

**GROUP UNIVERSAL LIFE (GUL) & ACCIDENTAL DEATH & DISMEMBERMENT
(AD&D) PROGRAM
FREQUENTLY ASKED QUESTIONS (FAQ)
November 2009**

Minnesota Life is the underwriter of the State of Delaware's GUL and AD&D Program.

Disclaimer: If there is any conflict in interpretation between information contained in this FAQ, policy language and/or existing law, policy language and/or existing law will govern.

Q 1.0 What is Group Universal Life (GUL) Insurance?

A 1.0 GUL insurance provides eligible employees with life insurance protection to help secure the future for those who financially depend on you. Every person has a different need when it comes to insurance protection. As your personal and financial obligations grow and/or change, so does the need for life insurance protection. The State of Delaware's GUL program lets you customize life insurance based on your needs.

On April 27, 2009, the State Employee Benefits Committee (SEBC) voted to amend the GUL and AD&D program to a "Highest Ever Salary" program effective July 1, 2009. This means your coverage in effect as of June 30, 2009 is guaranteed not to decrease while you are an active employee based on your annual salary as of June 30, 2009. Current rates effective January 1, 2008 are not affected by this change.

Q 2.0 What is Accidental Death & Dismemberment (AD&D) coverage?

A 2.0 All employees enrolled in the GUL program are automatically provided with AD&D coverage. The amount of AD&D coverage is based on the type of loss and the amount of insurance you have. The amount of insurance payable excludes contributions, if applicable to the Cash Accumulation Account. More information on this coverage is displayed on Statewide Benefits Office website at http://ben.omb.delaware.gov/life/documents/add_benefit.pdf

Q 3.0 Who is eligible to enroll for coverage?

A 3.0 You are eligible for enrollment if you are a regular full-time employee who is regularly scheduled to work at least 30 hours per week or if you are a part-time employee who is regularly scheduled to work at least 15 hours per week. Limited Term as well as elected and appointed state officials including board members are also eligible to enroll for coverage.

Q 4.0 How can I enroll?

A 4.0 All employees are mailed enrollment packets to their home address by Minnesota Life when first eligible. Employees may enroll online through Minnesota Life's secure website at www.lifebenefits.com. The user name is your six digit State of Delaware employee ID number with the letter "d" in front of it. The password is your eight digit date of birth (mmddyyyy) plus the last four digits of your Social Security number. You will be required to change your password when you enter the site for the first time. Employees without internet access can complete the paper application contained in the enrollment packet and return it directly to Minnesota Life in the postage-paid envelope provided. All enrollment records for this program are maintained by the Minnesota Life Insurance Company. Eligible employees who do *not* enroll in this program will have no life insurance coverage.

Q 5.0 What options are available to new and newly eligible employees?

A 5.0 Eligible employees may purchase one to six times annual base pay up to \$350,000. During your initial eligibility period, eligible employees may purchase one, two or three times annual base pay up to \$200,000 without providing proof of good health. You may also purchase four, five or six times annual base pay up to \$350,000 with proof of good health.

You may also purchase dependent Term Life coverage as follows:

Spouse:	\$10,000/ \$3.08 per month
Child:	\$ 6,000 for each eligible child/\$1.16 per month (Covers all eligible children)
Spouse & Child:	\$4.24 per month

Children are eligible for coverage until the end of the year in which they turn age 19 (or age 24 if a full-time student). Eligibility can be extended beyond these ages for disabled children.

Q 6.0 When will coverage become effective?

A 6.0 Coverage not requiring proof of good health will become effective the first of the following month following three months of continuous employment. Coverage requiring medical underwriting (proof of good health) will be effective the first of the month following completion of the three month waiting period (for new hires and newly eligible employees) and approval from Minnesota Life.

- Q 7.0 What are the current Life and AD&D rates?**
A 7.0 Effective January 1, 2008, the current rates are displayed on the chart below. Rates are subject to change and increase with age.

Age	Rate/\$1,000	Age	Rate/\$1,000
< 30	\$0.052	87	\$5.930
30-34	\$0.062	88	\$6.350
35-39	\$0.082	89	\$6.820
40-44	\$0.112	90	\$7.330
45-49	\$0.162	91	\$7.910
50-54	\$0.282	92	\$8.570
55-59	\$0.442	93	\$9.350
60-64	\$0.682	94	\$10.260
65-69	\$1.202	95	\$11.690
70-74	\$2.130	96	\$14.040
75-79	\$3.290	97	\$18.090
80-84	\$5.050	98	\$24.960
85	\$5.150	99	\$26.810
86	\$5.520		

Rates include AD&D until age 70.

- Q 8.0 Can I enroll after my initial eligibility period?**
A 8.0 Yes as there is no open enrollment period for life insurance. Eligible employees can apply for enrollment anytime after their initial eligibility period by providing proof of good health and change their current elections by contacting Minnesota Life directly at (877) 215-1489 or by email at lifebenefits@securian.com.
- Q 9.0 Can I increase my coverage level after my initial eligibility period?**
A 9.0 Yes, you may apply to increase coverage at any time by providing Minnesota Life with proof of good health. Enrolled employees who experience a family status change (marriage, birth or adoption of a child) may increase their coverage by one level up to three times annual base pay up to \$200,000 without providing proof of good health. If you experience a family status change and you are already enrolled at a level of three times or greater, you must provide proof of good health to Minnesota Life.
- Q 10.0 Who is responsible for the premium payment?**
A 10.0 All enrolled individuals are responsible for the total cost of coverage. Effective January 1, 2009, employees employed in a benefit eligible position *must* have their premiums deducted through the convenience of bi-weekly payroll deductions. If you are no longer employed in a benefit eligible position, you will be placed on Minnesota Life's direct bill system.

- Q 11.0 What happens to my coverage if I become disabled?**
A 11.0 If you become totally disabled as determined by Minnesota Life while enrolled in this program for at least one year, the State of Delaware will pay your life insurance premium for as long as you remain totally disabled or until you attain age 65, whichever occurs first. For purposes of this special “premium waiver” feature, if you become disabled on or after January 1, 2008, “totally disabled” means that during a nine month elimination period and for the first 21 months, you are prevented from performing one or more of the essential duties of your occupation and as a result, your current earnings are less than 80% of your pre-disability earnings; after that, you are prevented from performing one or more of the essential duties of any occupation for which you are fit through training, education or experience. More information on this program is displayed on Statewide Benefits website at http://ben.omb.delaware.gov/life/documents/premium_waiver_061908.pdf
- Q 12.0 What is a Cash Accumulation Account and how does it work?**
A 12.0 Whether your plans include a college education for your child(ren) or a supplemental retirement income, funding a cash accumulation account is a tool that can help you accumulate the savings you want. The cash accumulation account consists of *additional* premium that you choose to pay into your GUL policy. The additional premium grows tax-deferred in Minnesota Life’s Guaranteed Account and your contributions grow at a minimum rate of four percent. A three percent administrative charge is deducted from each contribution into the cash accumulation account. You may also make lump sum contributions, start, stop or change your contributions at any time.
- Q 13.0 Can I access the premium in my Cash Accumulation Account?**
A 13.0 Yes, through policy loans or cash withdrawals. Loans are available at a low net rate of two percent. You may make partial withdrawals of at least \$100 from your cash accumulation account. There is a \$10 service fee for each withdrawal.
- Q 14.0 What happens to my coverage when I retire or terminate my employment from the State of Delaware?**
A 14.0 Anyone whose last day of employment is on or after July 1, 2009 will be able to continue up to 50% of their coverage in effect as of their last day of employment under the portability provision. Amounts not continued under the portability provision can be converted to an individual policy with Minnesota Life. For more information regarding the portability or conversion provisions, please contact Minnesota Life directly at (877) 215-1489 or by email at lifebenefits@securian.com.

- Q 15.0 What happens to my insurance if I take an unpaid leave of absence?**
A 15.0 After six continuous pay periods without a payroll deduction, Minnesota Life will automatically send a quarterly bill to your home for continued premium payments. If you know that you will be on an extended leave of absence, please contact Minnesota Life at (877) 215-1489 as soon as possible to make premium paying arrangements. When you return from leave, you must contact Minnesota Life to request placement back on the State of Delaware's premium deduction file for future payroll deductions.
- Q 16.0 What is the Accelerated Benefit and how does it work?**
A 16.0 An accelerated benefit allows terminally ill GUL enrollees to receive payment of either the full amount or a partial amount of their death benefit *prior* to death. An accelerated payment will not include AD&D and the minimum that can be accelerated is \$10,000. The primary insured may also choose to accelerate a portion of the death benefit, providing the remaining amount is at least \$25,000. To access this benefit, please complete the Notice of Claim for Accelerated Benefit form displayed on Statewide Benefits Office website at <http://ben.omb.delaware.gov/life/index.shtml>. A terminal condition is a condition caused by sickness or accident which directly results in a life expectancy of twelve months or less.
- Q 17.0 How will my beneficiary(ies) know that I am enrolled in this program?**
A 17.0 You must communicate your enrollment in the State of Delaware's GUL and AD&D program to your beneficiary(ies) and let them know where your Certificate of Coverage is stored. Beneficiary(ies) may also contact Minnesota Life at lifebenefits@securian.com or by telephone at (877) 215-1489 between the hours of 8:00 a.m. and 7:00 p.m. (ET), Monday through Friday for enrollment information.
- Q 18.0 How do I make a beneficiary change?**
A 18.0 Designating a beneficiary is important because it allows you to determine who receives the proceeds from your GUL policy in the event of your death. If no beneficiary is designated, proceeds are paid according to a policy default as follows: spouse, child(ren), parents and estate. You may view or make changes to a current designation by logging onto Minnesota Life's secure website at www.lifebenefits.com. (Refer to login instructions on question # 4.0). Employees without internet access can complete the paper designation form available on Statewide Benefits Office website at <http://ben.omb.delaware.gov/life/index.shtml>. It is highly recommended that you review your beneficiary designations at least every five years.

Q 19.0 How is a death claim filed?

A 19.0 Beneficiary Statement forms are posted on Statewide Benefits Office website at <http://ben.omb.delaware.gov/life/index.shtml> that can be downloaded, completed and returned directly to Minnesota Life for processing. Minnesota Life's mailing address is referenced on each form.

Q 20.0 How do I make other changes to my policy?

A 20.0 Enrolled employees may make changes to their policy, such as changing a beneficiary or setting up a cash accumulation account by logging onto Minnesota Life's website at www.lifebenefits.com, using your user ID and created password. Employees without internet access can utilize the Universal Life Service Request form displayed Statewide Benefits Office website at http://ben.omb.delaware.gov/life/documents/universal_life_service_request_LCE.pdf

Q 21.0 Who do I contact if I have questions?

A 21.0 You may contact Minnesota Life directly at lifebenefits@securian.com or by telephone at (877) 215-1489 between the hours of 8:00 a.m. and 7:00 p.m. (ET), Monday through Friday. You may also contact Leslie Ramsey of the Statewide Benefits Office at (302) 739-8331 or by email at leslie.ramsey@state.de.us.

Q 22.0 What is a Modified Endowment Contract (MEC)?

A 22.0 A MEC is an insurance contract for which the "premiums" plus voluntary contributions to a Cash Accumulation Account exceed a limit calculated in accordance with IRC Section 7702A. Log on to lifebenefits.com for more detailed information regarding a MEC status. If you have additional questions, please contact Minnesota Life directly at lifebenefits@securian.com or by telephone at (877) 215-1489 between the hours of 8:00 a.m. and 7:00 p.m. (ET), Monday through Friday.