

5. Basic and Voluntary Life Insurance

ISU offers you the opportunity to elect basic life insurance coverage for yourself. These enhancements give you greater flexibility to designate a benefit program to meet your needs.

If you waived Basic Life Insurance/AD&D and now wish to enroll or wish to enroll in voluntary life insurance or dependent life insurance coverage, you may need to provide evidence of insurability (a Statement of Health Form available from the Benefits Office), which must be approved by Principal Life Insurance Company. Effective date for coverage will be January 1, 2008 or the 1st of the month following Statement of Health approval, whichever is later. Forms are available in the Benefits Office, 3770 Beardshear Hall (515-294-7680).

Your Life Insurance Options

Basic Life Insurance/Accidental Death and Dismemberment (AD&D) for you while actively employed	~2x budgeted salary in life insurance, plus 4x budgeted salary in AD&D until age 65 – see note ***
--	--

***Note: Basic Life and AD&D are reduced by 35% at age 65. You pay 5 cents per \$1000 worth of coverage. For example someone making \$19,700 would pay \$2.00. Someone making \$26,600 would pay \$2.70.

A Note About Costs:

Basic Life Insurance rates are not changing for 2008. Still 5 cents per thousand.

6. Voluntary Life

Voluntary Life is a new offering. **THIS YEAR ONLY**, for those electing 1 times the budgeted salary there is guaranteed enrollment in the voluntary life insurance program. Those electing 2, 3 or 4 times must complete a statement of health. Contact the ISU Benefits Office to learn about enrollment.

Voluntary Life AD&D Insurance for you . A portable plan. Participation in basic life required to elect voluntary life	Four options: Minimum: Greater of 1x budgeted salary or \$10,000. Maximum: Lesser of 4x budgeted salary or \$500,000. ~1x budgeted salary & AD&D ~2x budgeted salary & AD&D ~3x budgeted salary & AD&D ~4x budgeted salary & AD&D
NEW	

2008 Voluntary Life & AD&D Costs per \$1,000	
Age	Cost
Under 29	\$ 0.08
30-34	0.09
35-39	0.12
40-44	0.16
45-49	0.24
50-54	0.37
55-59	0.59
60-64	0.90
65-69	1.53
70 & over	4.03

Voluntary life insurance premium is based on coverage elected and the age of the employee.

Example:

1. An employee making \$25,000 elects 4 times their salary (\$100,000) and the employee turns 35 in 2008.

\$100,000 divided by 1,000 = \$100.00 x .12* = \$12.00 per month in premium in 2008 and 2009**.

2. An employee making \$30,000 elects 3 times their salary (\$90,000) and the employee turns 50 in 2008.

\$90,000 divided by 1,000 = \$90.00 x .37 = \$33.30* per month in premium in 2008 and 2009**.

3. An employee making \$30,000 elects 3 times their salary (\$90,000) and the employee turns 54 in 2008 and 55 in 2009.

\$90,000 divided by 1,000 = \$90.00 x .37 = \$33.30* per month in premium in 2008 and \$90,000 divided by 1,000 = \$90.00 x .59 = \$53.10* per month in premium in 2009**.

* Actual payroll deduction amount may be slightly different due to rounding.

** Rates are guaranteed for 2 years then may be subject to change.