

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 \$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 core life, you may purchase supplemental life insurance for you, 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.

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 without having to provide evidence of insurability or complete medical underwriting documents.

Spouse life insurance

Spouse supplemental life insurance can be purchased in \$5,000 increments not to exceed 100% of the employee's coverage (basic-supplemental coverage) or \$150,000 (whichever is less). As a new employee, when you are first eligible for benefits, you may purchase coverage amounts up to \$25,000 for your spouse, without having to provide evidence of insurability or medical underwriting. Any additional coverage or increase in coverage requires medical underwriting.

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



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Child life insurance

Employees can purchase life insurance for their eligible dependent children. Parents who both work for Pasco County Schools may only cover their children under one parent. The coverage option for Child Life Insurance is \$10,000 for each child covered. You pay one premium for all children covered under your benefit plan.

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.

What if I would like more coverage than basic life (\$35,000)?

Eligible employees may apply for additional Life insurance in increments of \$10,000, up to five times their annual base pay, but not to exceed \$300,000. 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 and will not be required to provide proof of insurability or complete medical underwriting documents.

Do I need to complete an evidence of insurability form?

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, 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 and you are not a "new enrollee" 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).

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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 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.

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.

Age Reductions

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.

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.

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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 occurs 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	-