



Policyholder: De Soto USD #232

Group Voluntary Term Life Coverage

Effective Date: 1/1/2019

This summary of group voluntary term life coverage from Principal Life Insurance Company supplements any materials presented by your employer. You'll receive a benefit booklet with details about your coverage. Value-added services are not part of the contract.

Information To Know

Guaranteed Coverage: The maximum amount of coverage available during your initial enrollment period with no medical information required.

Eligibility: You are eligible if you are an active, full-time employee (except part-time, seasonal, or temporary employee) working at least 37.5 hours per week for Certified Teachers or Administrative Staff; and 18.5 hours per week for Classified Employees.

Eligible dependents include your spouse (if not also enrolled as an employee), if not hospital or home confined and provided they do not elect benefits as an employee, and children.

Special eligibility requirements may exist for step, foster, adopted, legal age or other child relationships. Additional information may be necessary to determine child eligibility. Additional eligibility requirements may apply.

| Your Benefits at a Glance | |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Your Coverage | <p>Available in \$10,000 increments.</p> <p>Minimum: \$10,000 Maximum: \$500,000</p> <p>Proof of good health is required for life insurance amounts greater than: \$200,000</p> <p>If you were eligible for coverage under the prior voluntary life program but did not elect to be covered, proof of good health is required for all amounts of coverage. Principal Life will pay any reasonable cost for the proof of good health.</p> |
| Spouse Coverage | <p>Available in \$5,000 increments.</p> <p>Minimum: \$5,000 Maximum: 100% of employee coverage, not more than \$250,000</p> <p>Proof of good health is required for life insurance amounts greater than: \$50,000</p> <p>If you were eligible for coverage under the prior voluntary life program but did not elect to be covered, proof of good health is required for all amounts of coverage. Principal Life will pay any reasonable cost for the proof of good health.</p> |
| Child Coverage | <p>For eligible children 14 days of age or older, you may elect coverage in the amount of</p> <ul style="list-style-type: none"> \$10,000 <p>For eligible children under 14 days of age, employees who elect child coverage receive \$1,000 of coverage.</p> <p>Child benefits cannot exceed 100% of employee's coverage.</p> |
| Portability | <p>You may continue coverage for yourself and your covered dependents for up to 3 years if you cease to qualify as a member. The employee or spouse must enroll within 60 days from the date they cease to qualify as a member. Refer to your benefit booklet for maximum age requirements.</p> |
| Age Reductions | <p>35% reduction of coverage at age 65, additional 25% reduction at age 70, and additional 20% reduction at age 75.</p> <p>Age reductions apply to the benefit amount after proof of good health.</p> |
| Coverage During Disability | <p>If you become totally disabled before age 60, coverage will continue and premium will be waived for you and your covered dependents. You must be totally disabled for 6 months before the waiver begins. Coverage continues without premium payment until you recover or 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.</p> |

| | |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Coverage Outside United States | Benefits will not be paid if you or your dependents are outside the United States for certain reasons for more than six months. |
| Benefit Exclusion | Benefits are not paid for employees and spouses who commit suicide within the first 24 months of coverage (prior group voluntary life coverage applies towards the 24 month time period). |

Termination

Your coverage doesn't terminate as long as you are an active employee paying premiums and your employer continues to sponsor the program. Coverage may be terminated with 31 days notice for a false or fraudulent claim.

Individual Purchase Rights

In termination situations, you, your spouse and your children may convert coverage to individual life coverage. Upon coverage termination your employer is required to inform you of your individual purchase rights to convert to an individual policy without proof of good health. The amount you can purchase varies depending on the termination situation.

Claim Processing

Principal Life makes claim administration easy and convenient for employers by offering an online life claim form. Once the form is complete, employers submit the information directly over a secure, confidential Web site, expediting the claim review process. The employer can choose to use the online form or a printable version that can be faxed or mailed. Along with the online claim form, Principal Life also provides Express Claim Processing for claims that meet certain criteria. Through the Express Claim Process, decisions are reached within five working days without the employer or beneficiary submitting paperwork.

Will Preparation Services*

You have free access to Will Preparation Services provided by ARAG Services, LLC. Through this value-added service, you are able to create a will, living will, healthcare power of attorney and financial power of attorney for your immediate family. Also included is a valuable identity theft kit providing information on how to protect your family. In the event of identity theft, an action kit will assist in restoring and reclaiming the stolen identity. Visit www.ARAGwills.com/Principal to register today. Registration requires you be a covered employee under the voluntary term life policy provided by your employer and will require your group policy number.

*The use of the services provided by ARAG Services, LLC should not be considered as a substitute for consultation with an attorney. Principal Life Insurance Company is not responsible for any loss, injury, claim, liability, or damages related to the use of the ARAG legal document service.

Group Voluntary Term Life Coverage

| Age | Employee | Spouse |
|------------|-----------------------------------------------|----------------------------------------------|
| | Monthly Rates per \$10,000 of Coverage | Monthly Rates per \$5,000 of Coverage |
| 29 & under | \$0.53 | \$0.265 |
| 30-34 | \$0.58 | \$0.29 |
| 35-39 | \$0.86 | \$0.43 |
| 40-44 | \$1.44 | \$0.72 |
| 45-49 | \$2.47 | \$1.235 |
| 50-54 | \$4.21 | \$2.105 |
| 55-59 | \$7.12 | \$3.56 |
| 60-64 | \$8.57 | \$4.285 |
| 65-69 | \$12.54 | \$6.27 |
| 70 & over | \$23.50 | \$11.75 |

| Child | |
|-----------------|-----------------------------------|
| Coverage | Monthly Premium per Family |
| \$10,000.00 | \$2.00 |

Calculating Your Premium

| | Coverage | + | Increment | = | Units | x | Rate | = | Monthly Premium |
|----------|-----------------|----------|------------------|----------|--------------|----------|-------------|-----------------------|------------------------|
| Employee | \$ | + | \$10,000 | = | | x | \$ | = | \$ |
| Spouse | \$ | + | \$5,000 | = | | x | \$ | = | \$ |
| Child | | | | | | | | = | \$ |
| | | | | | | | | Total Monthly Premium | \$ |

Calculating Your Monthly Premium

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

The employee and spouse are charged separately based upon their individual ages.

Your group's rates are guaranteed for 3 years. Your rate or your spouse's rate may change because of moving to a different age category.



Principal Life Insurance Company, Des Moines, Iowa 50392-0002, www.principal.com

Note: Principal Life underwrites or provides administrative services for this coverage. Because the material is a summary of your group voluntary term life coverage, it does not state all contract provisions, restrictions of coverage, benefits by conditions or limitations, or provisions required by state or federal law. If any provision presented here is found to be in conflict with federal or state law, that provision will be applied to comply with federal or state law. The group contract or policy determines all rights, benefits, exclusions and limitations of the coverage described here.

GP50677-29 | 07/2018 | ©2018 Principal Financial Services, Inc.