Lincoln Financial

# Osseo Area Schools ISD #279
# Optional life/AD&D insurance

## What is it?

Life and accidental death and dismemberment (AD&D) insurance provide cash benefits in the unfortunate event that you or a covered family member passes away or suffers a traumatic injury from certain covered accidents.

## Why is this coverage valuable?

Life and AD&D insurance can offer reassurance that you, or the people you love, will have access to money to help cover expenses during a challenging time.

## Your life/AD&D coverage

| | |
|---|---|
| **Eligibility description** | Part-time hourly technical |
| **Contribution** | You pay the cost of your coverage |
| **Employee life coverage amount** | 3 times annual earnings rounded to the next higher $1,000 |
| **Employee life coverage maximum** | This amount may not exceed $125,000 |
| **Spouse life coverage** | The amount of dependent life insurance coverage cannot be greater than 100% of the employee benefit.<br>Increments of $5,000 |
| **Spouse life coverage maximum** | This amount may not exceed $250,000 |
| **Dependent child(ren) life coverage** | Live birth but under 26 years: $10,000 |
| **AD&D coverage** | 3 times annual earnings rounded to the next higher $1,000 to a maximum of $125,000 |
| **AD&D spouse coverage** | The amount of dependent AD&D coverage cannot be greater than 100% of the employee benefit.<br>Increments of $5,000 to a maximum of $250,000 |
| **Dependent child(ren) AD&D coverage** | Your dependent child AD&D coverage is equal to the life benefit amount |
| **Guarantee issue:** You're not required to answer health questions to qualify for coverage up to and including the specified amount when you sign up for coverage during the initial enrollment period. | Employee: $125,000<br>Spouse: $30,000 |
| **Evidence of insurability (EOI):** A health statement requiring you to answer a few medical history questions. | Health statement may be required |
| **Portability:** Allows you to continue maintaining coverage if you terminate your employment. | Yes |
| **Conversion:** Allows you to continue coverage after your group plan has been terminated. | Yes, with restrictions. See certificate of benefits |

| | |
|---|---|
| **Accelerated life benefit:** A lump-sum benefit is paid to you if you're diagnosed with a terminal condition as defined by the plan. | Yes. See certificate of benefits |
| **Waiver of premium:** Relieves you from paying premiums during a period of disability that's lasted for a specific length of time. | Included |
| ***LifeKeys*® services**: Access to counseling, financial, and legal support services. | Included |
| ***TravelConnect*® services:** Access to emergency medical assistance for you and your family when you're on a trip 100 or more miles from home. | Included |

## Life/AD&D rate information

| Option | Monthly rate |
|---|---|
| Employee and spouse life insurance | See rate tables below |
| Employee AD&D | $0.016 per $1,000 in covered benefit |
| Spouse AD&D | $0.020 per $1,000 in covered benefit |
| Child(ren) life insurance | $0.200 per $1,000 in covered benefit |
| Child(ren) AD&D | $0.020 per $1,000 in covered benefit |

**Employee life insurance monthly rate per $1,000:**

| Age range | Premium monthly rate |
|---|---|
| 0 – 24 | $0.050 |
| 25 – 29 | $0.050 |
| 30 – 34 | $0.080 |
| 35 – 39 | $0.090 |
| 40 – 44 | $0.100 |
| 45 – 49 | $0.120 |
| 50 – 54 | $0.160 |
| 55 – 59 | $0.310 |
| 60 – 64 | $0.440 |
| 65 – 69 | $0.930 |
| 70 – 74 | $1.430 |
| 75+ | $1.430 |

**Spouse life insurance monthly rate per $1,000:**

| Age range | Premium monthly rate |
|---|---|
| 0 – 24 | $0.050 |
| 25 – 29 | $0.050 |
| 30 – 34 | $0.080 |
| 35 – 39 | $0.090 |
| 40 – 44 | $0.100 |
| 45 – 49 | $0.120 |
| 50 – 54 | $0.160 |
| 55 – 59 | $0.310 |
| 60 – 64 | $0.440 |
| 65 – 69 | $0.930 |
| 70 – 74 | $1.430 |
| 75+ | $1.430 |

## Benefit exclusions

Like any insurance, this life and AD&D insurance policy does have exclusions.

For life insurance, a suicide exclusion may apply.

For AD&D, benefits won't be paid if death/dismemberment occurs as the result of:

- War, declared or undeclared, or any act of war
- Intentionally self-inflicted injuries, while sane or insane
- Suicide, or suicide attempt, while sane or insane
- Active participation in a riot
- Committing or attempting to commit a felony
- Disease, bodily or mental illness, or medical or surgical treatment thereof
- Infections
- Controlled substances voluntarily taken, ingested, or injected unless prescribed or administered by a physician
- Serving on full-time active duty in the armed forces of any country or international authority
- The presence of alcohol in the covered person's blood, which raises the presumption that the covered person was under the influence of alcohol and contributed to the cause of the accident

This is an incomplete list of benefit exclusions. A complete list is included in the policy. State variations apply.

Reminder: Please review your beneficiary(ies) to ensure that they're up to date. It's good practice to review, and if necessary, update your beneficiary(ies) annually.

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the policy, the policy will govern.

*LifeKeys*® services are provided by ComPsych® Corporation, Chicago, IL. ComPsych® is not a Lincoln Financial® company. Coverage is subject to actual contract language. Each independent company is solely responsible for its own obligations (except in Vermont).

State limitations apply. Beneficiary Grief counseling is the only benefit available to a beneficiary(ies) of policies issued in the state of New York. Online will prep is the only benefit available to insured employees and dependents of policies issued in the state of Washington.

*TravelConnect*® services are provided by On Call International, Salem, NH. On Call International is not a Lincoln Financial® company and Lincoln Financial® does not administer these services. Each independent company is solely responsible for its own obligations.

On Call International must coordinate and provide all arrangements in order for eligible services to be covered. Coverage is subject to contract language that contains specific terms, conditions, and limitations, which can be found in the program description.

The *TravelConnect*® program is not available to insured employees and dependents of policies issued in the state of New York and Washington. Access only program available to insured employees and dependents of policies issued in the state of Missouri and Texas. Benefits provided under the Access only program exclude payment for paid services. **Not for use in New York and Washington.**

Insurance products are issued by The Lincoln National Life Insurance Company, Fort Wayne, IN, which does not solicit business in New York, nor is it licensed to do so. In New York, insurance products are issued by Lincoln Life & Annuity Company of New York, Syracuse, NY. Both are Lincoln Financial ® companies. Product availability and/or features may vary by state. Limitations and exclusions apply.

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