



Life and AD&D Insurance

Handling a Life insurance claim takes a special touch. All of our Life benefits employees complete annual grief training helping them to empathize with beneficiaries and recognize when they need special attention. And we're focused on settling claims quickly: Our median calculation turnaround time in 2023 was 2 days for clean claims and 3 days for all claims (internal company data as of January 2024).

Covered Members

An active employee of the Employer working 30 or more hours per week.

	Basic
Benefit Schedule	Flat \$30,000
Guarantee Issue	Full Benefit
AD&D Benefit	Matches Life Benefit
Age Reduction Schedule	To 65% at age 65 To 40% at age 70 To 25% at age 75
Employer Contribution	100%
Minimum Participation	100%

Life Highlights

	Basic
Waiver of Premium	Eligible to age 60 Waived to age 70 Age reductions apply
Conversion	Included
Portability	Included
Continuity of Coverage	Included
Repatriation Benefit	Included
Travel Assistance	Included
Life Services Toolkit	Included



AD&D Highlights

	Basic
Loss of life	100% (including disappearance and exposure)
Loss of one hand or one foot	50%
Loss of sight of one eye	50%
Loss of speech	50%
Loss of hearing in both ears	50%
Any combination of the above losses	100%
Loss of thumb and index finger of same hand	25%
Quadriplegia	100%
Triplegia	75%
Paraplegia	75%
Hemiplegia	50%
Uniplegia	25%
Seat Belt Benefit	10% of AD&D benefit payable up to \$10,000
Air Bag Benefit	5% of AD&D benefit payable up to \$5,000
Helmet Benefit	10% of AD&D benefit payable up to \$5,000
Family Benefits Package	Included
Portability	Included
Loss of one arm or one leg	75%
Loss of four fingers of the same hand	20%
Loss of all toes on the same foot	20%
Loss of thumb or the fifth finger (pinky)	15%
Assault Benefit	50% of AD&D benefit up to \$25,000
Public Transportation Benefit	AD&D benefit payable up to \$200,000
Coma	5% of AD&D benefit payable per month for 11 months, remainder of AD&D benefit the 12th month
Line of Duty Benefit	AD&D Benefit payable up to \$50,000



Additional Plan Design Details

- An Accelerated Death Benefit is included. Terminally ill members may withdraw up to 80% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- If Life is sold with Standard's LTD, then the LTD claim will initiate a claim for Standard's Life Waiver of Premium.
- The Family Benefits Package includes:
 - The Higher Education Benefit reimburses tuition expenses up to \$5,000 per child per year towards a 4-year college education for the deceased's children - not to exceed a cumulative total of \$20,000 or 25% of the AD&D benefit per child, whichever is less.
 - Career Adjustment Benefit reimburses tuition expenses up to \$5,000 per year to help a spouse to return to the workforce after the death of their spouse - not to exceed the cumulative total of \$10,000 or 25% of the AD&D benefit, whichever is less.
 - Child Care Benefit reimburses a family's child care expenses up to \$5,000 per year - not to exceed \$10,000 or 25% of the AD&D benefit, whichever is less.
- The Helmet Benefit pays a benefit for a loss of life due to an accident that occurs when riding a bicycle or a motorcycle and wearing a helmet.
- A hand and/or foot that is lost and later surgically reattached will still be considered a loss.
- Payment for AD&D losses, including any coma benefit payment, for the same accident cannot exceed 100% of the AD&D Insurance Benefit.
- An Assault Benefit is included and provides an additional benefit if a member suffers death or dismemberment as a result of an act of physical violence at work that is punishable by law
- The Line of Duty Benefit is included for Public Safety Employees. It provides an additional AD&D benefit for public safety officers who suffer death or dismemberment in an accident while acting in the line of duty.
- Travel Assistance is included and provides assistance with pre-trip planning, medical assistance services, emergency transportation services, travel and technical assistance services and legal referral.
- The Life Services Toolkit is included and helps beneficiaries cope with grief and loss, get answers to legal questions, plan a memorial or a funeral, and address financial concerns. Additionally, all covered employees will have access to online will preparation and other estate planning documents as well as articles to help deal with identity theft, improve wellness and more.
- The AD&D Occupational Assistance service is included and provides access to a Workplace Possibilities (SM) Consultant who helps those with a specified accidental dismemberment return to productive work and life.



Cost

	Basic
Life	
Members	968
Volume	\$28,384,500
Rate: Per \$1,000	.130
Monthly Premium	\$3,690
AD&D	
Members	968
Volume	\$28,384,500
Rate: Per \$1,000	.030
Monthly Premium	\$852
Total Billed Premium	\$4,542
Rate Guarantee	3 years

Assumptions

- Rates include electronic documents. Printed certificates are available for an additional cost.
- Rates assume a package sale.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- Rates assume Additional Life is included.
- If the current contract contains a Waiver of Premium provision, The Standard assumes all waiver claims before the effective date of coverage with The Standard have been filed with the current carrier.
- This is not our customary age-reduction schedule. We assume you have determined that the schedule you requested complies with the ADEA.
- Series 20.

Conditions

- Member must be insured under Basic Life in order to be eligible for Basic AD&D.
- The elected benefit amount for Basic AD&D must match the benefit amount for Basic Life.

More Information

For additional information on the available features and benefits of Life and AD&D Insurance from The Standard, click here:
https://www.standard.com/group_life_add



Additional Life Insurance

Covered Members

An active employee of the Employer working 30 or more hours per week.

	Employee	Spouse	Child
Benefit Schedule	Increments of \$10,000	Increments of \$5,000	Choice of \$1,000, \$2,000, \$4,000, \$5,000, \$10,000
Maximum Benefit	\$500,000	\$250,000	\$10,000
Minimum Benefit	\$10,000	\$5,000	\$1,000
Guarantee Issue	\$250,000	\$50,000	Full Benefit
Age Reduction Schedule	None	None	None
Employer Contribution	0%	0%	0%
Minimum Participation	Greater of 20% or 10 Lives	20%	20%

Life Highlights

	Employee	Spouse	Child
Waiver of Premium	Eligible to age 60 Waived to age 70 Age reductions apply	Not Included	Not Included
Conversion	Included	Included	Included
Portability	Included	Included	Included
Continuity of Coverage	Included	Included	Included

Additional Plan Design Details

- On the policy effective date, all members (enrolled or eligible) may increase their benefit amount up to the guarantee issue amount without providing evidence of insurability.
- On the policy effective date, all members (enrolled or eligible) may increase their spouse's benefit amount up to the guarantee issue amount without providing evidence of insurability.
- No evidence of insurability is required for child coverage.
- An Accelerated Death Benefit is included. Terminally ill members may withdraw up to 80% of their Life benefit to a maximum of \$500,000 (when Basic Life and any Additional Life are combined).
- An Accelerated Benefit is not available for dependents.
- Life insurance for dependents continues automatically, without premium payment, for five months after the death of the insured member.
- Dependents coverage includes child(ren) from live birth through age 25. The first eligible newborn child is automatically covered at the minimum benefit amount for up to 31 days. After the first child is enrolled, subsequent children will be automatically covered at the elected child benefit amount.
- The benefit amounts under the current plan are carried forward to this plan.



Cost

Employee					
Life					
Members	491				
Volume	\$55,020,000				
Rate: Per \$1,000	Lives	Age	Rate	Volume	Premium
	8	0-24	.060	\$650,000	\$39
	30	25-29	.060	\$4,170,000	\$250
	59	30-34	.060	\$7,840,000	\$470
	87	35-39	.090	\$11,890,000	\$1,070
	60	40-44	.123	\$7,810,000	\$961
	65	45-49	.187	\$7,850,000	\$1,468
	59	50-54	.297	\$5,400,000	\$1,604
	55	55-59	.552	\$4,590,000	\$2,534
	45	60-64	.660	\$3,240,000	\$2,138
	17	65-69	1.270	\$1,280,000	\$1,626
	6	70-999	2.108	\$300,000	\$632
Monthly Premium					\$12,792
Rate Guarantee					3 years

Spouse					
Life					
Members	254				
Volume	\$11,140,000				
Rate: Per \$1,000	Lives	Age	Rate	Volume	Premium
	1	0-24	.060	\$50,000	\$3
	9	25-29	.060	\$390,000	\$23
	23	30-34	.060	\$915,000	\$55
	41	35-39	.090	\$1,725,000	\$155
	37	40-44	.123	\$1,900,000	\$234
	44	45-49	.187	\$2,005,000	\$375
	32	50-54	.297	\$1,525,000	\$453
	30	55-59	.520	\$1,300,000	\$676
	23	60-64	.660	\$800,000	\$528
	11	65-69	1.270	\$400,000	\$508
	3	70-999	2.108	\$130,000	\$274
Monthly Premium					\$3,284
Rate Guarantee					3 years

Child	
Elective: Paid by each Member electing coverage	
Life	
Members	235
Rate: Per \$1,000	.100
Rate Guarantee	3 years



Assumptions

- Final Spouse Life rates are subject to change if actual enrollment varies from the assumed enrollment of 52%.
- Final Additional Life rates are subject to change if actual enrollment varies from the assumed enrollment of 48%.
- Rates include electronic documents. Printed certificates are available for an additional cost.
- Rates assume billing is centralized in one location.
- The proposed rates assume coverage currently in force.
- If the current contract contains a Waiver of Premium provision, The Standard assumes all waiver claims before the effective date of coverage with The Standard have been filed with the current carrier.

Conditions

- Additional Life can only be purchased in conjunction with Basic Life.
- Until coverage has been in force for two years (one year in Colorado, Minnesota, Missouri and North Dakota), death that results from suicide or other intentionally self-inflicted injury is not covered. This exclusion does not apply to plans written in Washington.
- Except as provided in the Additional Plan Design Details, we require evidence of insurability for:
 - Increases in elected benefit amounts from the current plan to this plan.
 - Members who are eligible under the current plan but are not enrolled.
 - Spouses who are eligible under the current plan but are not enrolled.
 - Children who are eligible under the current plan but are not enrolled.
 - Individuals who enroll more than 31 days after they are first eligible for coverage.
 - Increases in elected benefit amounts after initial enrollment.
- Member must be enrolled in Additional Life to enroll in the Spouse Life plan.
- Member must be enrolled in Additional Life to enroll in the Child Life plan.
- Spouse Life can't exceed 100% of member's enrolled benefit for Additional Life.
- Child Life can't exceed 100% of member's enrolled benefit for Additional Life.

More Information

For additional information on the available features and benefits of Dependent Life Insurance from The Standard, click here:
https://www.standard.com/group_life_add