

Workers enrollment in the Concordia
Disability and Survivor Plan
Supplemental life and accidental death
and dismemberment (AD&D) insurance

Insurance products issued by:
Minnesota Life Insurance Company



Life insurance coverage available with no health questions

There are certain times in which you can enroll for coverage without answering health questions. Below is a summary of those options.

A full list of your life insurance coverage options is outlined on the next page. To apply for coverage other than what's outlined here, you'll answer a few questions about your health history – along with height and weight. Applicants previously declined coverage also will be required to answer the health questions.

Within 60 days of initial eligibility

- Worker: Elect up to \$200,000
- Spouse: Elect up to \$25,000

Within 60 days of a family status change

- Worker: Elect life insurance for the first time or increase your existing coverage by one increment of \$50,000, not to exceed \$200,000
- Spouse: Elect up to \$25,000

Health questions never required

- Enrolling for child and/or voluntary AD&D coverage never requires health questions when elected during any of the above events

Once your coverage is effective, you never have to re-enroll to continue your coverage.

Prepared for:



Initial eligibility refers to the first time a person is eligible for coverage. For you, the worker, this is when you're hired and become eligible for benefits.

For your spouse, it's when you become eligible for benefits or within 60 days of a new marriage.



Your basic and optional life insurance coverages

Basic life insurance coverages (automatically enrolled)

Basic term life insurance CDSP lump-sum death benefit	A minimum of 2x your annual compensation*	• Maximum coverage can vary. Please refer to your certificate of insurance .
Basic spouse term life insurance	\$10,000	• For spouses enrolled in the CDSP
Basic child term life insurance	\$10,000	• For dependent children enrolled in the CDSP

Optional coverages

Supplemental life insurance	\$50,000 increments	• Maximum: \$500,000
Spouse voluntary life insurance	\$25,000 increments	• Maximum: \$150,000 • For spouses enrolled in the CDSP
Child voluntary life insurance	\$5,000 or \$10,000	• Children are eligible from birth until age 26. • For dependent children enrolled in the CDSP
Accidental death & dismemberment insurance	Worker plan: \$25,000 increments	
Worker + family accidental death & dismemberment insurance	Family plan: Spouse and child coverage is a percentage of the worker's voluntary AD&D amount Spouse (with children): 40% Spouse (no children): 50% Each child (with spouse): 10% Each child (no spouse): 15%	• Worker AD&D maximum: \$300,000 • Spouse AD&D maximum: \$150,000 • Child(ren) AD&D maximum: \$45,000

*As reported by your employer

Monthly cost of coverage

Worker supplemental life insurance (rates/\$1,000/month)

Age	Non-nicotine	Nicotine
Under 25	\$0.035	\$0.061
25-29	0.042	0.074
30-34	0.056	0.098
35-39	0.063	0.110
40-44	0.070	0.123
45-49	0.105	0.184
50-54	0.161	0.282
55-59	0.301	0.527
60-64	0.462	0.809
65-69	0.889	1.556
70 and over	1.442	2.524

Spouse voluntary life insurance (rates/\$1,000/month)

Age	Non-nicotine	Nicotine
Under 25	\$0.045	\$0.079
25-29	0.054	0.095
30-34	0.072	0.126
35-39	0.081	0.142
40-44	0.090	0.158
45-49	0.135	0.236
50-54	0.207	0.362
55-59	0.387	0.677
60-64	0.594	1.040
65-69	1.143	2.000
70 and over	1.854	3.245

Child voluntary life insurance

One premium provides coverage for all eligible children

\$5,000	\$0.50 per month
\$10,000	\$1.00 per month

AD&D insurance (rates/\$1,000/month)

Worker only	\$0.026 per \$1,000 per month
Worker and family	\$0.038 per \$1,000 per month

Please note, worker and spouse rates increase with age and are subject to change. A nicotine user is defined as an individual who has used nicotine in any form during the past 12 months or is currently using nicotine in any form. If a nicotine status is not designated, premiums will be deducted at nicotine rates.

Here's how to calculate your premium:

Coverage amount	\$
divided by 1,000	\$
times your rate (based on your age and nicotine status)	\$
Monthly premium	\$

Enroll

Go to the Benefits Management quick link at ConcordiaPlans.org/myaccount

Frequently asked questions

What is term life and AD&D insurance?

Group term life insurance provides a cost-effective way to prepare for the unexpected by adding an extra level of protection during your working years. Your loved ones may benefit from life insurance to cover medical bills, funeral costs and estate management expenses. It can also be a critical resource in helping with your family's ongoing expenses.

Accidental death and dismemberment (AD&D) insurance provides additional financial protection in the event that a covered accident results in an insured person's loss of life, hearing, sight, paralysis and more.

Do I have to answer health questions?

Enrolling for coverage other than what is outlined on page one will require that you answer a few questions about your health history, along with height and weight. Based on your answers, it will be determined whether anything further is needed to make a decision to approve or decline the application. If by any chance your application is not approved, you will still get any coverage that didn't require the health question and it will not affect any coverage you already have.

What should I know about naming a beneficiary?

Naming a beneficiary, and keeping it up to date with life's changes, can help ensure any proceeds are paid according to your wishes and without delay. You can name a person, charity, trust or your estate. You can also break up the payout by percentage. Beneficiary changes can be made anytime throughout the year.

Can I take my coverage with me if I leave Concordia Plans?

You can continue to be insured with Securian beyond active employment without answering health questions. Premiums are generally higher than those paid by active workers.

This is a summary of plan provisions related to the insurance policy issued by Minnesota Life Insurance Company to The Lutheran Church - Missouri Synod and Concordia Plan Services. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations and terms of coverage. All elections or increases are subject to the actively-at-work requirement of the policy.

Insurance products are issued by Minnesota Life Insurance Company. Minnesota Life is not an authorized New York insurer and does not do insurance business in New York. The company is headquartered in St. Paul, MN. Minnesota Life is solely responsible for the financial obligations under the policies or contracts it issues.

Products are offered under policy form series MHC-97-130010T and 02-30475T.

Securian Financial is the marketing name for Securian Financial Group, Inc., and its subsidiaries. Minnesota Life Insurance Company is a subsidiary of Securian Financial Group, Inc.



Learn more

Visit Securian's educational microsite to learn more about naming beneficiaries, the experience of applying for coverage that requires health questions and much more.

Visit securian.com/ConcordiaPlans-life-insurance



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