

GROUP LIFE INSURANCE

EMPLOYER MANUAL

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The VRS Group Life Insurance Program offers Basic Group Life Insurance and Optional Group Life Insurance for employers who choose to participate. Employees are covered under Basic Group Life Insurance from the first day of employment. The Optional Group Life Insurance Program allows employees to purchase additional insurance for themselves, their spouses and minor dependent children.

Life insurance benefits are issued by Minnesota Life Insurance Company, an affiliate of Securian Financial, and administered by VRS. The employer uses a user ID and password on Securian Financial's secure website (www.lifebenefits.com) to view information about employees who have applied for insurance or who have an open claim, or to check option levels and premium amounts. An employer who does not have a user ID or who has problems with an existing ID should contact Securian Financial at:

Securian Financial
P.O. Box 1193
Richmond VA 23218-1193
800-441-2258
Joseph.Chang@securian.com

ELIGIBILITY

The following employees are eligible for Basic and Optional Group Life coverage:¹

- Full-time, permanent, salaried state employees, whether covered by VRS or an Optional Retirement Plan (ORP);
- Part-time, classified state employees and part-time college and university faculty who work at least 20 hours per week and are compensated on a salaried basis;
- Public school teachers, administrators (including superintendents who have elected to be covered by the ORP for School Superintendents for their retirement benefits) and clerical employees of public school divisions;
- Regular full-time employees of political subdivisions participating in VRS, provided the employer is participating in the Group Life Insurance Program;
- Eligible employees of the Virginia Port Authority who elected VRS coverage

¹ See *Code of Virginia* §§ 51.1-502 - 51.1-502.3.

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Note: An employee may not have more than one coverage under the Basic Group Life Insurance Program.² See the Employees with Multiple VRS Employers section in the Enroll and Maintain Employees Chapter of the Employer Manual for details.

In addition, employees who participate in Optional Group Life Insurance may also apply for Optional Group Life Insurance for the following:

- A spouse;
- Any unmarried children, including legally adopted children, who are not self-supporting up to a certain age;
- Any unmarried step-children living full-time with the employee in a parent-child relationship up to a certain age;
- Any other children if they are in the permanent court-ordered custody of the employee and can be claimed as a dependent on a federal income tax return up to a certain age;
- A spouse on full-time active duty in the armed forces.

INDIVIDUALS NOT ELIGIBLE

The following employees are not covered by Basic and Optional Group Life Insurance:

- Temporary or wage employees;
- Part-time adjunct faculty;
- University of Virginia Optional Retirement Plan participants;
- Employees of the University of Virginia Medical Center;
- Employees of the Medical College of Virginia Hospital Authority.

In addition, the following individuals are not eligible for Optional Group Life Insurance coverage:

- A former spouse (if divorced);
- Children less than 15 days of age or more than 25 years of age;
- Children 21 years of age but less than 25 unless attending an accredited school or college as a full-time student or unless physically or mentally disabled;
- Children more than 25 unless physically or mentally disabled;
- Married children regardless of age;
- Any dependent eligible for VRS Group Life Insurance as an employee.

WAIVING COVERAGE

An employee has only one opportunity to waive coverage under the VRS Basic Group Life Insurance Program. Basic coverage may be waived only if the employee was employed with a VRS Group Life Insurance participating employer prior to the employer's effective participation date.³

² See *Code of Virginia* § 51.1-503.

³ See *Code of Virginia* § 51.1-507.

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An employee who waived basic coverage initially may become insured for basic coverage later by submitting a completed Group Life Insurance Evidence of Insurability Form (VRS-32). The employee is responsible for the expense incurred for completing the VRS-32.

A new employee who does not want to participate in the Optional Group Life Insurance Plan can choose to waive coverage.

OPTIONAL GROUP LIFE INSURANCE ENROLLMENT

Eligible employees are enrolled automatically in Basic Group Life Insurance on the first day of employment. An employee may apply for Optional Group Life Insurance at any time. However, if the employee is enrolling in Optional Group Life Insurance within 31 days of employment, coverage is guaranteed and no medical underwriting is required. An employee who participates in the optional plan may add dependents within 31 days of a qualifying event. A qualifying event is an event such as marriage, birth or adoption of a child, or retirement of a spouse when both the employee and spouse are covered under Optional Group Life Insurance.

When employees are married and both employees have optional coverage and one employee retires for service, the active employee can add the retired spouse to the employee's active Optional Group Life Insurance without evidence of insurability. The active employee may insure the retired spouse at the same option level for which the spouse was previously insured as an active employee. The coverage amount may not exceed the amount the spouse had while actively employed.

When enrolling in Optional Group Life Insurance, the employee and/or dependent must pick a coverage level (Option 1, 2, 3 or 4). The following optional life coverage levels require evidence of insurability:

- Options 2, 3 and 4;
- All levels as a late entrant (applying for coverage after the first 31 days of eligibility).

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Option	Employee insurance amount*	Spouse insurance amount*	Child from 15 days til maximum age	Requires evidence of insurability?
1	1 x salary	½ x salary	\$10,000	No, within 31 days of eligibility
2	2 x salary	1 x salary	\$10,000	Yes
3	3 x salary	1½ x salary	\$20,000	Yes
4	4 x salary	2 x salary	\$30,000	Yes

* Guaranteed issue amounts are not to exceed \$400,000 for employee and \$200,000 for spouse.

To enroll in Optional Group Life Insurance, the employee completes the Enrollment Application for VRS Optional Group Life Insurance (VRS-39), which can be found using the Securian Financial/VRS Life Insurance Forms link on the Forms page of the VRS website. The employee forwards the VRS-39 to the employer, who must complete Section 6. An individual who enrolls after 31 days and is not guaranteed coverage, or a spouse who enrolls within 31 days but applies for Option 2, 3 or 4, must complete a VRS-32.

ADDITIONS AND CHANGES TO OPTIONAL LIFE COVERAGE

An employee may enroll in Optional Group Life Insurance, add a dependent, increase or decrease coverage or terminate coverage at any time; however, adding or increasing optional coverage may require evidence of insurability. The following chart lists steps an employee must take to change the optional coverage.

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Enroll as a late entrant after 31 days	<ul style="list-style-type: none">• Complete a VRS-39 and check the appropriate boxes for coverage on the employee, spouse and child;• Complete a VRS-32 for each individual who seeks to be insured.
Add a spouse or dependent	<ul style="list-style-type: none">• Complete a Request for Change Under Optional Group Life Insurance Plan (VRS-39A);• Complete a VRS-32 to increase options (to Option 2, 3 or 4) or to add an insured dependent after the 31-day guarantee period.
Reduce or terminate coverage	<ul style="list-style-type: none">• Complete a VRS-39A.
Change coverage due to a qualifying event	<p>If optional insurance is in effect:</p> <ul style="list-style-type: none">• Complete a VRS-39A;<ul style="list-style-type: none">○ If a request is made within 31 days of a qualifying event, insurance is guaranteed up to either the existing level of optional coverage that is in force, or the guaranteed issue amounts as specified by the plan, whichever is less;○ If a request is made beyond 31 days of a qualifying event, complete a VRS-32. <p>If this is a new enrollment:</p> <ul style="list-style-type: none">• Complete a VRS-39;• Complete a VRS-32 for the employee and any dependents not included in the qualifying event.

OPTIONAL LIFE AND TRANSFERS

An employee who transfers to another VRS-covered employer is viewed as a new employee to the new employer. This means that an employee who starts working at a new agency has a 31-day period beginning from the date of new employment in which to elect optional life on a guaranteed basis. An employee who moves from one state agency to another state agency is not considered to be a new employee because the state is viewed as a single employer. However, an employee who has had more than a full calendar month break in service between state employers is considered a new employee with a 31-day guaranteed issue period for optional life.

The employer should the following steps to facilitate optional life enrollment for a transfer:

- Give the employee Optional Group Life Insurance information;
- Determine if the employee had optional life coverage with the previous employer;
- Have the employee complete the appropriate forms, as described in the following situations:

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Guaranteed issue

- The employee completes the VRS-39;
 - The employee has 31 days to obtain optional life guaranteed to Option 4, to \$375,000 maximum;
 - The spouse is guaranteed to Option 1;
 - The child is guaranteed to Option 4;
- The employee submits a VRS-39 to Securian Financial to record the enrollment;
- Insurance coverage is effective on the signature date;
- To view employee optional life changes, go to www.lifebenefits.com. After logging in, select the Billing option and then the Coverage Change Reports option.

If evidence of insurability is required

- Each individual who is not guaranteed completes a VRS-32;
- The employee submits a VRS-39 and VRS-32 to Securian Financial for review;
- Upon receipt, Securian Financial approves, declines or requests additional information deemed necessary to make an underwriting decision;
- Securian Financial notifies the employee by mail of the decision;
- When activated for each User ID, an automatic underwriting notification email will provide a prompt to view underwriting activity on www.lifebenefits.com;
- To view employee optional life changes, go to www.lifebenefits.com. After logging in, select the Billing option and then the Coverage Change Reports option;
- Coverage begins on the date of the approval.

If retaining same option level as previous employer

- An employee who was previously insured with Optional Group Life Insurance at a prior agency and wants to retain the previous level of coverage must complete a VRS-39. This informs Securian Financial that the employee has had a change in employer and wants to continue optional life coverage;
- Coverage is continuous for an employee who has less than a full calendar month break in service between employers;
- Optional life premiums from a prior agency are submitted to Securian Financial until the last payroll in which the employee is reported;
- Optional life premiums with the new agency begin on the first day of the month after the employment date.

PREMIUMS

Premiums for Basic Group Life Insurance are paid by either the employee or employer. The employee pays the cost of Optional Group Life Insurance.

BASIC GROUP LIFE INSURANCE

Employer and employee rates for Basic Group Life Insurance are set periodically by the VRS Board of Trustees based on recommendations by the VRS actuary.

The employer contributes to the Basic Group Life Insurance Program, regardless of whether the employer pays the employee's share of the premiums. Contributions for Basic Group Life Insurance are reported and sent to VRS. In many cases, the employer pays both the employee

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and employer share of the basic life premium. When an employee pays the share of basic life, premiums are automatically deducted from the employee's salary. If the basic premium is not deducted from salary through no fault of the employee, the employee is insured and is not required to pay the amount that should have been deducted.⁴ The employee share is paid until termination. The maximum amount an employee contributes toward group life insurance coverage is 70 cents per month for each \$1,000 of annual salary.⁵

OPTIONAL GROUP LIFE INSURANCE

An employee who participates in the Optional Group Life Program pays all premiums. Optional life premiums for an active employee are deducted from payroll and the employer remits these premiums directly to Securian Financial.

An employee in deferred status who had optional life coverage while actively employed and is eligible to continue coverage may pay optional premiums directly to Securian Financial. This includes employees on leave without pay, on disability under the Virginia Sickness and Disability Program (VSDP) or the Virginia Local Disability Program (VLDP), those who took disability retirement and those who took service retirement and were enrolled in Optional Group Life Insurance for at least five years immediately prior to retirement.

Optional life premiums for an employee are based on the salary and age of the employee. Optional life premiums for the employee's spouse are based on the spouse's age and the amount of coverage. Optional life premiums for dependent children are based on the level of coverage. Premiums are reviewed and adjusted accordingly once a year unless the employee makes changes in the level of coverage or adds or discontinues coverage on the spouse or dependent children. To view employee premium amounts, go to www.lifebenefits.com.

⁴ See *Code of Virginia* § 51.1-506.

⁵ See *Code of Virginia* § 51.1-506.

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The following chart shows the current member and spouse premium rates, effective September 1, 2017, for Optional Group Life Insurance:

Age of Member/Spouse	Monthly Cost per \$1,000 of Coverage
Under 30	\$0.05
30 to 34	\$0.05
35 to 39	\$0.06
40 to 44	\$0.08
45 to 49	\$0.14
50 to 54	\$0.20
55 to 59	\$0.33
60 to 64	\$0.59
65 to 69	\$1.06
70 to 74	\$2.06
75 & over	\$2.06

The following chart shows the current child rates for Optional Group Life Insurance:

Option (Coverage Level)	Cost of Coverage	Child Coverage Amount
1	\$0.80	\$10,000
2	0.80	10,000
3	1.60	20,000
4	2.40	30,000

BENEFICIARIES

Life insurance benefits are paid according to the order of precedence unless a beneficiary designation is on file. The order of precedence is as follows:⁶

- First, to the spouse of the member;
- Second, if no surviving spouse, to the children of the member and descendants of deceased children, per stirpes;
- Third, if none of the above, to the parents of the member;
- Fourth, if none of the above, to the duly appointed executor or administrator of the estate of the member;
- Fifth, if none of the above, to other next of kin of the member entitled under the laws of the domicile of the member at the time of death.

⁶ See *Code of Virginia* § 51.1-511 and § 51.1-162.

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In the order of precedence, “children” means all children except stepchildren, foster children, minors who happen to be living with the member and individuals raised by the deceased member as a “child.”⁷ The employee must complete a Designation of Beneficiary (VRS-2) to designate an individual as a beneficiary who is not covered by the order of precedence.

In addition to designating life insurance benefits, an employee may change the way defined benefits are paid by submitting a VRS-2. A VRS-2 may be obtained from the VRS website. A Hybrid member who wishes to designate funds from the defined contribution component should complete a Beneficiary Designation Form, which can be found on the Hybrid website (www.varetire.org/hybrid). Any valid designation on file is used to determine the beneficiary of death proceeds unless a form is submitted naming a new beneficiary or designating payment by order of precedence.

Note: The employee is always the beneficiary of Optional Group Life Insurance for a spouse or child.

INELIGIBILITY OF FORMER SPOUSE NAMED AS BENEFICIARY

If an employee divorced prior to July 1, 1993 and had designated a former spouse as the beneficiary, the employee must file an updated beneficiary designation if someone other than the former spouse is to receive benefits. If the divorce was effective on or after July 1, 1993, the former is treated as predeceasing the employee unless either:

- VRS is presented with legal documentation showing that there is a specific requirement in a divorce decree or separation agreement entered by a court on or after July 1, 1993 requiring that the former spouse be named for these benefits (Basic Group Life Insurance is not subject to or controlled by ADRO stipulations); or
- The employee has submitted a new beneficiary designation after the date of the divorce naming the former spouse as beneficiary.

NATURAL DEATH BENEFITS

Generally, the amount of life insurance for an active employee is based on the employee’s last annual salary earned prior to death, dismemberment or acceleration of death benefits. However, an employee who has 20 years or more of service has Basic Group Life Insurance based on the highest salary earned during the employee’s career, regardless of when the highest salary was

⁷ VRS will make a determination on a case-by-case basis regarding any instances that do not fall squarely within the examples set out above.

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earned. The following chart summarizes available Basic and Optional Group Life Insurance amounts for a natural death:

Benefit Type	Employee		Spouse	Child
	Basic Life	Optional Life	Optional Life only	Optional Life only
Natural Death Benefit	2 X Salary	Option elected*	Option elected*	Opt. 1: \$10,000 Opt. 2: \$10,000 Opt. 3: \$20,000 Opt. 4: \$30,000

* Each option is a multiple of the employee's salary, up to four times salary for employees and two times the employee's salary for the spouse.

Refer to the Employee Group Term Life Certificate of Insurance distributed by Securian Financial for definitions and specific details. The certificate can be found on the Securian Financial website (www.lifebenefits.com).

ACCIDENTAL DEATH BENEFITS

When an employee dies as the result of an accident, double indemnity doubles the natural death benefit. Additional benefits may be paid for the employee in certain circumstances.

Benefit Type	Employee		Spouse	Child
	Basic Life	Optional Life	Optional Life only	Optional Life only
Natural Death Benefit	2 X Salary	Option elected*	Option elected*	Opt. 1: \$10,000 Opt. 2: \$10,000 Opt. 3: \$20,000 Opt. 4: \$30,000
Accidental Death Benefits	<ul style="list-style-type: none"> • Double indemnity • Repatriation • Seat belt • Felonious assault 	Double indemnity	Double indemnity	Double indemnity

* Each option is a multiple of the employee's salary, up to four times salary for employees and two times the employee's salary for the spouse.

REPATRIATION BENEFIT

In addition to the double indemnity benefit payable upon the accidental death of an insured employee, if the accident occurs at least 75 miles away from the employee's home, repatriation coverage pays up to \$5,000 for the actual cost for preparation and transportation of the employee's body to a mortuary.⁸

⁸ See Code of Virginia § 51.1-505.01(A).

SEAT BELT BENEFIT

If an insured employee dies or suffers dismemberment in an accident while driving or riding in a private passenger vehicle, an additional accidental death and dismemberment benefit is paid provided that:

- The vehicle has a safety restraint system;
- The employee was using the safety restraint system at the time of the accident;
- The driver was licensed and not intoxicated or otherwise impaired at the time of the accident.

The additional benefit is the lesser of either 10% of the amount otherwise due as a result of the accidental death or dismemberment, or \$50,000.⁹

A safety restraint system means a properly installed seatbelt, lap and shoulder restraint or other restraint approved by the National Highway Traffic Safety Administration. The term does not include an air bag system.

FELONIOUS ASSAULT BENEFIT

If an insured employee dies or suffers dismemberment as a result of a felonious assault by someone other than a member of the employee's immediate family, an additional accidental death and dismemberment benefit is paid. The additional benefit is the lesser of 25% of the amount otherwise due as a result of the accidental death or dismemberment, or \$50,000.¹⁰ In addition, if the employee has a qualifying child, a savings trust account is opened for each child pursuant to the Virginia College Savings Plan to which the retirement system contributes an amount approximately equal to the current cost of purchasing in full a prepaid tuition contract for tuition and mandatory fees at a four-year public institution of higher education in Virginia. The savings trust account is subject to certain restrictions intended to preserve the funds for the payment of college expenses.

Felonious assault means a physical assault resulting in bodily harm that takes place while the employee is performing customary duties at the employer's normal place of business or at other places the employer's business requires the employee to travel. The assault involves the use of force or violence with the intent to cause harm that constitutes a felony or misdemeanor under applicable law.

⁹ See *Code of Virginia* § 51.1-505.01(B).

¹⁰ See *Code of Virginia* § 51.1-505.01(C).

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Qualifying child means a dependent child under the age of 18 or if the child is 18 or older, the child is enrolled in high school.

LIVING BENEFITS

Certain benefits are paid while the employee or dependent is still living.

Benefit Type	Employee		Spouse	Child
	Basic Life	Optional Life	Optional Life	Optional Life
Living benefits	<ul style="list-style-type: none">• Dismemberment• Accelerated	<ul style="list-style-type: none">• Dismemberment• Accelerated	<ul style="list-style-type: none">• Dismemberment• Accelerated	<ul style="list-style-type: none">• Dismemberment• Accelerated

DISMEMBERMENT BENEFIT

The following benefits may be payable for accidental dismemberment as follows:

Both hands or both feet	Full amount of insurance
Sight of both eyes	Full amount of insurance
One hand and one foot	Full amount of insurance
One foot and sight of one eye	Full amount of insurance
One hand and sight of one eye	Full amount of insurance
Sight of one eye	50% of amount of insurance
One hand or one foot	50% of amount of insurance

Please refer to the Certificate of Insurance for more specific details on what is a covered accident and definition of dismemberment or loss of sight. The certificate is available on the Securian Financial website.

ACCELERATED BENEFIT

A covered individual who is either diagnosed with an illness or who suffers an accidental injury that results in a life expectancy of 12 months or less may be eligible to use VRS life insurance as an accelerated benefit. Additionally, an insured employee considering a viatical settlement may be eligible to receive an accelerated benefit.

LIFE INSURANCE DURING LEAVES OF ABSENCE

An employee on leave with pay continues to have life insurance coverage. An employee on leave without pay may continue coverage for up to 24 months of leave provided premiums are paid. An employee who is on military leave without pay may continue coverage even if the leave without pay period exceeds 24 months. The employer's personnel policy determines whether the employer or the employee pays the premiums.

The employer should take the following steps when an employee takes an approved leave:

Leave With Pay	<p>An employee on leave with pay continues to have both Basic and Optional Group Life Insurance coverage.</p> <ul style="list-style-type: none">• To maintain basic coverage, the employer continues to report the employee on the payroll and to send in contributions;• To continue optional life, the premium is paid through payroll deduction and sent to Securian Financial along with the premiums paid by active employees.
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Leave Without Pay (LWOP)	<p>An employee on LWOP (including Family Medical Leave Act) may continue coverage for up to 24 months provided premiums are paid.</p> <ul style="list-style-type: none">• Premiums for basic and optional coverage continue through payroll deduction until the last payroll for which the employee receives pay;• Thereafter, the employee should pay basic and optional premiums directly to the employer in the following manner:<ul style="list-style-type: none">○ Either in advance of the leave in an amount sufficient to cover the period for which the leave is granted; or○ In equal monthly installments for the duration of leave;• Basic Group Life Insurance premiums for employees on LWOP are reported to VRS;• Optional Group Life Insurance premiums for employees on LWOP are paid to Securian Financial in one of the following ways:<ul style="list-style-type: none">○ The employer sends the premium along with optional life premiums for active employees;○ The employee sends the premium and the employer is required to provide Securian Financial with documentation of the LWOP status. <p>If an employee on LWOP does not pay premiums, coverage ceases during the leave period.</p> <ul style="list-style-type: none">• Coverage is reinstated without evidence of insurability upon the employee's return from leave at the same coverage level as before leave;• Upon return from leave, premiums are paid via payroll deduction. Premiums may begin on the 1st of the month after return from leave.
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** Periods of military leave are covered beyond 24 months if the premiums are paid.*

If an employee is on leave without pay at the time a salary increase would normally be effective and dies before returning to work, the death benefit is paid based on the prior salary because the employee had not actually worked under the higher salary. An exception is made if the premiums

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were increased to correspond with the increased salary. In this case, VRS would honor the policy of recognizing a salary increase even in a LWOP situation.

LIFE INSURANCE WHILE ON VSDP OR VLDP

Both Basic Group Life Insurance and Optional Group Life Insurance, including accidental death and dismemberment benefits, continue while an employee is on short-term or long-term disability under VSDP or VLDP.¹¹

Employers continue to pay Basic Group Life Insurance premiums for employees on short-term disability. The amount of the employee's coverage may be adjusted to include any salary increases awarded while the employee is on short-term disability.

Neither the employee nor the employer is required to pay Basic Group Life Insurance premiums for employees on long-term disability. The amount of life insurance coverage is equal to two times the employee's annual salary at the time the employee went on long-term disability, rounded to the next higher thousand dollars. The amount of coverage for an employee on long-term disability may be increased annually by cost-of-living adjustments to the employee's pre-disability annual salary. The cost-of-living adjustments are recommended by the VRS actuary and approved by the VRS Board of Trustees.

Optional Group Life Insurance coverage may continue for as long as the employee remains on long-term disability and premiums are paid directly to Securian Financial. If a long-term disability employee retires under service retirement provisions, optional coverage can be maintained if the employee was enrolled in Optional Group Life Insurance for at least five years immediately prior to retirement. However, if a long-term disability employee is no longer eligible for long-term disability and does not meet the requirements to continue optional life into retirement, the employee can convert basic or optional coverage to an individual policy.

LIFE INSURANCE AFTER TERMINATION OF EMPLOYMENT

Upon leaving VRS-covered employment, an employee may convert Basic and/ Optional Group Life Insurance to an individual policy. Conversion to an individual policy is guaranteed. The

¹¹ See *Code of Virginia* § 51.1-1133.

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employee must convert basic or optional coverage within 31 days of termination. Likewise, an insured dependent who wants to convert Optional Group Life Insurance coverage to an individual life insurance policy may do so within 31 days of either:

- The employee's death;
- The date the dependent ceases to qualify for insurance under the policy.

If an employee or dependent wants to convert to an individual policy, the employer should provide the Conversion to Secure Protector Whole Life (VRS-35) brochure to the employee or dependent to determine whether to convert coverage. This conversion brochure contains all necessary information and the form. The VRS-35 can be found by using the Securian Financial/VRS Life Insurance Forms link on the Forms page of the VRS website.

The employee or dependent completes and sends the required information with the first premium payment to Securian Financial's Richmond branch office. Securian Financial bills the employee or dependent directly.

Note: An employee who retires, or who is eligible to retire but defers the annuity, is not eligible to convert basic coverage. Basic coverage is retained as a post-retirement benefit.

LIFE INSURANCE AT RETIREMENT

If the employee is covered under the VRS Group Life Insurance Program, some basic group life insurance benefits will continue into retirement.

SERVICE RETIREMENT

An employee who terminates employment and meets age and service requirements for retirement remains eligible for the death benefit and accelerated benefit. However, accidental death and dismemberment benefits cease upon retirement.¹²

Basic Group Life Insurance

A retiring member or terminating member who meets eligibility for retirement upon separation of employment, but who chooses to defer retirement retains Basic Group Life Insurance at no cost.

The amount of life insurance at retirement is based on the employee's last annual salary earned. However, an employee who has 20 years or more of service has Basic Group Life Insurance

¹² See *Code of Virginia* § 51.1-505(E).

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based on the highest salary earned during the employee's career, regardless of when the highest salary was earned.

A retiree or terminating member eligible for retirement upon separation has the value of insurance reduced at a rate of 25% of the value at separation on January 1 following one calendar year of separation from service and annually thereafter until it reaches 25% of its original value. Once fully reduced, the life insurance policy equals approximately 50% of the employee's pre-retirement salary. For an employee with at least 30 years of creditable service, the reduction will never decrease the amount of life insurance to less than \$8,463. The \$8,463 value is effective July 1, 2019. Annually, each July 1, the value will increase based on the Plan 2 cost-of-living adjustment (COLA) that is applied to retirement benefits. During periods of no inflation or deflation, the COLA will be 0% and there will be no increase in the value of the coverage. The life insurance value is specified on the retiree's VRS retirement certificate.

Example: An employee separates from employment June 30, 2019 and retires July 1, 2019. The employee has a salary of \$50,000 and a Basic Group Life Insurance value of \$100,000. Coverage reduces as follows:

- January 1, 2021 - \$75,000
- January 1, 2022 - \$50,000
- January 1, 2023 - \$25,000

Note: ORP participants can satisfy service requirements through a combination of VRS and ORP service.

Optional Group Life Insurance

An employee who was insured with Optional Group Life Insurance for at least 60 months prior to retirement or before leaving service may elect to continue optional life in the same group plan at either Option 1 or Option 2, subject to a maximum equal to the lesser of:

- The amount of optional insurance in force; or
- \$275,000.

Dependents of employees electing to continue optional coverage may also continue optional life insurance. The employee completes and submits the Retiree Optional Life Continuation Form (VRS-39R) with the first premium payment to Securian Financial's Richmond branch office.

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A retired member remains eligible for the Optional Group Life Insurance death benefit and accelerated benefit. However, the provision that allows for payment of double the death benefit for an accidental death ceases upon retirement. Dismemberment insurance also ceases upon retirement.

Optional life that is continued for eligible VRS and ORP Plan 1 retirees and spouses reduces 25% at ages 65, 70 and 75 with all insurance terminating at age 80. Optional life that is continued for eligible VRS Plan 2, ORP Plan 2 and Hybrid retirees and spouses reduces 25% beginning at the employee's normal retirement age under Social Security and continues to reduce 25% at ages 70 and 75 with all insurance terminating at age 80.

Age	Percentage Reduction	Employee Salary Multiple	Spouse Salary Multiple
65	75%	1.5 x	0.75 x
70	50%	1.0 x	0.5 x
75	25%	0.5 x	0.25 x
80	0%	0 x	0 x

If the employee chooses not to continue the policy, the employee or a dependent may convert optional insurance coverage to an individual policy within 31 days of the date the employee leaves service, as discussed in the Life Insurance after Termination of Employment section of this chapter. For both conversion and continuation, Securian Financial bills the employee or dependent directly.

DISABILITY RETIREMENT

Basic Group Life Insurance

A disability retiree retains life insurance coverage at no cost and may accelerate the death benefit if eligibility requirements are met. However, accidental death and dismemberment benefits cease upon retirement.

For a disability retiree with a retirement date prior to July 1, 2001, the annual January 1 coverage reduction begins after the retiree reaches age 65. The amount reduces 2% per month every month until the retiree's coverage reaches 25% of the original life insurance policy, which equals approximately 50% of the pre-retirement salary.

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For a disability retiree who last worked after July 1, 2001, the annual January 1 coverage reduction begins 12 months after the retiree reaches normal retirement age.

Example: If the disability retiree reaches normal retirement age on September 10, 2019, coverage begins to reduce January 1, 2021.

The 25% annual reduction continues until the retiree's coverage reaches 25% of the original life insurance policy, which equals approximately 50% of the pre-retirement salary. For a disability employee with at least 30 years of creditable service, the reduction will never decrease the amount of life insurance to less than \$8,463.

Optional Group Life Insurance

A retired member remains eligible for the death benefit and accelerated benefit. However, the provision that allows for payment of double the death benefit for an accidental death ceases upon retirement. Dismemberment insurance also ceases upon retirement. If enrolled, Optional Group Life Insurance in force at retirement continues until the end of the month in which the disability retiree reaches normal retirement age. Normal retirement age means age 65 for Plan 1 and Social Security retirement age for Plan 2 and the Hybrid Retirement Plan. When the retiree reaches the appointed age, the employee may either convert to an individual policy or, if eligible, continue a portion of insurance coverage within the group plan. If the disability retiree was insured for at least 60 continuous months before reaching normal retirement age, the retiree can continue the coverage, but it will begin to reduce.

Refer to the Disability Retirement Chapter of the Employer Manual for more information on life insurance under disability retirement.

BASIC GROUP LIFE FOR RETIREES RETURNING TO COVERED EMPLOYMENT

Returning to a Participating VRS Employer

If a retiree returns to covered employment with a VRS-participating employer that provides Basic Group Life Insurance, coverage resumes and insurance premiums must be paid. The value of the life insurance coverage is based on the employee's salary at the time of reemployment. However, if the employee initially retired on or after July 1, 1999 and had 20 years or more of service credit, the value of insurance is based on the highest salary earned during the employee's career. The retiree is not required to work an additional five years (re-vest) in order to obtain Basic Group Life Insurance upon retiring the second time. A returning employee has natural death, accidental death

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and dismemberment, accelerated death benefits and irrevocable assignment of ownership rights during the second period of employment.

At second retirement, the value of the life insurance is based on the last salary earned while reemployed unless the employee retired on or after July 1, 1999 and had 20 years or more of service credit at first retirement. In this case, the value of insurance is based on the highest salary earned during the employee's career. The value reduces at a rate of 25% of the original value at retirement on January 1 of the first full year following the date the employee terminates and annually thereafter until it reaches 25% of its original value.

Returning to a Non-Participating VRS Employer

If a retiree returns to employment with a VRS-participating employer who has not elected to participate in the Group Life Insurance Program, the retiree's coverage remains at the level to which it had reduced prior to re-employment. If the employee dies during the second period of employment, the natural death benefit is paid. The reduction in coverage resumes upon return to a retirement status. If the coverage has fully reduced at the time the retiree returns to covered employment, the insurance is in force for the reduced amount while employed and this amount is carried forward when the employee retires again.

The life insurance amount for an employee who retires on or after July 1, 1999 with 20 years or more of service is based on the highest salary earned during the employee's career.

TAX LIABILITY FOR BASIC GROUP LIFE COVERAGE OVER \$50,000

Section 79 of the *Internal Revenue Code* (IRC) requires an employer to calculate imputed taxable income for employees with Basic Group Life Insurance coverage in excess of \$50,000. The employer is responsible for reporting Basic Group Life Insurance imputed income for:

- Active employees;
- Inactive employees who are eligible to retire but who deferred retirement;
- Retirees in an ORP;
- Retirees in local government plans covered only by Basic Group Life Insurance.

The amount of imputed taxable income must be reported on the employee's Form W-2. IRC Section 79 allows employees to exclude from taxable income the value of coverage up to \$50,000. To calculate the imputed taxable income for an employee, the employer must use the Uniform Premium Table Method below as prescribed by the Internal Revenue Service (IRS). When using

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this table and calculating the imputed taxable income, the employer must use the age of the employee or retiree on December 31. Optional Group Life Insurance is not subject to imputed income.

Uniform Premium Table	
Age of Employee	Monthly Cost Per \$1,000 of Excess Coverage
Under 25	\$0.05
25 to 29	0.06
30 to 34	0.08
35 to 39	0.09
40 to 44	0.10
45 to 49	0.15
50 to 54	0.23
55 to 59	0.43
60 to 64	0.66
65 to 69	1.27
70 & Over	2.06

CALCULATING IMPUTED INCOME TAX

The following is an example of how to calculate imputed taxable income resulting from Basic Group Life Insurance coverage.

Example: A 60-year old employee with an annual salary of \$39,600, has \$80,000 Basic Group Life Insurance coverage. The employee pays \$3.00 monthly as an after-tax deduction for the employee share and the employer pays the remaining employer share.

- Amount of insurance in excess of \$50,000 = \$30,000 (\$80,000 - \$50,000);
- Cost per \$1,000 of insurance per month = \$0.66 (see Uniform Premium Table).

\$0.66	
X <u>30</u>	(amount of insurance in excess of \$50,000)
\$19.80	
X <u>12</u>	(months)
\$237.60	(total cost of insurance per IRS)
- <u>36.00</u>	(premiums deducted from employee's pay)
\$201.60	(adjusted cost of insurance)

In this example, \$201.60 is reported as additional income on the employee's W-2 form for the year. If the deduction from the employee's pay is made on a pre-tax basis, the entire premium is treated

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as paid by the employer. In that case, the full \$237.60 is reported as additional income on the employee's W-2 form for the year.

If the employee has a salary change during the year that results in a change in the amount of coverage, the cost is calculated separately for each period:

1. Calculate the cost for the number of months at the old coverage level;
2. Calculate the cost for the number of months at the new coverage level;
3. Add the results for the two periods together.

TAXABLE INCOME CALCULATION WORKSHEET

The following worksheet will assist in calculating the employee's additional taxable income resulting from Basic Group Life Insurance. The process shown on this worksheet must be used if the employee pays any of the premiums for coverage during the year. The monthly amounts shown in the VRS Group Life Insurance Imputed Income Table section at the end of this chapter may be used for calculations only if either:

- The employer pays the employee's premiums during the entire year;
- The employee's portion of the premium is paid on a pre-tax basis under a cafeteria plan or IRC Section 125 plan maintained by the employer.

- | | |
|-------------------------------------------------------|-----------|
| 1. Total units of insurance (coverage/1,000) | _____ (1) |
| 2. Units of excess insurance (line 1 minus 50) | _____ (2) |
| 3. "Cost" per \$1,000 per month (from IRS table) | _____ (3) |
| 4. "Cost" of one month (line 2 x line 3) | _____ (4) |
| 5. Number of months at this rate | _____ (5) |
| 6. Additional income for the period (line 4 x line 5) | _____ (6) |

Repeat steps 1 through 6, as needed, to determine the income for the entire year and enter the result on line 7.

- | | |
|---------------------------------------------------------------------|-----------|
| 7. Total additional income for the year | _____ (7) |
| 8. Basic plan employee premium, after tax withholding for the year | _____ (8) |
| 9. Net additional taxable income for the year (line 7 minus line 8) | _____ (9) |

ABSOLUTE ASSIGNMENT OF LIFE INSURANCE

An employee may make a voluntary irrevocable assignment of ownership rights in the insurance provided by Basic Group Life Insurance by completing an Absolute Assignment of Group Life

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Insurance (VRS-37). Collateral assignments may not be made. Any employee contemplating such an assignment should seek the advice of legal counsel.

An irrevocable assignment does not change any beneficiary designation made prior to the date the assignment is made. However, the assignee of the life insurance may change the designation of the beneficiary. A spouse or dependent's Optional Group Life Insurance may not be assigned.

ADDITIONAL INFORMATION

Basic and Optional Group Life Insurance proceeds are exempt from levy, garnishment, attachment and other legal processes. However, any overpayment of benefits including retirement allowances, health insurance credits and VSDP or VLDP payments paid to a retiree may be deducted from any insurance proceeds payable to a retiree's beneficiaries.¹³

Insurance proceeds from an employee's Basic and Optional Group Life Insurance may be reduced by amounts required to enforce the employee's child or child and spousal support obligation, pursuant to Chapter 19 of Title 63.2 of the *Code of Virginia* or any court process to enforce such an obligation.

Any payment to an employee or beneficiary which is later determined to have been procured on the basis of any knowingly false statement or falsification of records may be recovered from the employee or beneficiary by credit against future payments due the member or beneficiary, by legal action, or by deducting any overpayment of benefits from insurance proceeds.¹⁴ The employee or beneficiary will be given an opportunity to dispute any such proceedings in accordance with provisions of the Administrative Process Act.

CLAIMS

All questions regarding claims and any requests for forms or assistance with claims should be referred directly to Securian Financial.

¹³ See *Code of Virginia* § 51.1-510.

¹⁴ See *Code of Virginia* § 51.1-124.11.

REPORTING A DEATH

An employee or retiree death should be reported to Securian Financial's Richmond branch office by using the "Contact Us" page on the VRS or Securian Financial websites. Reports can also be sent by:

- Email: Joseph.Chang@securian.com
- Phone: 800-441-2258
- Fax: 804-644-2460
- Mail: Securian Financial
P.O. Box 1193
Richmond VA 23218-1193

The person reporting the death should have the following information:

- Employee's name;
- Employee's Social Security number;
- Name of deceased (if not the same as employee);
- Date of death;
- State in which death occurred, if other than Virginia;
- Name, address and phone number of person reporting claim.

When Securian Financial receives notice of an employee's death, the death claim process begins for VRS Group Life Insurance benefit processing, VRS retirement and survivor benefit processing, and notification to VSDP or VLDP in order to discontinue benefits. The phone numbers and web addresses for notifying ORP of an employee death regarding retirement and survivor benefits and deferred compensation are provided below. Although the employer does not have to contact VRS to notify of an employee's death, the contact information is provided and may be used if more specific information or forms are required.

- VRS Retirement and Survivor Benefits: 888-VARETIR or www.varetire.org
- ORP Retirement and Survivor Benefits: 888-VARETIR or www.varetire.org
- Deferred Compensation Plan/Virginia Cash Match Plan: VRS-DCPLAN1 (877-327-5261) or www.varetire.org/dcp
- VSDP: 877-928-7021 or <https://reedgroup.com/vrs/vrs-employee-virginia-sickness-disability-program/>
- VLDP: 877-928-7021 or <https://reedgroup.com/vrs/vrs-employee-virginia-local-disability-program/>

DEATH OF AN ACTIVE EMPLOYEE

For a death claim related to an active employee, the employer should coordinate securing the necessary claim information and submitting it to Securian Financial. However, if at any time, the employer requires assistance, the employer should contact Securian Financial's Richmond branch

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office. Contact information can be found in the Reporting a Death section of this chapter. All required forms are available on the Securian Financial or VRS websites. The following documentation is generally required for processing a claim:

- **Notice of Claim** – The employer completes this form to verify the employee’s eligibility and to certify annual salary for life insurance benefit calculation;
- **Certified Copy of the Death Certificate** - Only one certified copy of a death certificate is required. Securian Financial uses the death certificate to process the life insurance claim. VRS uses it to process survivor benefits, as well as other associated benefits;
- **Preference Beneficiary’s Statement or Beneficiary Statement** - A Preference Beneficiary’s Statement is used for employee death claims that are paid under the order of precedence as set forth in the Beneficiaries section of this chapter. If more than one person qualifies under a specific order (i.e., multiple children), each beneficiary must complete a Preference Beneficiary Statement. A Beneficiary Statement is used for employee death where a claim is paid using the most current beneficiary designation and also for dependent death where the employee is the beneficiary.

The Notice of Claim, Preference Beneficiary’s Statement and Beneficiary Statement forms are available on the Securian Financial website.

Note: If a former spouse is designated beneficiary and the annulment or divorce decree was effective July 1, 1993 or after, the designation is revoked. The death benefit is payable as if the former spouse predeceased the insured (payable to contingent beneficiary(ies), if any, otherwise by the order of precedence).

If an employee has an account balance in one of the defined contribution plans, a death claim must also be filed with the plan record keeper.

DEATH OF A RETIRED OR NON-ACTIVE MEMBER

For a death claim related to a retiree or a member in deferred status, the employer should advise the person reporting the death to contact Securian Financial’s Richmond branch office. Upon verification of insurance coverage, Securian Financial works directly with the beneficiary to complete the processing of the claim.

CLAIMING AN ACCELERATED BENEFIT

To process an accelerated claim, Securian Financial requires a Notice of Claim for Accelerated Benefit Form. This form is available on the Securian Financial website. The member completes Part 1 of the form. The physician completes Part 2 and also includes copies of relevant medical records.

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The completed Notice of Claim for Accelerated Benefit form and accompanying medical records may be sent to Securian Financial's Richmond branch office:

Securian Financial
P.O. Box 1193
Richmond VA 23218-1193
Phone: 800-441-2258

CLAIMING ACCIDENTAL DISMEMBERMENT

To process an accidental dismemberment claim, Securian Financial requires Notice of Accidental Loss (VRS-31) statements, which can be found using the Securian Financial/VRS Life Insurance Forms link on the Forms page of the VRS website. The employee completes the Claimant Statement and the physician completes the Attending Physician Statement.

The completed statements may be sent to Securian Financial's Richmond branch office:

Securian Financial
P.O. Box 1193
Richmond VA 23218-1193
Phone: 800-441-2258

CESSATION OF LIFE INSURANCE BENEFITS

Both Basic Group Life Insurance and Optional Group Life Insurance coverage for an employee cease upon the earliest of:¹⁵

- Termination (except in cases of service or disability retirement, long-term disability or if the employee qualifies for service retirement but delays receiving the monthly benefit);
- Failure to pay the member contribution required for the first 24 months of leave without pay;
- Failure to return to pay status after taking 24 months of leave without pay.

Coverage also ceases if an employee accelerates 100% of the benefit (takes the entire value of the employee's life insurance policy).

Accidental death and dismemberment insurance on an employee ceases upon the earliest of:¹⁶

- Termination;
- Failure to pay the member contribution required for the first 24 months of leave without pay;
- Failure to return to pay status after taking 24 months of leave without pay;
- Retirement.

¹⁵ See *Code of Virginia* § 51.1-505(F).

¹⁶ See *Code of Virginia* § 51.1-505(E).

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VRS GROUP LIFE INSURANCE IMPUTED INCOME TABLE

Annual Salary	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & up
25,001 - 26,000	0.10	0.12	0.16	0.18	0.20	0.30	0.46	0.86	1.32	2.54	4.12
26,001 - 27,000	0.20	0.24	0.32	0.36	0.40	0.60	0.92	1.72	2.64	5.08	8.24
27,001 - 28,000	0.30	0.36	0.48	0.54	0.60	0.90	1.38	2.58	3.96	7.62	12.36
28,001 - 29,000	0.40	0.48	0.64	0.72	0.80	1.20	1.84	3.44	5.28	10.16	16.48
29,001 - 30,000	0.50	0.60	0.80	0.90	1.00	1.50	2.30	4.30	6.60	12.70	20.60
30,001 - 31,000	0.60	0.72	0.96	1.08	1.20	1.80	2.76	5.16	7.92	15.24	24.72
31,001 - 32,000	0.70	0.84	1.12	1.26	1.40	2.10	3.22	6.02	9.24	17.78	28.84
32,001 - 33,000	0.80	0.96	1.28	1.44	1.60	2.40	3.68	6.88	10.56	20.32	32.96
33,001 - 34,000	0.90	1.08	1.44	1.62	1.80	2.70	4.14	7.74	11.88	22.86	37.08
34,001 - 35,000	1.00	1.20	1.60	1.80	2.00	3.00	4.60	8.60	13.20	25.40	41.20
35,001 - 36,000	1.10	1.32	1.76	1.98	2.20	3.30	5.06	9.46	14.52	27.94	45.32
36,001 - 37,000	1.20	1.44	1.92	2.16	2.40	3.60	5.52	10.32	15.84	30.48	49.44
37,001 - 38,000	1.30	1.56	2.08	2.34	2.60	3.90	5.98	11.18	17.16	33.02	53.56
38,001 - 39,000	1.40	1.68	2.24	2.52	2.80	4.20	6.44	12.04	18.48	35.56	57.68
39,001 - 40,000	1.50	1.80	2.40	2.70	3.00	4.50	6.90	12.90	19.80	38.10	61.80
40,001 - 41,000	1.60	1.92	2.56	2.88	3.20	4.80	7.36	13.76	21.12	40.64	65.92
41,001 - 42,000	1.70	2.04	2.72	3.06	3.40	5.10	7.82	14.62	22.44	43.18	70.04
42,001 - 43,000	1.80	2.16	2.88	3.24	3.60	5.40	8.28	15.48	23.76	45.72	74.16
43,001 - 44,000	1.90	2.28	3.04	3.42	3.80	5.70	8.74	16.34	25.08	48.26	78.28
44,001 - 45,000	2.00	2.40	3.20	3.60	4.00	6.00	9.20	17.20	26.40	50.80	82.40
45,001 - 46,000	2.10	2.52	3.36	3.78	4.20	6.30	9.66	18.06	27.72	53.34	86.52
46,001 - 47,000	2.20	2.64	3.52	3.96	4.40	6.60	10.12	18.92	29.04	55.88	90.64
47,001 - 48,000	2.30	2.76	3.68	4.14	4.60	6.90	10.58	19.78	30.36	58.42	94.76
48,001 - 49,000	2.40	2.88	3.84	4.32	4.80	7.20	11.04	20.64	31.68	60.96	98.88
49,001 - 50,000	2.50	3.00	4.00	4.50	5.00	7.50	11.50	21.50	33.00	63.50	103.00
50,001 - 51,000	2.60	3.12	4.16	4.68	5.20	7.80	11.96	22.36	34.32	66.04	107.12
51,001 - 52,000	2.70	3.24	4.32	4.86	5.40	8.10	12.42	23.22	35.64	68.58	111.24
52,001 - 53,000	2.80	3.36	4.48	5.04	5.60	8.40	12.88	24.08	36.96	71.12	115.36
53,001 - 54,000	2.90	3.48	4.64	5.22	5.80	8.70	13.34	24.94	38.28	73.66	119.48
54,001 - 55,000	3.00	3.60	4.80	5.40	6.00	9.00	13.80	25.80	39.60	76.20	123.60
55,001 - 56,000	3.10	3.72	4.96	5.58	6.20	9.30	14.26	26.66	40.92	78.74	127.72
56,001 - 57,000	3.20	3.84	5.12	5.76	6.40	9.60	14.72	27.52	42.24	81.28	131.84
57,001 - 58,000	3.30	3.96	5.28	5.94	6.60	9.90	15.18	28.38	43.56	83.82	135.96
58,001 - 59,000	3.40	4.08	5.44	6.12	6.80	10.20	15.64	29.24	44.88	86.36	140.08
59,001 - 60,000	3.50	4.20	5.60	6.30	7.00	10.50	16.10	30.10	46.20	88.90	144.20
60,001 - 61,000	3.60	4.32	5.76	6.48	7.20	10.80	16.56	30.96	47.52	91.44	148.32
61,001 - 62,000	3.70	4.44	5.92	6.66	7.40	11.10	17.02	31.82	48.84	93.98	152.44
62,001 - 63,000	3.80	4.56	6.08	6.84	7.60	11.40	17.48	32.68	50.16	96.52	156.56
63,001 - 64,000	3.90	4.68	6.24	7.02	7.80	11.70	17.94	33.54	51.48	99.06	160.68
64,001 - 65,000	4.00	4.80	6.40	7.20	8.00	12.00	18.40	34.40	52.80	101.60	164.80
65,001 - 66,000	4.10	4.92	6.56	7.38	8.20	12.30	18.86	35.26	54.12	104.14	168.92
66,001 - 67,000	4.20	5.04	6.72	7.56	8.40	12.60	19.32	36.12	55.44	106.68	173.04
67,001 - 68,000	4.30	5.16	6.88	7.74	8.60	12.90	19.78	36.98	56.76	109.22	177.16
68,001 - 69,000	4.40	5.28	7.04	7.92	8.80	13.20	20.24	37.84	58.08	111.76	181.28

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Annual Salary	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & up
69,001 - 70,000	4.50	5.40	7.20	8.10	9.00	13.50	20.70	38.70	59.40	114.30	185.40
70,001 - 71,000	4.60	5.52	7.36	8.28	9.20	13.80	21.16	39.56	60.72	116.84	189.52
71,001 - 72,000	4.70	5.64	7.52	8.46	9.40	14.10	21.62	40.42	62.04	119.38	193.64
72,001 - 73,000	4.80	5.76	7.68	8.64	9.60	14.40	22.08	41.28	63.36	121.92	197.76
73,001 - 74,000	4.90	5.88	7.84	8.82	9.80	14.70	22.54	42.14	64.68	124.46	201.88
74,001 - 75,000	5.00	6.00	8.00	9.00	10.00	15.00	23.00	43.00	66.00	127.00	206.00
75,001 - 76,000	5.10	6.12	8.16	9.18	10.20	15.30	23.46	43.86	67.32	129.54	210.12
76,001 - 77,000	5.20	6.24	8.32	9.36	10.40	15.60	23.92	44.72	68.64	132.08	214.24
77,001 - 78,000	5.30	6.36	8.48	9.54	10.60	15.90	24.38	45.58	69.96	134.62	218.36
78,001 - 79,000	5.40	6.48	8.64	9.72	10.80	16.20	24.84	46.44	71.28	137.16	222.48
79,001 - 80,000	5.50	6.60	8.80	9.90	11.00	16.50	25.30	47.30	72.60	139.70	226.60
80,001 - 81,000	5.60	6.72	8.96	10.08	11.20	16.80	25.76	48.16	73.92	142.24	230.72
81,001 - 82,000	5.70	6.84	9.12	10.26	11.40	17.10	26.22	49.02	75.24	144.78	234.84
82,001 - 83,000	5.80	6.96	9.28	10.44	11.60	17.40	26.68	49.88	76.56	147.32	238.96
83,001 - 84,000	5.90	7.08	9.44	10.62	11.80	17.70	27.14	50.74	77.88	149.86	243.08
84,001 - 85,000	6.00	7.20	9.60	10.80	12.00	18.00	27.60	51.60	79.20	152.40	247.20
85,001 - 86,000	6.10	7.32	9.76	10.98	12.20	18.30	28.06	52.46	80.52	154.94	251.32
86,001 - 87,000	6.20	7.44	9.92	11.16	12.40	18.60	28.52	53.32	81.84	157.48	255.44
87,001 - 88,000	6.30	7.56	10.08	11.34	12.60	18.90	28.98	54.18	83.16	160.02	259.56
88,001 - 89,000	6.40	7.68	10.24	11.52	12.80	19.20	29.44	55.04	84.48	162.56	263.68
89,001 - 90,000	6.50	7.80	10.40	11.70	13.00	19.50	29.90	55.90	85.80	165.10	267.80
90,001 - 91,000	6.60	7.92	10.56	11.88	13.20	19.80	30.36	56.76	87.12	167.64	271.92
91,001 - 92,000	6.70	8.04	10.72	12.06	13.40	20.10	30.82	57.62	88.44	170.18	276.04
92,001 - 93,000	6.80	8.16	10.88	12.24	13.60	20.40	31.28	58.48	89.76	172.72	280.16
93,001 - 94,000	6.90	8.28	11.04	12.42	13.80	20.70	31.74	59.34	91.08	175.26	284.28
94,001 - 95,000	7.00	8.40	11.20	12.60	14.00	21.00	32.20	60.20	92.40	177.80	288.40
95,001 - 96,000	7.10	8.52	11.36	12.78	14.20	21.30	32.66	61.06	93.72	180.34	292.52
96,001 - 97,000	7.20	8.64	11.52	12.96	14.40	21.60	33.12	61.92	95.04	182.88	296.64
97,001 - 98,000	7.30	8.76	11.68	13.14	14.60	21.90	33.58	62.78	96.36	185.42	300.76
98,001 - 99,000	7.40	8.88	11.84	13.32	14.80	22.20	34.04	63.64	97.68	187.96	304.88
99,001 - 100,000	7.50	9.00	12.00	13.50	15.00	22.50	34.50	64.50	99.00	190.50	309.00
100,001 - 101,000	7.60	9.12	12.16	13.68	15.20	22.80	34.96	65.36	100.32	193.04	313.12
101,001 - 102,000	7.70	9.24	12.32	13.86	15.40	23.10	35.42	66.22	101.64	195.58	317.24
102,001 - 103,000	7.80	9.36	12.48	14.04	15.60	23.40	35.88	67.08	102.96	198.12	321.36
103,001 - 104,000	7.90	9.48	12.64	14.22	15.80	23.70	36.34	67.94	104.28	200.66	325.48
104,001 - 105,000	8.00	9.60	12.80	14.40	16.00	24.00	36.80	68.80	105.60	203.20	329.60
105,001 - 106,000	8.10	9.72	12.96	14.58	16.20	24.30	37.26	69.66	106.92	205.74	333.72
106,001 - 107,000	8.20	9.84	13.12	14.76	16.40	24.60	37.72	70.52	108.24	208.28	337.84
107,001 - 108,000	8.30	9.96	13.28	14.94	16.60	24.90	38.18	71.38	109.56	210.82	341.96
108,001 - 109,000	8.40	10.08	13.44	15.12	16.80	25.20	38.64	72.24	110.88	213.36	346.08
109,001 - 110,000	8.50	10.20	13.60	15.30	17.00	25.50	39.10	73.10	112.20	215.90	350.20
110,001 - 111,000	8.60	10.32	13.76	15.48	17.20	25.80	39.56	73.96	113.52	218.44	354.32
111,001 - 112,000	8.70	10.44	13.92	15.66	17.40	26.10	40.02	74.82	114.84	220.98	358.44
112,001 - 113,000	8.80	10.56	14.08	15.84	17.60	26.40	40.48	75.68	116.16	223.52	362.56
113,001 - 114,000	8.90	10.68	14.24	16.02	17.80	26.70	40.94	76.54	117.48	226.06	366.68
114,001 - 115,000	9.00	10.80	14.40	16.20	18.00	27.00	41.40	77.40	118.80	228.60	370.80

GROUP LIFE INSURANCE

Annual Salary	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & up
115,001 - 116,000	9.10	10.92	14.56	16.38	18.20	27.30	41.86	78.26	120.12	231.14	374.92
116,001 - 117,000	9.20	11.04	14.72	16.56	18.40	27.60	42.32	79.12	121.44	233.68	379.04
117,001 - 118,000	9.30	11.16	14.88	16.74	18.60	27.90	42.78	79.98	122.76	236.22	383.16
118,001 - 119,000	9.40	11.28	15.04	16.92	18.80	28.20	43.24	80.84	124.08	238.76	387.28
119,001 - 120,000	9.50	11.40	15.20	17.10	19.00	28.50	43.70	81.70	125.40	241.30	391.40
120,001 - 121,000	9.60	11.52	15.36	17.28	19.20	28.80	44.16	82.56	126.72	243.84	395.52
121,001 - 122,000	9.70	11.64	15.52	17.46	19.40	29.10	44.62	83.42	128.04	246.38	399.64
122,001 - 123,000	9.80	11.76	15.68	17.64	19.60	29.40	45.08	84.28	129.36	248.92	403.76
123,001 - 124,000	9.90	11.88	15.84	17.82	19.80	29.70	45.54	85.14	130.68	251.46	407.88
124,001 - 125,000	10.00	12.00	16.00	18.00	20.00	30.00	46.00	86.00	132.00	254.00	412.00
125,001 - 126,000	10.10	12.12	16.16	18.18	20.20	30.30	46.46	86.86	133.32	256.54	416.12
126,001 - 127,000	10.20	12.24	16.32	18.36	20.40	30.60	46.92	87.72	134.64	259.08	420.24
127,001 - 128,000	10.30	12.36	16.48	18.54	20.60	30.90	47.38	88.58	135.96	261.62	424.36
128,001 - 129,000	10.40	12.48	16.64	18.72	20.80	31.20	47.84	89.44	137.28	264.16	428.48
129,001 - 130,000	10.50	12.60	16.80	18.90	21.00	31.50	48.30	90.30	138.60	266.70	432.60
130,001 - 131,000	10.60	12.72	16.96	19.08	21.20	31.80	48.76	91.16	139.92	269.24	436.72
131,001 - 132,000	10.70	12.84	17.12	19.26	21.40	32.10	49.22	92.02	141.24	271.78	440.84
132,001 - 133,000	10.80	12.96	17.28	19.44	21.60	32.40	49.68	92.88	142.56	274.32	444.96
133,001 - 134,000	10.90	13.08	17.44	19.62	21.80	32.70	50.14	93.74	143.88	276.86	449.08
134,001 - 135,000	11.00	13.20	17.60	19.80	22.00	33.00	50.60	94.60	145.20	279.40	453.20
135,001 - 136,000	11.10	13.32	17.76	19.98	22.20	33.30	51.06	95.46	146.52	281.94	457.32
136,001 - 137,000	11.20	13.44	17.92	20.16	22.40	33.60	51.52	96.32	147.84	284.48	461.44
137,001 - 138,000	11.30	13.56	18.08	20.34	22.60	33.90	51.98	97.18	149.16	287.02	465.56
138,001 - 139,000	11.40	13.68	18.24	20.52	22.80	34.20	52.44	98.04	150.48	289.56	469.68
139,001 - 140,000	11.50	13.80	18.40	20.70	23.00	34.50	52.90	98.90	151.80	292.10	473.80
140,001 - 141,000	11.60	13.92	18.56	20.88	23.20	34.80	53.36	99.76	153.12	294.64	477.92
141,001 - 142,000	11.70	14.04	18.72	21.06	23.40	35.10	53.82	100.62	154.44	297.18	482.04
142,001 - 143,000	11.80	14.16	18.88	21.24	23.60	35.40	54.28	101.48	155.76	299.72	486.16
143,001 - 144,000	11.90	14.28	19.04	21.42	23.80	35.70	54.74	102.34	157.08	302.26	490.28
144,001 - 145,000	12.00	14.40	19.20	21.60	24.00	36.00	55.20	103.20	158.40	304.80	494.40
145,001 - 146,000	12.10	14.52	19.36	21.78	24.20	36.30	55.66	104.06	159.72	307.34	498.52
146,001 - 147,000	12.20	14.64	19.52	21.96	24.40	36.60	56.12	104.92	161.04	309.88	502.64
147,001 - 148,000	12.30	14.76	19.68	22.14	24.60	36.90	56.58	105.78	162.36	312.42	506.76
148,001 - 149,000	12.40	14.88	19.84	22.32	24.80	37.20	57.04	106.64	163.68	314.96	510.88
149,001 - 150,000	12.50	15.00	20.00	22.50	25.00	37.50	57.50	107.50	165.00	317.50	515.00
150,001 - 151,000	12.60	15.12	20.16	22.68	25.20	37.80	57.96	108.36	166.32	320.04	519.12
151,001 - 152,000	12.70	15.24	20.32	22.86	25.40	38.10	58.42	109.22	167.64	322.58	523.24
152,001 - 153,000	12.80	15.36	20.48	23.04	25.60	38.40	58.88	110.08	168.96	325.12	527.36
153,001 - 154,000	12.90	15.48	20.64	23.22	25.80	38.70	59.34	110.94	170.28	327.66	531.48
154,001 - 155,000	13.00	15.60	20.80	23.40	26.00	39.00	59.80	111.80	171.60	330.20	535.60
155,001 - 156,000	13.10	15.72	20.96	23.58	26.20	39.30	60.26	112.66	172.92	332.74	539.72
156,001 - 157,000	13.20	15.84	21.12	23.76	26.40	39.60	60.72	113.52	174.24	335.28	543.84
157,001 - 158,000	13.30	15.96	21.28	23.94	26.60	39.90	61.18	114.38	175.56	337.82	547.96
158,001 - 159,000	13.40	16.08	21.44	24.12	26.80	40.20	61.64	115.24	176.88	340.36	552.08
159,001 - 160,000	13.50	16.20	21.60	24.30	27.00	40.50	62.10	116.10	178.20	342.90	556.20
160,001 - 161,000	13.60	16.32	21.76	24.48	27.20	40.80	62.56	116.96	179.52	345.44	560.32

GROUP LIFE INSURANCE

Annual Salary	Under 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & up
161,001 - 162,000	13.70	16.44	21.92	24.66	27.40	41.10	63.02	117.82	180.84	347.98	564.44
162,001 - 163,000	13.80	16.56	22.08	24.84	27.60	41.40	63.48	118.68	182.16	350.52	568.56
163,001 - 164,000	13.90	16.68	22.24	25.02	27.80	41.70	63.94	119.54	183.48	353.06	572.68
164,001 - 165,000	14.00	16.80	22.40	25.20	28.00	42.00	64.40	120.40	184.80	355.60	576.80
165,001 - 166,000	14.10	16.92	22.56	25.38	28.20	42.30	64.86	121.26	186.12	358.14	580.92