

# Group Term Life Insurance

The A&M System is committed to providing employees with valuable benefit programs. Recently Minnesota Life was chosen as the new group life insurance carrier effective September 1, 2009. Besides its outstanding reputation for service and financial strength, Minnesota Life brings enhanced plan features.

## Overview of group life insurance options

The A&M System offers Term Life insurance in Basic Life, Alternative Basic Life, Optional Life and Dependent Life insurance. Your eligibility for group life insurance depends on whether you have health coverage and whether that coverage is employee coverage through the A&M System. The plan you select determines the Dependent Life plan you are eligible for. The chart below outlines your choices.

Coverage type	Coverage options	Additional information
<b>Basic Term Life and Basic Accidental Death and Dismemberment (AD&amp;D)</b>	<ul style="list-style-type: none"> <li>Basic Term Life: \$7,500</li> <li>Basic AD&amp;D: \$5,000</li> <li>Includes \$5,000 of Term Life coverage for each eligible dependent child</li> </ul>	<ul style="list-style-type: none"> <li>If you are enrolled in the A&amp;M System health plan, you are automatically covered for Basic Life; this coverage is employer-paid</li> <li>If you have no health coverage through the A&amp;M System or outside the A&amp;M System, you can enroll for Basic Life; this coverage is employee-paid</li> </ul>
<b>Alternative Basic Term Life and Basic AD&amp;D</b> <i>Employer-paid</i>	<ul style="list-style-type: none"> <li>Alternative Basic Life: The lesser of \$50,000 or seven times your annual salary</li> <li>Basic AD&amp;D: \$5,000</li> <li>Includes \$5,000 of Term Life coverage for each eligible dependent child</li> </ul>	<ul style="list-style-type: none"> <li>If you have health coverage outside the A&amp;M System health plan you can enroll in this coverage</li> </ul>
<b>Optional Term Life</b> <i>Employee-paid</i> <i>Not available to employees covered under Alternative Basic Life</i>	<ul style="list-style-type: none"> <li>½, 1, 2, 3, 4, 5, or 6 times your annualized salary (salary divided by the number of months you work, multiplied by 12, and rounded to the next lower \$1,000)</li> <li>Maximum coverage is \$1,000,000</li> </ul>	<ul style="list-style-type: none"> <li>Existing coverage will automatically be transitioned to the Minnesota Life plan</li> <li>Any annual enrollment changes will require Evidence of Insurability (EOI)</li> </ul>
<b>Dependent Term Life</b> <i>Employee-paid</i>	<p><b>Option A — Only Current Optional Life Participants</b></p> <ul style="list-style-type: none"> <li>Enrolled Spouse — \$25,000, \$50,000, \$75,000, \$100,000, \$150,000 or \$200,000</li> <li>Enrolled Children — \$10,000</li> </ul> <p><b>Option B — Any Current Basic Life Participants</b></p> <ul style="list-style-type: none"> <li>Enrolled Spouses and Children — \$5,000 Term Life and \$5,000 AD&amp;D</li> </ul> <p><b>Option C — Only Current Alternative Basic Life Participants</b></p> <ul style="list-style-type: none"> <li>Enrolled Spouse — 50% of employee’s Alternative Basic Life coverage</li> <li>Enrolled Children — 10% of employee’s Alternative Basic Life coverage</li> </ul>	<p><b>Spouse</b></p> <ul style="list-style-type: none"> <li>Coverage cannot exceed 100 percent of employee’s Optional Life amount</li> <li>Any annual enrollment changes will require Evidence of Insurability (EOI)</li> </ul> <p><b>Children</b></p> <ul style="list-style-type: none"> <li>Any annual enrollment changes are guaranteed with no health questions</li> <li>Eligible children are unmarried from live birth to age 25; coverage continues beyond age 25 for disabled children</li> <li>A child may only be covered by one parent</li> </ul>
<b>Optional AD&amp;D</b> <i>Employee-paid</i>	<p><b>Employee Plan</b></p> <ul style="list-style-type: none"> <li>Employees whose annual salary is less than \$25,000 may elect up to \$250,000, in \$10,000 increments</li> <li>Employees whose annual salary is \$25,000 or greater may elect 1–10 times salary, to a maximum of \$800,000</li> </ul> <p><b>Family Plan</b></p> <ul style="list-style-type: none"> <li>Spouse (with children): 50% of employee’s principal sum</li> <li>Spouse (no children): 60% of employee’s principal sum</li> <li>Each child (with spouse): 10% of employee’s principal sum</li> <li>Each child (no spouse): 15% of employee’s principal sum</li> </ul>	<ul style="list-style-type: none"> <li>Coverage is guaranteed</li> <li>Child coverage cannot exceed \$25,000</li> </ul>

## What happens when you retire?

Your Optional Life coverage maximum is reduced to \$100,000 if you are younger than age 70. When you reach age 70, it will be reduced to \$60,000 and when you reach age 80 it will be reduced to \$30,000.

## Plan features

- **Accidental Death and Dismemberment (AD&D)** — Provides you with an additional insurance benefit if your death results from an accident, or pays a benefit to you should you suffer a loss from an injury as defined in the plan.
- **Accelerated Death Benefit** — If you become terminally ill with 24 months or less to live, you may request early payment of up to 50 percent of your life insurance amount (Basic and Supplemental combined).
- **Portability** — If you leave or retire, you may be eligible to take your Supplemental Life coverage with you and pay premiums directly to the insurance company. Portable coverage must be applied for within 31 days of termination or retirement. Premiums may be higher than those paid by active employees.
- **Conversion** — You have the option to convert your group life coverage to an individual life policy within 31 days of termination or retirement.

## Additional services

- **Beneficiary Financial Counseling** — Beneficiaries who receive at least \$25,000 in policy benefits may choose to use independent beneficiary counseling services from PricewaterhouseCoopers LLP (PwC). PwC is a professional services firm with decades of experience in personal financial counseling and education. The PwC financial counseling services are designed to help families understand and address financial decisions at a difficult time. PwC advisors do not sell insurance or investment products, and no information will be given to PwC without your beneficiary's written consent. There is no cost to the employee or beneficiary for this service.

Services provided by Ceridian LifeWorks, PricewaterhouseCoopers LLP and Europ Assistance USA are their sole responsibility. The services are not affiliated with Minnesota Life, Securian Life or their group contracts and may be discontinued at any time.

This is a summary of plan provisions related to the insurance policy issued by Minnesota Life to The Texas A&M University System. 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.

Term Life is offered under policy form series MHC-96-13180.42. Voluntary AD&D is offered under policy form series 02-30428.42.

## MINNESOTA LIFE

**Minnesota Life Insurance Company**  
A Securian Company

**Group Insurance**  
www.lifebenefits.com

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- **Legal Services** — Employees may take advantage of legal services through Ceridian LifeWorks. The program gives employees and their dependents telephone access to a national network of 22,000 attorneys for consultation on simple wills and testamentary trusts and simple power-of-attorney and health directives. Document review and drafting also is available. For more information on this program, please call Ceridian LifeWorks at 1-877-849-6034 or visit [www.lifeworks.com](http://www.lifeworks.com): Username: *will* Password: *preparation*.

- **Travel Assistance** — Provided by Europ Assistance USA, coverage provides 24-hour emergency travel service for U.S. group life insurance plan participants and their families\* when they are traveling for business or pleasure more than 100 miles from home. The service includes assistance in locating and accessing physicians, dentists, medical facilities and pharmacies, arranging and paying for medical evacuation or returning mortal remains, providing interpreters or relaying messages to friends and family and offering a wide range of travel information. There is no cost to the employee for this service. For more information on this program, please call Europ Assistance USA at 1-877-708-6992 or visit [www.lifebenefits.com/travelassistance](http://www.lifebenefits.com/travelassistance).

\*Family coverage does not require travel with the employee.

## Rates

### Optional Term Life Rates for Employees and Spouses Monthly cost per \$1,000 of coverage

Age	Non-Tobacco	Tobacco
Under 20	\$0.05	\$0.06
20 - 24	0.05	0.06
25 - 29	0.05	0.07
30 - 34	0.05	0.08
35 - 39	0.06	0.09
40 - 44	0.07	0.10
45 - 49	0.12	0.15
50 - 54	0.19	0.24
55 - 59	0.35	0.45
60 - 64	0.54	0.69
65 - 69	0.72	1.31
70 - 74	1.37	2.12
75 and over	1.91	2.17

Rates increase with age and are subject to change.

**Basic Term Life:** \$3.97 per month

**Dependent Option B:** \$1.37 per month

**Child Term Life:** \$0.06 per \$1,000 per month

### Optional AD&D:

Employee Only: \$0.014 per \$1,000 per month

Employee + Family: \$0.024 per \$1,000 per month

All rates are subject to change.

## Questions?

Please contact your Minnesota Life customer service at 877-443-5854.