

The City of Kirkwood pays the full premium cost of this life insurance benefit through the Civilian Pension Plan. Participant contributions are not required.

In the event of an employee's death, benefit payments under the group term life insurance policy are paid to the beneficiary named. Under the current policy, payments are made in a lump sum payment, standard secure access checking account, or installments at the beneficiary's request. The current policy provides the following benefits:

LIFE INSURANCE BENEFIT SCHEDULE

45 years and younger	4.0 x annual salary
46 through 50 years	3.0 x annual salary
51 through 55 years	2.5 x annual salary
56 through 60 years	2.0 x annual salary
61 through 65 years	1.5 x annual salary
66 years and older	1.0 x annual salary

Maximum Benefit - \$400,000

The current policy also includes an Accelerated Benefit. If you qualify for Waiver of Premium and give Minnesota Life satisfactory proof of having a Qualifying Medical Condition while you are insured under the Group Policy, you may have the right to receive during your lifetime a portion of your insurance as an Accelerated Benefit. Please refer to the Certification of Group Life Insurance for more information.

ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (AD&D)

Full-time employees are covered under an accidental death and dismemberment (AD&D) insurance benefit effective with their first active day of employment. The AD&D benefits are payable to the claimant upon notice of claim after any loss covered by the policy occurs. Under the current policy, benefits are calculated as a multiple of base annual salary and age as shown in the table below.

The policy pays benefits for specific losses from accidents only. Benefits are not paid for loss due to sickness or Workers' Compensation.

AD&D SCHEDULE OF BENEFITS

Civilian:	Under age 46 – the lesser of eight times Annual Salary or \$600,000.
	Age 46 through 50 – the lesser of six times Annual Salary or \$600,000.
	Age 51 through 55 – the lesser of five times Annual Salary or \$600,000.
	Age 56 through 60 – the lesser of four times Annual Salary or \$600,000.
	Age 61 through 65 – the lesser of three times Annual Salary or \$600,000.
	Age 66 and older – the lesser of two times Annual Salary or \$600,000.

Age Reduction Schedule: The amount payable for a loss will be reduced if a Covered Person is age 70 or older on the date of the Covered Accident causing the Covered Loss.

The current policy also includes a Coma Benefit, Emergency Medical Evacuation Benefit and a Seatbelt and Airbag Benefit.

Please refer to the Group Accident Certificate of Insurance for additional information.