

**GENERAL INFORMATION**

**POLICYHOLDER:** Minnesota Public Employees Insurance Plan **POLICY NO.:** 1294-G

**PARTICIPATING EMPLOYERS:** Employers eligible to participate under this policy include:

- (1) a public employer within the definition of Minnesota Statute, section 179A.03, subdivision 15, that is a town, county or city; school district as defined in section 120.02; education cooperative service unit as defined in section 123.58; intermediate district as defined in section 136C.02, subdivision 7; cooperative center for vocational education as defined in section 123.351; regional management information center as defined in section 121.935 or an educational unit organized under the joint powers action, section 471.59; and
- (2) an exclusive representative of employees; and
- (3) any other public employer approved by the Minnesota Commissioner of Employee Relations.

Eligible employers having at least one employee will become a participating employer on the first day of the month next following fulfillment of all of these conditions:

- (1) the employer shall have agreed to provide a minimum of \$10,000 of basic life insurance to the class or classes of employees it selects as eligible for insurance.
- (2) the employer shall have agreed to remit the monthly premiums to the policyholder.
- (3) the employer shall have been accepted by the policyholder as a participating Employer.

The policyholder represents all participating employers in all transactions pertaining to this policy, and any act or omission of the policyholder and every notice given by Minnesota Life to the policyholder shall be binding upon every participating employer.

**POLICY SITUS:** The policy was issued and delivered in the state of Minnesota.

**POLICY EFFECTIVE DATE:**

**POLICY ANNIVERSARY DATE:** January 1 of each year beginning January 1, 2005.

**PREMIUM DUE DATE(S):** The first day of each month.

**GROUP:** The group is composed of employees of participating employers. Employees who meet the eligibility requirements specified by either the participating employer's collective bargaining agreement or personnel practices are eligible to become, or continue as, certificate holders.

Retired employees shall not be eligible to become insured, nor to have insurance continued after retirement.

A person who is included in the insurance plan through employment or affiliation with more than one participating employer at the same time shall be eligible for insurance only through one participating employer.

## PLAN OF INSURANCE

### EMPLOYEE BENEFIT SCHEDULE

#### EMPLOYEE TERM LIFE INSURANCE:

##### Basic Life Insurance

A participating employer must provide basic life insurance to all eligible employees.

##### Eligible Class

All Participating Employers

##### Amount of Basic Life Insurance

One amount chosen by the participating employer, subject to a minimum of \$10,000 and a maximum of \$50,000

##### Supplemental Life Insurance

The basic life plan must be provided by the participating unit in order to offer the Supplemental plan.

##### Eligible Class

All Employees

##### Amount of Supplemental Life Insurance

An amount chosen by the participating employer, in an increment of \$5,000. In no event shall a certificate holder's amount of supplemental insurance exceed \$300,000.

#### EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

Those employers who became participating employers under the group policy prior to January 1, 1992 had the right to elect whether this coverage would apply to its employees and, if so, whether it would be made part of the basic schedule and/or the supplemental schedule if a supplemental schedule was offered by the participating employer. Any such participating employer that has not yet elected this coverage has the right to elect it at any time. Once this coverage is elected, the participating employer shall not have the right to discontinue it while remaining a participating employer under the policy.

Employers who became participating employers on January 1, 1992 or later had no such election option. This coverage is included with the basic schedule and the supplemental schedule for all employers who became participating employers on January 1, 1992 and later and will be included for all employers becoming participating employers on and after the effective date of the policy.

#### Basic and Supplemental AD&D Insurance

##### Eligible Class

Employees of participating employers who became participating employers prior to January 1, 1992

##### Amount of Basic and Supplemental AD&D Insurance

If a participating employer has this coverage for its employees, the principal sum shall equal the amount of a certificate holder's basic and/or supplemental group life insurance, depending upon the participating employer's selection, when loss is suffered.

Employees of participating employers who became participating employers on or after January 1, 1992

An amount equal to the amount of basic and supplemental life insurance for which the employee is insured under the group policy.

#### GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

##### AGE REDUCTIONS:

The amount of basic insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

<u>Age of Employee</u>	<u>Amount of Insurance</u>
65 - 69	65%
70 - 74	50%
75 - 79	25%
80 and over	20%

Age reductions will apply on the policy anniversary date following an insured employee's 65th, 70th, 75th and 80th birthdays.

**RETIREMENT REDUCTIONS:**

All insurance terminates at retirement.

**CONTRIBUTORY/NONCONTRIBUTORY:**

Basic insurance may or may not be contributory insurance, as determined by the participating employer's plan of insurance as indicated in the participating employer's application; supplemental insurance may or may not be contributory insurance as determined by the participating employer's plan of insurance as indicated in the participating employer's application.

**GUARANTEED ISSUE AMOUNT:**

Guaranteed issue is the amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period.

The guaranteed issue amounts for basic insurance and supplemental insurance for newly eligible employees of a participating employer are as follows:

For basic insurance: \$50,000

For supplemental insurance: \$100,000

**NOTE:** For an employee of a participating employer, who was covered for supplemental life on June 30, 2015, the guaranteed issue for supplemental life is the amount of supplemental life in force as of that date.

Employees of participating employers who are not newly eligible may elect \$100,000 of supplemental coverage but will need to provide evidence of insurability.

**EVIDENCE OF INSURABILITY:**

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

**EFFECTIVE DATE OF INCREASES AND DECREASES IN A CERTIFICATE HOLDER'S AMOUNT OF BASIC INSURANCE DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:**

Increases over the guaranteed issue amount available for new employees will require evidence of insurability.

When an employee's amount of insurance is determined by earnings or job classification, an increase in his or her amount of basic insurance will become effective the later of the date any required evidence of insurability is approved by us or the first day of the month following the change in earnings or job classification.

Reductions in an employee's amount of insurance because of a change in earnings or job classification shall be effective on the first day of the month following the change in earnings or job classification.

All increases and decreases are subject to the minimum and maximum amounts as specified by the participating employer's plan of insurance as indicated in the participating employer's application.

All increases are subject to the actively at work requirement.

**EFFECTIVE DATE OF REQUESTED INCREASES OR DECREASES IN A CERTIFICATE HOLDER'S AMOUNT OF SUPPLEMENTAL INSURANCE:**

When the supplemental insurance schedule selected by a participating employer allows the certificate holder to choose from more than one supplemental amount, the certificate holder may elect a change in his or amount of insurance at any time, according to the following:

**Increases:**

All increases in amount shall be subject to evidence of insurability and shall become effective the first day of the month following the date Minnesota Life determines the require evidence of insurability to be satisfactory.

Decreases:

Decreases in the amount of insurance will become effective on the first day of the month following the certificate holder's request.

All increases and decreases are subject to the minimum and maximum amounts as specified by the participating employer's plan of insurance.

All increases are subject to the actively at work requirement.

### **DEPENDENTS BENEFIT SCHEDULE**

A participating employer, upon applying for insurance under this group policy, shall have the right to select whether this coverage shall be available to its employees. If offered, the schedule of insurance is as follows:

#### **DEPENDENTS TERM LIFE INSURANCE:**

<b><u>Eligible Class</u></b>	<b><u>Amount of Life Insurance</u></b>
Spouse	\$5,000
Children	\$2,500

All dependents coverage will become effective on the first day of the month following the date all requirements for dependents coverage are met, as defined in the "When does insurance on a dependent become effective?" section of the Dependents Term Life Insurance Policy Rider.

### **GENERAL PROVISIONS FOR DEPENDENTS INSURANCE**

<b>CONTRIBUTORY/NONCONTRIBUTORY:</b>	Dependents insurance is contributory insurance.
<b>GUARANTEED ISSUE AMOUNT:</b>	Guaranteed issue is the amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. All dependents insurance is guaranteed issue.
<b>EVIDENCE OF INSURABILITY:</b>	Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.
<b>EFFECT OF EMPLOYEE'S RETIREMENT:</b>	All dependents insurance terminates upon the employee's retirement.

### **ADDITIONAL INFORMATION**

<b>SUICIDE EXCLUSION FOR LIFE INSURANCE:</b>	Does not apply to life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable rider.
<b>WAIVER OF PREMIUM APPLICATION:</b>	Applies to contributory and noncontributory employee insurance.
<b>ADDITIONAL CONTRACT REQUIREMENT:</b>	In accordance with the requirements established in the policyholder's request for proposal (RFP), Minnesota Life also agrees that Minnesota Statute, section 363.073, and Minnesota Rules, parts 5000.3400 to 5000.3600, are incorporated into this policy by reference.

### **RIDER(S) TO THE GROUP POLICY**

Accelerated Benefits  
Accidental Death and Dismemberment  
Dependents Term Life  
Waiver of Premium