

OPTIONAL LIFE INSURANCE 2008

Minnesota Life

Minnesota Life is the current provider for Basic and Optional Group Term Life insurance available to employees of Lee County Government.

Basic Life Insurance

Basic life insurance coverage is provided at no cost to employees who are regularly scheduled to work 30 hours or more per week. The coverage equals one times (1x) your annual salary, rounded up to the nearest thousand. Employees in pay grades 21 and above receive two times (2x) their annual salary, up to a maximum of \$350,000.

Optional Life Insurance

Employees can purchase optional life insurance coverage for themselves, their spouse, and their child(ren). Employees who are regularly scheduled to work 30 hours or more per week may apply for coverage in \$1,000 increments, up to 10 times annual salary, to a maximum of \$500,000 (\$25,000 minimum). You cannot purchase coverage for your spouse and/or dependents unless you also purchase coverage for yourself. The amount of coverage you are allowed to purchase for a spouse and/or dependent(s) is located on our website.

CURRENT employees who wish to purchase optional life insurance coverage must complete the Enrollment Form AND the Evidence of Insurability (EOI) Form. Both of these forms are available on our website. If your Evidence of Insurability (EOI) is declined, you may not purchase coverage for your spouse or dependents.

NEW employees who wish to purchase coverage under the group optional life program must complete the Enrollment Form, which can be found on our website. The guaranteed issue amount for new hires is \$200,000. If you are a new employee and are requesting more than \$200,000 you will also need to complete the Evidence of Insurability (EOI) Form, which can also be found on our website.

The 2008 rates for Optional Life Insurance can be found on our website.

In conjunction with the group life insurance program, Minnesota Life makes available these additional complimentary services:

Will Preparation

You may take advantage of will preparation services through Ceridian. For information, call **877-849-6034** or visit the web site at www.lifeworks.com (you may call the Benefits Help Desk at 239-533-2363, or go to the Lee County Intranet Human Resources page to obtain the userid and password). The program gives employees and their insured dependents telephone access to a national network of 22,000 attorneys for consultation on simple wills and testamentary trusts, and simple power-of-attorney and health directives. Document review and drafting also is available. There is no cost to the employee for the initial 30-minute consultation.

Beneficiary Financial Counseling

PricewaterhouseCoopers LLP offers no-cost, independent, and objective financial counseling at a time when it is needed most. The service is available to a beneficiary receiving a benefit of \$25,000 or more.

Note: Will preparation, and beneficiary financial counseling services are not affiliated with Minnesota Life or its policyholders, and may be discontinued at any time.

Importance of Beneficiary Designation

When there is no designated beneficiary, the "order of priority" in the policy (also known as the plan default), provides for the distribution of the life insurance benefit based on one's relationship to the insured. It's a common misconception that the order of priority will carry out one's wishes expressed in a will and, therefore, a signed document isn't needed. But, it's really a last resort, similar to the distribution of assets in an estate when there is no written will.

The Beneficiary Change Form can be found on our website for your convenience.

If you are unsure if you have named a beneficiary, call the Benefits Help Desk at 533-2363.

Human Resources Website: <http://www.lee-county.com/humanresources>