General Information

The Group Term Basic Life Insurance Program at Iowa State University is an optional benefit. Eligible employees may either accept or decline the coverage. Principal Financial Group is the insurer of the coverage.

A Summary Plan Document/Group Life Insurance Booklet-Certificate of Coverage that briefly describes the right and benefits of the life insurance located on the benefits web page, http://www.hrs.iastate.edu/hrs/node/593/attachment. This is your certificate while you are insured.

This overview covers the following topics:

Eligibility Requirements
Enrollment/Date Coverage Begins
Premiums
Policy Benefits
Accidental Death and Dismemberment
Coverage During Disability
Accelerated Benefit
Beneficiary Election

Eligibility Requirements

- 1/2 time or more
- Appointed for 9 months or longer
Enrollment/Date Coverage Begins

Eligible employees may either accept or waive the Life and Accidental Death and Dismemberment (AD & D) coverage.

If “no coverage” is elected or employee share is reduced due to reaching age 65, the ISU share will apply first to the medical and/or dental share; then any remaining funds are deposited into one of the flexible spending accounts.

- New Hire
  - Coverage will become effective the first of the month following your hire date, providing you enroll by your assigned deadline.

- Annual Open Change Period
  - If you previously waived coverage, you may apply for the coverage during the open change period.
  - You will be required to complete a Principal Statement of Health Questionnaire to apply for coverage.
  - If approved by the underwriting, coverage will begin on date determined by Principal Financial Group

Premiums

The ISU pays 100% of the share of the Group Term Basic Life Insurance. The formula to calculate the University share is: round annual budgeted salary to nearest $1,000 and multiply by 0.00062.

If “no coverage” is elected or employee share is reduced due to reaching age 65, the ISU share will go towards the ISU medical and then ISU dental benefits, if applicable. Any remaining funds are deposited into one of the ISU flexible spending accounts.

Under the ISU Plan, the University’s contributions toward your benefits of medical, dental, life and disability (after the first year), will be listed on the payroll information system earnings statement as the ISU Plan Credit. The plan credit is the contribution ISU provides towards the cost of benefits. On the earning statement, the full premium will be indicated. The total of the ISU Plan Credit minus each full premium is the employee amount to pay.
Policy Benefits

- Term life insurance and thus does not provide for a cash surrender value.
- Value is two (2) times your University annual budgeted salary rounded to the nearest $1,000.
- Waiver of continued premium payments in the event of total disability.
  - Value at the time of disability will continue until January 1st following your 65th birthday.
  - Value will continue reduced by 65% until you no longer meet the definition of disability or when you turn age 70, whichever occurs first.
  - No benefits will be paid for any disability that results from willful self-injury, or self-destruction, while sane or insane/war or act of war/voluntary participation in an assault, felony, criminal activity, insurrection or riot.
- Employees who continue active employment after age 65 will have benefits reduced to 65% January 1st following the year of your attainment of age 65.
- Retiree Life Insurance coverage of $4,000, if enrolled for 10 consecutive years immediately preceding retirement.
- The group term basic life insurance policy is not a portable plan. Terminating employees are offered a conversion application.

Accidental Death and Dismemberment

- Accidental death insurance of four (4) times your University budgeted salary rounded to the nearest $1,000. This is in addition to the Group Term Basic Term Life coverage.
- Accidental dismemberment coverage between 1/2 and the full amount of your University annual budgeted salary.
  - There are additional benefits included with AD & D, refer to Summary Plan Document /Group Life Insurance Booklet-Certificate located on Benefits web page: http://www.hrs.iastate.edu/hrs/node/593/attachment.

Coverage During Disability

If you cease active work because you are totally disability, you might qualify to continue your member life insurance and member accidental death and dismemberment insurance. This continuation is called coverage during disability. This list of qualifications are indicated in the Summary Plan Document/ Group Life Insurance Booklet-Certificate of Coverage located on the benefits web page: http://www.hrs.iastate.edu/hrs/node/593/attachment.

Accelerated Benefit

An accelerated benefit is an advance (before death) payment of a part of your member life insurance benefit. For qualifications see the Summary Plan Document/Group Life Insurance Booklet-Certificate located on the Benefits web page: http://www.hrs.iastate.edu/hrs/node/593/attachment.
Beneficiary Election

If electing coverage, primary beneficiaries should be listed on the Principal Beneficiary Designation/Change Form. If you list more than one primary beneficiary, the payable benefits will be divided percentage between the named beneficiaries as you specify.

Contingent beneficiaries may also be listed on the Principal Beneficiary Designation/Change Form. Contingent beneficiaries receive benefits only if all primary beneficiaries are deceased.

If any beneficiaries are minors, under age 18 according to the Uniform Transfers to Minors Act, a custodian for such beneficiary may be named on the Principal Beneficiary Designation/Change Form for the proceeds to be payable to the beneficiary. If a custodian is not named, the funds will remain in an annuity with Principal Financial Group until the child reaches age 18.

You may change the beneficiary designation at any time during the year:

- The Principal Beneficiary Designation/Change Forms are available on the Benefits Office website under employment classification and then under the section of “Life” or the “Forms” section (http://www.hrs.iastate.edu/hrs/node/648/attachment0).

- For questions, please contact:
  - University Human Resources Service Center
  - 3810 Beardshear Hall, 515 Morrill Road, Ames, IA 50011
  - Phone: 515-294-4800 / 877-477-7425
  - Fax: 515-594-8226
  - Email: benefits@iastate.edu

- Beneficiary change form must be returned to 3810 Beardshear Hall for processing. Do not send to Principal Financial Group.