

OPTIONAL TERM LIFE

ERS automatically provides active eligible employees who are enrolled in a Group Benefits Program health plan with \$5,000 of Basic Term Life Insurance and \$5,000 of Accidental Death & Dismemberment coverage (AD&D). Additional coverage is available and optional term life insurance with AD&D coverage may also be purchased. Options include:

Election I:	1 times salary (enrollment guaranteed if you apply during initial eligibility period)
Election II:	2 times salary (enrollment guaranteed if you apply during initial eligibility period)
Election III:	3 times salary (evidence of insurability required)
Election IV:	4 times salary (evidence of insurability required)

Each election provides a multiple of an employee's annual salary in term life coverage (up to a maximum of \$400,000) and an equal amount of AD&D coverage. Term life provides a benefit to the employee's beneficiary in the event of their death. AD&D provides an additional and equal benefit to participant's beneficiaries in the event of the participant's accidental death. It also provides a benefit to the employee in the event of certain accidental injuries.

The optional term life is an age-rated plan under which premiums are determined by age, level of coverage and annual salary. For term life insurance purposes "annual salary" equals the employee's annual salary as of the most recent September 1 rounded up to the next \$1,000 increment. For employees who are less-than-twelve-month employees, "annual salary" equals their contract salary divided by the number of months in the contract and multiplied by twelve, rounded to the next \$1,000 increment. You may visit the [Securian](#) website for more information.

DEPENDENT TERM LIFE

Dependent term life insurance pays a benefit to the participant upon the death of their covered dependent. It provides \$5,000 in term life and \$5,000 in accidental death and dismemberment coverage on each covered dependent. Employees can enroll all eligible dependents in the dependent term life that has a flat premium rate regardless of the number of dependents during the initial eligibility period. Applying for this

coverage after the dependent's eligibility period will require evidence of insurability. You may visit [Securian](#) website for more information.

VOLUNTARY ACCIDENT AND DISMEMBERMENT

Voluntary AD & D insurance coverage is available to the employee and their dependents. It pays in the event death occurs as the direct result of an accident. Dismemberment benefits are paid in the event of loss of a major limb of the body. A full description of the plan is available in the ESO Benefits Department. Employees under age 70 may purchase between \$10,000 and \$200,000 of coverage in increments of \$5,000. The dependents are covered for a percentage of the employee's amount of coverage. Employees over age 70 may purchase a lesser amount of coverage. You may visit the [Securian](#) website for more information.