

State of Delaware Members



This is a summary of the Group Universal Life (GUL) and Accidental Death and Dismemberment (AD&D) program sponsored by the State of Delaware and underwritten by Minnesota Life Insurance Company.

What is GUL insurance and what is included?

GUL insurance protects your family's financial security by providing money to cover short-term costs such as paying off the mortgage, raising the kids, or paying for college. In addition to providing beneficiary(ies) with a death benefit, GUL offers the following features:

- **AD&D** – Employees enrolled in the GUL plan automatically receive AD&D coverage. If your death results from a covered accident, or you suffer a loss from an injury as defined in the plan, you (or your beneficiary) receive an additional benefit.
- **Accelerated Death Benefit** – Receive early payment of benefits, up to 100% of the life insurance face amount, if you, your spouse or children become terminally ill with a life expectancy of 12 months or less.
- **Portability** – If you leave or retire from a benefits eligible active position, you may take up to 50% of your GUL coverage and all of the Dependent Term Life coverage with you. Premiums are paid directly to the insurance company and are adjusted to reflect the reduced coverage amount.
- **Conversion** – Convert the remaining 50% of your GUL coverage to an individual life policy if applied for within 31 days of termination or retirement. Convert dependent coverage within 31 days from the date their eligibility ends. Premiums may be higher than those paid by active employees.
- **Cash Accumulation Account¹** – You may contribute additional premiums to your GUL policy that grow tax-deferred in the cash accumulation account. Each contribution made is assessed a one-time administration charge of 3%. Contributions earn interest that is guaranteed not to be less than 4%. Loans and withdrawals are available but will reduce both the policy cash value and death benefit.
 - Loans: Minimum loan is \$100; charge 8% interest and credit 6% interest back on the borrowed funds.
 - Withdrawals: Minimum withdrawal is \$100.

What additional services are available?²

- **Beneficiary Financial Counseling** – Beneficiaries who receive at least \$25,000 in policy benefits may choose to use independent beneficiary counseling services from PricewaterhouseCoopers LLP.
- **Legal Services** – Ceridian LifeWorks provides telephone access to a national network of attorneys for consultation on various legal issues, including simple wills. Visit www.LifeWorks.com (user name: *will* password: *preparation*) or call 1-877-849-6034.
- **Legacy Planning Services** – Active and retired employees, spouses and dependents can access resources designed to help individuals and families work through end-of-life issues when dealing with the loss of a loved one or planning for their own passing. These resources are available at LegacyPlanningServices.com.



Eligible employees can apply any time after their initial eligibility period by providing proof of good health. If you have questions, contact Minnesota Life directly at **1-877-215-1489**.

How to enroll

- **Log on:** To Minnesota Life's secure website at www.LifeBenefits.com.
 - **User ID:** The letter "d" followed by your 6 digit Employee ID (ex. d123456).
 - **Password:** Your 8 digit date of birth, followed by the last four digits of your SSN. (*If you have previously logged in and don't remember your password contact Minnesota Life at 1-877-215-1489.*)
- **To apply for coverage:** Select the coverage option you would like, click on the "Apply" button, and follow the directions.
- **To make a change:** Select the "Make Changes" button from the "Your Coverage Summary" section. You will be brought to a page which represents your coverage. Click on the "Coverage Change" heading.

¹ Under current tax laws, you are generally not taxed on the interest you accumulate until you withdraw more funds than you have contributed to the program. When you take a cash withdrawal, Minnesota Life first takes the money out from the contributions you made, then from the interest you earned.

² Services provided by PricewaterhouseCoopers LLP and Ceridian LifeWorks are their sole responsibility. The services are not affiliated with Minnesota Life or its group contracts and may be discontinued at any time. Certain terms, conditions and restrictions may apply when utilizing these services.

Overview of group life insurance options

Proof of good health is required for any increases in coverage.

Coverage type	Coverage options	Additional information
Employee GUL and Accidental Death and Dismemberment (AD&D) <i>Employee-paid</i>	<ul style="list-style-type: none"> One to six times annual base pay, up to a maximum of \$350,000 	<ul style="list-style-type: none"> Your total coverage amount will be rounded to the next higher \$10,000 AD&D benefit matches the GUL amount AD&D terminates at age 70
Spouse Term Life <i>Employee-paid</i>	<ul style="list-style-type: none"> \$10,000 or \$20,000 	<ul style="list-style-type: none"> Employees can also be insured as a spouse if both are benefits eligible active State of Delaware employees
Child Term Life <i>Employee-paid</i>	<ul style="list-style-type: none"> \$10,000 per child(ren) 	<ul style="list-style-type: none"> See Statewide Benefits office website at www.ben.omb.delaware.gov/life for age limitations If both parents are benefits eligible active State of Delaware employees, each may elect child coverage

Cost of coverage

Employee GUL and AD&D (rate per \$1,000 per month)

Age	Rate	Age	Rate
Under 30	\$0.052	87	\$5.540
30-34	\$0.062	88	\$5.940
35-39	\$0.082	89	\$6.380
40-44	\$0.102	90	\$6.850
45-49	\$0.152	91	\$7.400
50-54	\$0.262	92	\$8.010
55-59	\$0.412	93	\$8.740
60-64	\$0.642	94	\$9.590
65-69	\$1.122	95	\$10.930
70-74	\$1.990	96	\$13.130
75-79	\$3.080	97	\$16.910
80-84	\$4.720	98	\$23.340
85	\$4.820	99	\$25.070
86	\$5.160		

Rates increase with age and include AD&D coverage until age 70.

Dependent Term Life (monthly rate)

Option	Monthly Cost
\$10,000 spouse only	\$3.08
\$20,000 spouse only	7.05
\$10,000 spouse/\$10,000 child(ren)	4.24*
\$20,000 spouse/\$10,000 child(ren)	8.21*
\$10,000 child(ren)	1.16*

* One rate payment covers all eligible children in your family. All rates are subject to change.

Calculate your new premium

Total coverage requested: \$ _____

Convert coverage to units:
\$ _____ ÷ \$1,000 = _____

Multiply units by your rate:
_____ × \$ _____

Your new monthly premium will be:
\$ _____

Calculate annual premium:
\$ _____ × 12 = _____
monthly premium annual premium

Calculate premium per pay period:
\$ _____ ÷ 26 = _____
annual premium premium per pay period

Note, premiums are payroll deducted.

Questions?

Contact Minnesota Life at **1-877-215-1489** or send an e-mail to LifeBenefits@securian.com.

This information is a general discussion of the relevant federal tax laws provided to promote ideas that may benefit a taxpayer. It is not intended for, nor can it be used by, any taxpayer for the purpose of avoiding federal tax penalties. Taxpayers should seek the advice of their own advisors regarding any tax and legal issues specific to their situation.

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This is a summary of plan provisions related to the insurance policy issued by Minnesota Life to the State of Delaware. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations, and terms of coverage.

Products are offered under policy form series 00-30252.