

BASIC TERM LIFE AND AD&D INSURANCE

Proposal for: City of Osseo

Alternate: 1.00

The following Basic Term Life and AD&D plan is being proposed on a fully-insured basis effective **01/01/26**. This proposal assumes this coverage is underwritten by United of Omaha Life Insurance Company. For additional information about Mutual of Omaha's products and services, visit *mutualofomaha.com*.

ELIGIBILITY

CLASS DEFINITION(S)

Class 1: All Eligible Employees

ELIGIBILITY REQUIREMENTThis proposal provides coverage for all actively at work employees on the policy

effective date working the minimum number of hours shown below in the United States, unless otherwise approved by Mutual of Omaha. Certain requirements apply.

MINIMUM WORK HOURS Class 1: 30 or more hours each week

BENEFIT SUMMARY

EMPLOYEE TERM LIFE BENEFIT AMOUNTS

Benefit	Maximum Benefit	Guarantee Issue Amount	Minimum Benefit
\$25,000	\$25,000	\$25,000	\$25,000

EMPLOYEE BENEFIT
REDUCTION SCHEDULE*

At Age:	Benefits Reduce to:	
65	65%	
70+	50%	

^{*} All benefit reductions are a percentage of the original benefit amount. Coverage terminates at retirement. The Guarantee Issue Amount is reduced according to the reduction schedule.

EMPLOYEE AD&D
BENEFIT AMOUNTS

The AD&D Principal Sum amount is equal to the amount of basic term life insurance.

PARTICIPATION AND COST SUMMARY

PARTICIPATION ASSUMPTIONS

Minimum Participation	Number of Eligible Employees	Contribution Structure	
100%	19	Non-Contributory	

COST SUMMARY

Employee Term Life Employee AD&D Total

	Number of Lives	Total Monthly Volume	Monthly Rate	Total Monthly Premium	Total Annual Premium
	19	\$475,000	\$0.20/\$1,000	\$95.00	\$1,140.00
1	19	\$475,000	\$0.02/\$1,000	\$9.50	\$114.00
				\$104.50	\$1,254.00

PACKAGE PRICING The rates and benefits for this coverage assume package pricing. The rates and/or benefits are

subject to change if one or more coverages included in Option 1 are not selected by the employer.

RATE GUARANTEE 2 Years

RATE GUARANTEE DATE 01/01/2028

ADDITIONAL BENEFITS

WAIVER OF PREMIUM -**DISABILITY**

- **Definition of Disability** Any Occupation
- **Elimination Period** 9 months
- **Termination** Age 65

LIVING CARE BENEFIT

75% to \$18,750

LAYOFF/LEAVE

- Temporary Layoff 12 weeks Personal Leave - 12 weeks
 - Furlough 12 weeks

CONTINUATION FOR FEDERAL AND STATE Laws

Included - The federal Family and Medical Leave Act (FMLA) and Uniformed Services Employment and Reemployment Rights Act (USERRA) and any amendments thereto, as well as other applicable federal or state laws, may allow continuation of insurance in certain instances for leaves of absence, layoff or termination. Insurance may be continued for the time period allowed by the applicable law, for the employee/member. This provision applies to employer and union groups only, subject to certain conditions.

Included TRAVEL ASSISTANCE

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Enhanced with 3 face to face visit(s) – An in-house team of master's level EAP professionals are available 24/7/365 to provide individual assessments. Employees may substitute a face to face session for a legal or financial referral. Access to EAP services is obtained by calling 1-800-316-2796 or by using an online submission form for employee convenience. Online there are valuable resources and links for additional assistance, including: current events, family and relationships, emotional well-being, financial wellness, substance abuse and addiction, legal assistance and work and career. For CA residents, face to face visits are limited to three in a six month period.

AD&D 24 hour coverage for employees

AD&D BENEFITS - Seat Belt - Airbag

Included CONVERSION

2

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