



GROUP LIFE INSURANCE (CONTRIBUTORY)

We can help provide for your family when you can't.

Group Life insurance can help protect your family's finances if something happens to you. This coverage can help provide financial support and stability to your family if you pass away.

Life insurance can help make things easier for the people you care about.

How much Life insurance do you need?

Consider your family's everyday expenses and big-ticket items. How will they manage without your income? How much help do they need to maintain their standard of living? Pay off debt? And fund your children's education?

Life insurance is an easy, responsible way to help your loved ones during a difficult time — and into the future.

What's at stake.

A death might leave your family facing expenses they couldn't pay without your income. That could include extra costs for medical care or a funeral.

If you were to die unexpectedly there could be many additional financial obligations left unmet. This Life insurance coverage lets you take advantage of group rates. It's also convenient. Your premium payments are deducted directly from your paycheck. **Plan now to help your family cover future expenses like:**



Tuition



Child Care



Housing Costs



Daily Living Expenses

Life Insurance

How Much Can I Apply For?

Note: You may only be insured under one Class even if you are eligible under more than one Class. You will be insured under the Class providing the highest benefit for which you are eligible.

For You:

You may be insured under Basic Life insurance 1.5 times your Annual Earnings, rounded to the next higher multiple of \$1,000, if not already a multiple of \$1,000. The maximum amount is \$200,000.

For Your Dependents:

If you are insured under Basic Life insurance, you may apply for Basic Dependents Life insurance.

Spouse:

\$10,000

Children:

\$10,000

Your Dependents Life insurance for your Spouse and/or your Child(ren) may not exceed 100 percent of your Basic Life insurance.

See the Important Details section for more information, including requirements, exclusions, limitations, age reductions and definitions.

Additional Features

Accelerated Benefit

If you become terminally ill, you may be eligible to receive up to 75 percent of your Life benefit to a maximum of \$500,000.

Travel Assistance¹

Available 24 hours a day, this service connects you to resources when you're traveling at least 100 miles from home or in a foreign country for up to 180 days.

Life Services Toolkit²

This service allows you and your beneficiaries access to online content for will preparation, identity theft support and other tools and calculators, and provides your beneficiaries with services for grief, and legal and financial matters.

¹ This service is provided through an arrangement with a service provider that is not affiliated with The Standard. Travel Assistance is not an insurance product in any state, except Oregon. For more information, visit standard.com/travel.

² The Life Services Toolkit is offered through an arrangement with a service provider that is not affiliated with The Standard. For more information, visit standard.com/mytoolkit.

How Much Your Coverage Costs

Because this insurance is offered through The City of Memphis, you'll have access to competitive group rates, which may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.

How much your premium costs depends on a number of factors, such as your age and the benefit amount.

To estimate your monthly premium use the calculator below.

Use this formula to estimate your monthly premium payment:

$$\frac{\text{Enter the amount of coverage you are requesting (see benefit amounts on page 2).}}{\div 1000} = \frac{\text{Enter your rate from the rate table.}}{\times \$0.20} = \text{This amount is an estimate of how much the monthly benefit would cost.}$$

$$\frac{\text{Enter the monthly premium amount from the line above.}}{\times} \frac{\text{This is the amount of monthly premium you would pay each month for this coverage.}}{0.34} =$$

If you buy Basic Life coverage for you, your monthly rate is \$0.20 per \$1,000 for a maximum of \$200,000.

If you buy Dependents Basic Life coverage for your spouse and child(ren), your monthly rate is \$2.00 for \$10,000 of coverage, no matter how many child(ren) you're covering.

Note: The City of Memphis pays 66 percent of the premium. Employees pay 34 percent of the premium.

How Much Life Insurance Do You Need?

After a covered death in the family, there are many unexpected expenses. Your benefits could help your family pay for:

- Outstanding debt
- Your child(ren)'s education
- Burial expenses
- Medical bills
- Daily expenses

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at standard.com/life/needs

Important Details

Here's where you'll find the nitty-gritty details about the plan.

Eligibility Requirements

To be eligible for coverage, you must be:

- An active employee of The City of Memphis regularly working at least 30 hours per week, other than City Center employees, Sworn Police Reserves, and Memphis Credit Union employees,
- All active full-time Members, regularly working at least 30 hours per week who are Memphis International Airport Authority employees

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

If you buy Life insurance for yourself, you may also buy Life coverage for your eligible child(ren) and/or spouse. This is called Dependents Life insurance.

You can choose to cover your spouse, meaning a person to whom you are legally married.

You may also choose to cover your Child(ren). Child is live birth through age 25.

Please note:

- Your child cannot be insured by more than one employee.
- Your spouse or child(ren) must not be a full-time member of the armed forces.
- You cannot be insured as both an individual and a dependent.

Medical Underwriting Approval

Required for:

- All late applications (applying 31 days after becoming eligible)
- Requests for coverage increases
- Reinstatements
- Employees eligible but not insured under the prior life insurance plan

Visit standard.com/mhs to submit a medical history statement online.

Note: If your family status changes you may have the ability to apply for coverage or increase your coverage for a limited time without having to submit a medical history statement. Please see your Total Rewards Office or plan administrator for more information.

Coverage Effective Date

To become insured, you must:

- Meet the eligibility requirements listed in the previous sections,
- Serve an eligibility waiting period*
- Receive medical underwriting approval (if applicable),
- Apply for coverage and agree to pay premium, and
- Be actively at work (able to perform all normal duties of your job) on the day before the insurance is scheduled to be effective.

*If you are already a member on the date the group policy is effective, you are eligible on that date. If you become a member after the group policy effective date, you are eligible on the first day following 1 month as a member.

If you are not actively at work on the day before the scheduled effective date of insurance, including Dependents Life insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee. Contact your Total Rewards Office or plan administrator for further information about the applicable coverage effective date for your insurance, including Dependents Life insurance.

Age Reductions

Age Of Member	Percentage
65 through 65	92%
66 through 66	84%
67 through 67	77%
68 through 68	71%
69 through 69	65%
70 through 74	50%
75 through 79	34%
80 through 84	23%
85 through 89	16%
90 through 94	11%
95 or over	6%

If you or your spouse are age 65 or over, ask your Total Rewards Office or plan administrator for the amount of coverage available.

Waiver of Premium

Your Life premiums may be waived if you:

- Become totally disabled while insured under this plan,
- Are under age 60, and
- Complete a waiting period of 180 days.

If these conditions are met, your Life insurance coverage may continue without cost until age 65, provided you give us satisfactory proof that you remain totally disabled.

Portability

If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage from The Standard.

Conversion

If your insurance reduces or ends, you may be eligible to convert your existing Life insurance to an individual life insurance policy without submitting proof of good health.

Exclusions

Subject to state variations, you [and your dependents] are not covered for death resulting from suicide or other intentionally self-inflicted injury, while sane or insane. The amount payable will exclude amounts that have not been continuously in effect for at least two years on the date of death.

When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date the group policy, or your employer's coverage under the group policy, terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy

In addition to the above requirements, your Dependents Life coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent. For more details on when your insurance ends, contact your Total Rewards Office.

Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information present in this summary does not modify the group policy, certificate or the insurance coverage in any way.



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at standard.com.

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GP190-LIFE/S399, GP399-LIFE/TRUST,
GP899-LIFE, GP190-LIFE/A997/S399,
GP411-LIFE, GP190-LIFE/S214

SI 20348

VL-640754-C1-C6
(7/21)