 (whichever is less). Any additional elections or increases in coverage will require you to answer health questions.

If both spouses work for Pasco County Schools, an employee cannot be covered by their spouse.

Do I need to complete an evidence of insurability form?

Enrolling for coverage other than what is outlined on page one will require that you answer three questions about your health history, along with height and weight. Based on your answers, it will be determined whether anything further is needed to make a decision to approve or decline the application. If by any chance your application is not approved, you will still get any coverage that didn't require the health questions and it will not affect any coverage you already have. In the following situations, the life insurance carrier requires applicants to complete a medical underwriting form (Medical History Statement) regarding past health history: Evidence of Insurability (EOI) is required:

- Employees not currently enrolled
- Employees enrolled in supplemental life insurance policy allows for reinstatement within 1 year. See "Can your insurance be reinstated after termination?" section on the certificate, who are requesting an increase in coverage of more than \$20,000
- Reinstatement of Benefits: Any request to reinstate a life insurance benefit

Newly hired employees: Evidence of Insurability (EOI) - Medical underwriting is not required.

Electronic Evidence of Insurability Process (EOI)

If you recently elected to increase your group life insurance coverage by more than \$20,000 or you are enrolling for the first time you must submit a satisfactory Evidence of Insurability (EOI). This year you may complete your EOI online.

Before you begin:

- The process will take 10-30 minutes to complete
- You will not be able to save your work to return later
- An email address is required
- Have your medical records available
- If you have elected spouse coverage, they must complete their questions during the same session
- Visit www.LifeBenefits.com/SubmitEOI
- Provide your group policy number- 33290
- Enter your access key – pasco
- Complete the word validation

This electronic process is not available for “child” supplemental life. A paper EOI form must be completed. It can be obtained on-line in Munis on the page that the benefit is elected (icon on top of page). Any new coverage for children with the exception of new hires will require an evidence of insurability to be completed. A link to the paper form is available during open enrollment.

Group policy number - 33290



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How do I designate a beneficiary?

To assign beneficiaries for your Life insurance policy (core and supplemental), you must use your assigned log-in ID and password sent to you by Minnesota Life in the mail to sign into www.lifebenefits.com website to designate your beneficiaries.

You may assign multiple primary and contingent beneficiaries, as long as the percentages are in whole numbers, and equal 100 percent. Contingent beneficiaries will only receive a benefit if none of the primary beneficiaries survive you. You can change your beneficiaries at any time by logging onto lifebenefits.com.

Age Reductions (Supplemental Life only)

Age reductions apply to supplemental life coverage only. Age reductions will apply the first day of the month following and insured employee's 70th and 75th birthdays. The amount of supplemental insurance on an employee age 70 or older shall be a percentage of the amount otherwise provided by the plan of insurance. Age 70=65% of the amount of insurance, Age 75=50% of the amount of insurance. (Example: \$100,000 of coverage reduces to \$65,000 at age 70 and \$50,000 at age 75)

Are my life insurance benefits reduced while I grow older?

Your basic core life insurance benefit (\$35,000) does not reduce with age for active employees. Supplemental policies will reduce with age. See your certificate of coverage for information regarding benefit reductions due to age.

Can I collect my life insurance benefit while I am still living?

Both the Basic Employee Life policy and the supplemental employee life insurance include an Accelerated Benefit that allows an insured employee with a "Qualifying Medical Condition" to receive up to 75% of the amount of the insured's life insurance. A "Qualifying Medical Condition" is a terminal illness or physical condition that is reasonably expected to result in death within 12 months.

The receipt of this benefit may be taxable and may affect your eligibility for Medicaid or other government benefits or entitlements, so you should consult your tax or legal advisor before you apply for an Accelerated Benefit.

How do I submit a claim?

If you need to submit a claim, please contact our Risk Management at 813-794-2520.

Do I still need to pay my premium of coverage if I become disabled?

The waiver of premium benefit is available for those who become totally and permanently disabled prior to age 60. Contact Risk Management to receive the waiver of Premium Application.

Can I take my life insurance with me if I leave Pasco County Schools?

You are eligible to “port” (buy) your life coverage to take with you when you leave employment with Pasco County Schools. This portability option applies to basic and supplemental life policies. If you are not in good health, you may be required to “convert” your basic coverage which will result in a much higher premium amount due.

When you end your employment, you may visit the Employee Benefits website and download the form to port your policy with Minnesota Life. It will be your responsibility to download the portability form and contact Minnesota life to continue your basic or supplemental insurance benefit. This action must be taken within 60 days of your employment ending.

As part of your participation in this benefit, the following services are available at no charge:

Travel Assistance

Services include a full range of medical, travel, legal and emergency transportation services when you travel more than 100 miles from home or internationally. Medical professional locator services, assistance replacing lost or stolen luggage, medication, or other critical items, medical or security evacuation.

Legal Services

You have access to an online library of legal forms, comprehensive web and mobile resources. Also available is a free 30-minute consultation with a participating attorney.

Legacy Planning

Access to a variety of information and resources to work through end-of-life issues: End-of-life planning, final arrangements, Express Assignment™ for expedited funeral home assignments.

Minnesota Life Rates (Deductions occur 20 times per year for all employees)

Age	Employee Only Per \$10,000 Per Pay	Spouse Only Per \$5,000 Per Pay	Children Only Per Pay
18-24	\$0.29	\$0.15	\$0.79
25-29	\$0.25	\$0.12	—
30-34	\$0.29	\$0.15	—
35-39	\$0.44	\$0.22	—
40-44	\$0.69	\$0.35	—
45-49	\$1.14	\$0.57	—
50-54	\$1.73	\$0.86	—
55-59	\$2.57	\$1.28	—
60-64	\$3.66	\$1.83	—
65-69	\$6.08	\$3.04	—
70-74	\$10.88	\$5.44	—
75 & over	\$22.20	\$11.10	—