Basic Life Insurance
- Coverage for Employee
  - All eligible employees receive $5,000 of Life Insurance coverage. This benefit includes Accidental Death & Dismemberment (AD&D) coverage.
  - Provided by University of North Dakota. No cost to employee.

Supplemental Life Insurance
Additional Coverage for:
- Employee
- Spouse
- Dependent Unmarried Children
  - You may purchase additional life insurance coverage. See rates on other side.
  - If you enroll during the first 31 days you are eligible, you can purchase up to these amounts without providing any medical information. The coverage is guaranteed to be issued.
    - Employee: $150,000  Spouse: $20,000  Children: $10,000
  - You and/or your spouse may purchase coverage above the Guaranteed Amounts with proof of good health. You will need to complete a Personal Health Application and be approved by Mutual of Omaha to receive the additional coverage. This application is available from the HR & Payroll Services Office.
    - The maximum amounts that can be purchased are:
      - Employee: $500,000 or 10 times annual income, whichever is less
      - Spouse: $250,000, not to exceed 50% of employee amount
  - You must elect Supplemental Life Insurance for yourself in order to purchase this coverage for your spouse. **Minimum employee coverage is $10,000.**
  - Spouse coverage cannot exceed 50% of the employee supplemental coverage.
  - Spouse rates are based on the Employee’s age.
  - You may not elect coverage for your spouse if he/she is an active member of the armed forces of any country or international authority, or is already covered as a University of North Dakota Employee under this policy.

Dependent Child Coverage
  - If you elect Supplemental Life Insurance for yourself, you may purchase coverage for your unmarried dependent children. **No medical information is required.**
  - One premium covers all children. This premium provides $10,000 of coverage for each child.
  - Children are covered from Live Birth to age 26 (if unmarried).

Personal Accident Coverage
Accidental Death & Dismemberment Coverage for:
- Employee
- Spouse
- Dependent Children
  - You may purchase up to $500,000 of coverage. **No medical information is required.**
  - The policy pays:
    - 100% of the amount of coverage you purchase in the event of accidental loss of life, or speech and hearing in both ears.
    - One-half (50%) for accidental loss of one hand or foot, sight of one eye, or speech or hearing in both ears.
    - One-quarter (25%) for accidental loss of thumb and index finger of the same hand.
    - Additional benefits are included. See policy for details.
  - If you elect Personal Accident Coverage, spouse coverage is available in the following amounts:
    - 50% of your amount if you do not cover any Children under this policy.
    - 40% if you have Children whom you cover under this policy.
  - Each Child up to age 26 receives coverage in the following amounts:
    - 15% of your amount if you do not cover a Spouse under this policy.
    - 10% if you have a Spouse whom you cover under this policy.
## MONTHLY RATES

### Supplemental Life Insurance

<table>
<thead>
<tr>
<th>Employee’s Age as of January 1 of current year</th>
<th>Employee and Spouse Rates per $1,000 of coverage</th>
<th>Dependent Child(ren) $10,000 of coverage per child</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>.022</td>
<td></td>
</tr>
<tr>
<td>30 - 34</td>
<td>.030</td>
<td></td>
</tr>
<tr>
<td>35 - 39</td>
<td>.086</td>
<td></td>
</tr>
<tr>
<td>40 - 44</td>
<td>.100</td>
<td></td>
</tr>
<tr>
<td>45 - 49</td>
<td>.364</td>
<td></td>
</tr>
<tr>
<td>50 - 54</td>
<td>.204</td>
<td></td>
</tr>
<tr>
<td>55 - 59</td>
<td>.364</td>
<td></td>
</tr>
<tr>
<td>60 - 64</td>
<td>.548</td>
<td></td>
</tr>
<tr>
<td>65 - 69</td>
<td>1.012</td>
<td></td>
</tr>
<tr>
<td>70 +</td>
<td>1.630</td>
<td></td>
</tr>
</tbody>
</table>

Spouse rates are based on the Employee’s age.

- Under 30: .022
- 30-34: .030
- 35-39: .086
- 40-44: .100
- 45-49: .364
- 50-54: .204
- 55-59: .364
- 60-64: .548
- 65-69: 1.012
- 70+: 1.630

### Personal Accident Coverage

<table>
<thead>
<tr>
<th>Amount of Coverage</th>
<th>Rate is the same for all ages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>Family</td>
</tr>
<tr>
<td>$50,000</td>
<td>$1.00</td>
</tr>
<tr>
<td>$100,000</td>
<td>$2.00</td>
</tr>
<tr>
<td>$150,000</td>
<td>$3.00</td>
</tr>
<tr>
<td>$200,000</td>
<td>$4.00</td>
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<tr>
<td>$250,000</td>
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<tr>
<td>$300,000</td>
<td>$6.00</td>
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<tr>
<td>$350,000</td>
<td>$7.00</td>
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<tr>
<td>$400,000</td>
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<tr>
<td>$450,000</td>
<td>$9.00</td>
</tr>
<tr>
<td>$500,000</td>
<td>$10.00</td>
</tr>
</tbody>
</table>

### Calculate Your Supplemental Life Premium

<table>
<thead>
<tr>
<th>Coverage for</th>
<th>Rate (per $1,000)</th>
<th>Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Example 33</td>
<td>$150,000</td>
<td>$4.50</td>
</tr>
<tr>
<td>You</td>
<td>$150,000 + $1,000</td>
<td>$4.50</td>
</tr>
<tr>
<td>Spouse</td>
<td>$150,000 + $1,000</td>
<td>$4.50</td>
</tr>
</tbody>
</table>

- **Example:**
  - You: $150,000 + $1,000 = $150,000
  - Spouse: $150,000 + $1,000 = $150,000

### Dependent Children

**Benefit** provides $10,000 of coverage for each dependent child under age 26. One premium of $1.60 covers all children.

- **Benefit:** $1.60 (if elected)

### Notes

- Spouse rate is based on Employee age.
- Spouse coverage cannot exceed 50% of Employee coverage.
- You may purchase Supplemental Life or Personal Accident, or both.
- Your premium is based on your age on January 1 of the year you begin coverage, and then on your age on January 1 each year thereafter.
- Your coverage and your spouse's coverage will be reduced by 35% at age 70 and by 55% at age 75 (of the original amount). This reduction applies to the Supplemental Life and Personal Accident coverage. The Basic Life coverage is not reduced. All coverage ends at retirement.
- Upon termination of employment, Supplemental Life coverage may be continued as a term life insurance plan or converted to a permanent cash value type plan. Personal Accident Coverage cannot be continued.
- If both husband and wife are eligible University of North Dakota employees, you cannot elect spouse coverage.
- If you wish to begin or increase Supplemental Life coverage after you have been eligible for more than 31 days, you will need to complete a Personal Health Application and be approved by Mutual of Omaha to receive the additional coverage.
- If you become totally disabled before age 60 and your disability lasts for at least 3 months, your life insurance premium may be waived.
- Refer to the group policy for provisions regarding coverage for members of the armed forces, and disability of dependents on their normal effective date.

As is standard with most term life insurance, this Insurance coverage includes limitations and exclusions:

- Death by suicide (one year).
- Other exclusions may apply depending upon your coverage.

This Benefit Highlights Sheet is an overview of the Insurance being offered. It is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the Insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your Insurance coverage. In the event of any difference between this Benefit Highlights Sheet and the Insurance policy, the terms of the Insurance policy apply.

The Certificate of Insurance providing a full description of these plans can be viewed at:


For more information, call the UND HR & Payroll Services office at 701-777-2158