



City of Akron

Optional Life and Accidental Death & Dismemberment Insurance Plan Highlights

Optional Life and Accidental Death & Dismemberment Insurance

Optional Life insurance provides a lump-sum benefit to your designated beneficiary if you die while covered by the policy.

Optional AD&D insurance pays a death benefit to your designated beneficiary if you die due to a covered accident while you are insured. It also pays you a lesser benefit for certain accidental injuries.

Premiums may be paid through your employer on a payroll-deduction basis.

Dependent life coverage is also available to your spouse and/or child(ren).

Eligibility

Employee

- You must be insured for Basic Life through MedMutual Life
- You must be an active full-time permanent employee of the City of Akron, working at least 40 hours per week
- Temporary, permanent part-time and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.
- You cannot be insured as both an employee and a dependent

Dependent

- The employee must elect Optional life for themselves in order to elect Dependent Life insurance
- Spouse means a person to whom you are lawfully married
- Child means your unmarried child from live birth to age 26
- Your child cannot be insured by more than one employee
- Your spouse or child(ren) cannot be full-time members of the armed forces

How Much Can I Elect?

Employee Benefit

\$10,000 to \$500,000 in \$10,000 increments not to exceed five times base Annual Salary. Employee benefits include Optional AD&D at the elected Optional Life amount.

Optional AD&D coverage is only available to Employees electing Optional Life coverage. The amount of Optional AD&D coverage is automatically equal to the amount of your Optional life election.

You may receive benefits due to certain injuries or death resulting from an accident. The covered injuries or death can occur up to 365 days after the accident. AD&D insurance pays:

- 100% of the amount of coverage purchased in the event of accidental loss of the following: life, two limbs, the sight of both eyes, or speech and hearing.
- 50% of the amount of coverage for accidental loss of one limb, sight of one eye, speech or hearing.
- 25% of the amount of coverage for accidental loss of thumb and index finger of the same hand.

Your total benefit for all losses due to the same accident cannot be more than 100% of the amount of coverage purchased.

Spouse coverage

\$5,000 to \$250,000 in \$5,000 increments not to exceed 50% of the Employee Optional Amount.

Child coverage

- Option #1: \$5,000
- Option #2: \$10,000

Coverage amount guidelines

You may enroll in the same amount of coverage you currently have in place without providing additional information. If you wish to increase your level of coverage upon enrolling with MedMutual Life, please contact your employer for the appropriate forms.

Newly eligible employees can elect coverage up to the following Non-Medical Maximum schedule without Evidence of Insurability:

Employee	\$250,000
Spouse	\$ 25,000
Dependent Child	\$ 10,000

During the City of Akron’s annual enrollment period: If an Employee is insured for Optional Life benefits, at an amount below the Non-Medical Maximum, the insured Employee may apply for an additional increment of \$10,000 without providing Evidence of Insurability. However, Evidence of Insurability is required for any proposed Optional Life benefit that exceeds the Non-Medical Maximum.

Late enrollees will need to complete an evidence of insurability form to elect any amount of coverage.

How much will it cost?

You have the option to purchase Optional Life Insurance.

Employee—Monthly Optional life and AD&D rates

If you elect Optional Life and AD&D coverage, your monthly rate is listed in the chart below based on your age.

Age	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Rate	\$0.08	\$0.08	\$0.10	\$0.15	\$0.22	\$0.33	\$0.52	\$0.75	\$1.29	\$2.82

To calculate the monthly premium:

1. Amount Elected: Write the amount of Optional Life you are electing
2. Line 1 divided by \$1,000 = Enter this amount in Line 2
3. Find your rate from the rate table and enter on Line 3
4. Line 2 multiplied by Line 3 = Your Monthly Cost

Line 1: _____
 Line 2: _____
 Line 3: _____
 Line 4: _____

Spouse – Monthly Optional life

If you elect Dependent Life coverage for your spouse, your monthly rate is listed in the chart below based on the Employee’s age.

Age	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Rate	\$0.06	\$0.06	\$0.08	\$0.13	\$0.20	\$0.31	\$0.50	\$0.73	\$1.27	\$2.80

Child – Monthly Optional life

Option 1: \$ 5,000	\$1.05 per Month
Option 2: \$ 10,000	\$2.10 per Month

Does my coverage come with any additional benefits?

Accelerated Death Benefit

If you become terminally ill, you may be entitled to receive a lump sum benefit paid to you in advance of your death. This can help you and your family meet medical and other expenses during a difficult time.

Additional Coverage Information

About Your Coverage Effective Date

You must be actively at work on the day your coverage becomes effective.

Actively at Work on a full-time basis means that the employee is

- a) performing the material and substantial duties of the occupation at the employer’s usual place of business or at a location the employer has authorized the employee to work;
- b) working a minimum of 40 hours per week on a regularly scheduled basis and
- c) paid full-time salary or wage.

If an employee is not actively at work on the day the coverage would otherwise be effective, the effective date of the coverage will be the date of the return to active work. If an employee does not return to active work, the employee will not be covered.

Designating a beneficiary

Your designated beneficiary is the person (or persons) or legal entity (entities) who receives a benefit payment if you die while insured. You may select any beneficiary(ies) other than your Employer. You can also designate more than one beneficiary. You must select your beneficiary when you complete your enrollment application; your selection is legally binding.

Can I keep my coverage if I leave my employer?

Yes, subject to your employer's contract, you may be eligible for the following options:

Conversion – Yes, if your insurance ends or reduces, you may be eligible to convert your Basic life insurance to an individual policy without submitting evidence of good health, provided certain conditions are met. The individual Conversion policy will be a whole life policy. It will not contain any disability benefits or AD&D. The request to convert must be made within 31 days following termination or reduction of coverage.

Portability - If your group insurance coverage terminates, you may be eligible to continue your Life Insurance benefit under the Group Portable Insurance Trust Policy. You must apply for continuation within 31 days of the date of termination of coverage. Rates may be higher than your current rate. MedMutual Life will bill you directly. For information about the maximum amount you may continue, please see your Certificate.

Important Details

This information provides an overview of your Optional Life, Dependent life and AD&D benefits. Once a group policy is issued to your employer, a certificate of insurance will be available to explain your coverage in detail.

Optional Life, Dependent life and AD&D insurance includes certain limitations and exclusions:

- AD&D insurance does not cover specific losses. A complete list of exclusions can be found in your benefit book

Benefits will be determined based on the administrative policies and procedures of MedMutual Life.

This document is only a partial listing of benefits. This is not a contract of insurance. The contract or certificate will contain the complete listing of covered benefits