

Group Universal Life Insurance - Frequently Asked Questions

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1. Definitions

1.1 What is Group Universal Life (GUL) Insurance?

State GUL Insurance, administered by Securian Financial is a type of permanent life insurance with the option for tax-deferred cash accumulation through a cash value account. GUL Insurance offers flexible protection and is an excellent option for enhancing a family's overall financial security. This coverage will help protect the family against the unexpected loss of an employee's life and income during their working years.

1.2 What is the Accidental Death and Dismemberment (AD&D) Benefit?

The AD&D benefit pays for loss of life or limb in addition to GUL insurance in the event of the GUL member's accidental death or dismemberment. It is often referred to as *double indemnity* insurance. Employees enrolled in GUL Insurance are automatically provided with AD&D coverage to age 70, unless they become totally disabled and approved for the [Premium Waiver Benefit](#) (i.e. AD&D coverage will terminate upon the commencement of the Premium Waiver Benefit).

The amount of AD&D coverage payable is based on the type of loss and the amount of insurance an employee has in effect at the time of an incident. The amount of insurance payable excludes additional contributions, if applicable, to the optional Cash Value Account. Visit the [SBO website](#) for more information on the AD&D benefit.

Navigation: *Select your group > Select the Life Insurance tile*

2. Eligibility

2.1 Employee

Individuals are eligible to enroll in GUL Insurance if they are a permanent full-time employee (regularly scheduled to work at least 30 hours per week or 130 hours per month), permanent part-time employee (regularly scheduled to work less than 130 hours per month, but a minimum of 15 hours per week), limited term or elected and/or appointed State official or Board Member.

2.2 Spouse

A legal spouse.

2.3 Dependent Child(ren)

View the [Dependent Child\(ren\) Eligibility](#) document.

Note: Each benefit eligible employee may elect Dependent Term Life coverage.

3. Enrollment

3.1 What is Benefit Scout®?

Benefit Scout® is Securian Financial's online benefits decision-support tool. It can help to make life insurance selections with confidence. This tool is available within Securian Financial's online portal. Refer to [SBO's GUL Enroll or Make Changes webpage](#) for instruction on how to access the online portal.

3.2 How do I enroll in State GUL Insurance?

Employees have a number of opportunities to enroll in GUL Insurance year-round, starting with their initial hire into a benefit eligible position. Newly hired benefit eligible employees will receive a postcard from Securian Financial in the mail providing information and instruction on how to enroll. Newly benefit eligible employees have **30 days** from their initial date of hire to enroll in GUL Insurance without having to provide proof of good health*

If an employee chooses not to enroll during their first 30 days of hire, they may still enroll in GUL Insurance anytime, however, will be required to provide proof of good health in order to be approved for coverage.

Following the initial 30-day enrollment opportunity, there is also a special enrollment opportunity during Open Enrollment (May) each year, where eligible employees may be able to enroll without having to provide proof of good health*.

**For further information on special enrollment opportunities and instruction on how to enroll, visit [SBO's GUL Enroll or Make Changes webpage](#).*

3.3 When will coverage be effective?

Coverage will be effective the first of the month following the initial 30-day waiting period and following approval by Securian Financial.

3.4 How do I make changes to my GUL coverage?

Refer to [SBO's GUL Enroll or Make Changes webpage](#) for instruction on how to make changes to coverage. Eligible employees who experience a qualifying life event during the plan year should contact [Securian Financial](#) within **30 days** of the change.

4. Beneficiary Designations

4.1 How do I designate or change my beneficiary(ies)?

To review or make changes to a current beneficiary designation, employees can log into the Securian Financial online portal at any time. State of Delaware employees can access the online portal located in [Employee Self-Service accessible through my.delaware.gov](#). DSWA employees can access the portal by visiting the [Securian Financial website](#) directly.

Employees without internet access can request a paper designation form by contacting Securian at 1-877-215-1489.

4.2 What happens if I do not designate a beneficiary?

If a beneficiary is not designated or alive at the time of an employee's death, benefits are paid according to the policy contract and in order of priority. For further details on [the importance of beneficiary designations](#), visit the [SBO website](#). **Navigation:** *Select your group > Select the Life Insurance tile*

4.3 How will my beneficiary(ies) know that I am enrolled in GUL Insurance?

Employees must communicate their enrollment in GUL Insurance to their beneficiary(ies). It is advised that the employee notifies their beneficiaries on the location of their Certificate of Coverage for reference purposes. Beneficiary(ies) may also contact Securian Financial at lifebenefits@securian.com or by telephone at 1-877-215-1489 for enrollment information.

5. Coverage

5.1 What coverage options are available to newly eligible employees?

Employee-only coverage is available at 1-6x the employee's base salary, up to \$350,000. If an employee enrolls within the 30-day initial eligibility period, they can select coverage without providing proof of good health.

- Employee: Select 1-3x base annual salary, up to \$200,000
- Spouse: Select \$10,000 or \$20,000 group term life coverage
- Child: Select \$10,000 or \$20,000 group term life coverage

NOTE: GUL and AD&D coverage is based on "Highest Ever Salary". This means that if in the future, an employee's base annual salary increases, coverage will automatically be increased appropriately up to \$350,000. Subsequently, if the base annual salary decreases the GUL and AD&D coverage amount will not decrease.

5.2 What is the Accelerated Benefit and how does it work?

The Accelerated Benefit provides payment to an employee enrolled in GUL Insurance and with a terminal condition* either the full or partial amount of their death benefit prior to their death. It does not include AD&D.

The minimum death benefit that can be accelerated is \$10,000. For a primary GUL member seeking only a portion of their death benefit, they may choose to accelerate a payment, providing the remaining amount is at least \$25,000. They may apply for a subsequent accelerated benefit at any time. Additional satisfactory evidence may be requested by Securian Financial to ensure the member meets all requirements to receive the benefit.

To access this benefit contact Securian Financial directly at 1-877-215-1489.

**A terminal condition is a condition caused by sickness or accident which directly results in a life expectancy of twelve months or less.*

5.3 What happens to my coverage if I become disabled?

The State of Delaware's GUL Insurance includes a feature to protect disabled employees, the [Premium Waiver Benefit](#). If an employee becomes totally disabled while enrolled in GUL Insurance they will not be billed for employee-only life insurance premiums for as long as they are deemed totally disabled or until they attain age 65, whichever occurs first. For additional information on this benefit, visit the [SBO GUL webpage](#).

6. Cash Value Account

6.1 What is the Cash Value Account and how does it work?

Funding a cash value account can help to accumulate savings, which can be used to pay for a college education, supplementing retirement income, and much more. The Cash Value Account consists of additional premiums paid into a GUL policy. The additional premiums grow at a minimum rate of four percent. A three percent administrative charge is deducted from each contribution into the Cash Value Account. Employees may also make lump sum contributions, start, stop, or change their contributions at any time.

6.2 Can I access the premium in my Cash Value Account?

Yes, through policy loans or cash withdrawals. Loans are available at a low net rate of two percent. Employees may make partial withdrawals of at least \$100 from the Cash Value Account.

7. Coverage Costs

7.1 What are the monthly GUL and AD&D rates?

Plan rates are located on the SBO GUL website at de.gov/statewidebenefits. **Navigation:**
Select your group > Select the Life Insurance tile

7.2 Who is responsible for the cost of coverage?

Individuals enrolled in GUL Insurance are responsible for the total cost of coverage. Premiums are deducted through bi-weekly payroll deductions for those who are actively employed.

Individuals no longer employed in a benefit eligible position are placed in Securian Financial's direct bill system and may make payments directly to Securian Financial. The frequency of direct bill premium payments is initially quarterly, but can be changed to annual, semi-annual, or monthly, dependent on an individual's preference. For additional information on direct bill payments contact Securian Financial directly at 1-

877-215-1489.

7.3 What happens to my insurance if I go on an unpaid leave of absence?

After six continuous pay periods without a payroll deduction, Securian Financial will automatically send a quarterly bill to the employee's home for continued premium payments. Payments may be made directly to Securian Financial. Upon a return from leave, the employee will automatically be placed back on the State of Delaware's premium deduction file for future payroll deductions.

If an employee knows they will be on an extended leave of absence, they should contact Securian Financial at 1-877-215-1489 or by email at lifebenefits@securian.com as soon as possible to make premium payment arrangements.

7.4 What happens if I experience an increase in my salary?

GUL coverage will increase as a salary increases. This will occur automatically, up to the plan maximum of \$350,000. Proof of good health may be required for those who have been previously declined.

Once Securian has been notified of a salary increase they will send out a letter to the GUL member outlining changes in GUL coverage and if proof of good health is required. If proof of good health is requested by Securian Financial but not provided by the member, then coverage will remain at the already approved coverage amount.

8. Coverage Following Employment

8.1 What happens to my coverage if I am no longer employed in a benefit eligible position?

Individuals enrolled in GUL Insurance but who are no longer employed in a benefit eligible position may take advantage of continuation options through Securian Financial. Visit the SBO GUL website at de.gov/statewidebenefits for further details. **Navigation:** *Select your group > Select the Life Insurance tile*

8.2 How do I elect to continue my GUL Insurance coverage?

Once an employee terminates employment or retires, Securian Financial will send them a notice that premiums are no longer being received via payroll deduction. Within the notice employees are provided a bill with the amount of their new premiums owed and instructions on how to pay for coverage to continue enrollment.

Securian Financial must be notified of the desire to continue coverage within **31 days** of the employee's final date of employment. **It is the employee's responsibility to follow up with Securian Financial and make direct payments should they wish to continue coverage.** To request to continue coverage, for assistance in setting up payments to Securian Financial, or for any questions employees are advised to call 1-877-215-1489.

8.3 How do I cancel my GUL Insurance coverage?

GUL members wishing to surrender coverage may check the “surrender box” on the Payment Coupon provided in the notice Securian Financial sends following the end of employment. They should then sign the document and return the coupon to Securian Financial. For questions regarding cancellation of coverage employees should call Securian Financial at 1-877-215-1489.

9. Filing a Death Claim

9.1 How is a death claim filed for an employee?

Beneficiaries will need to contact Securian Financial directly to begin the death claim filing process. They may contact Securian Financial at 1-877-215-1489. A Beneficiary Statement form will need completed. Securian Financial will provide this form to the beneficiary. A return mailing address is referenced on the form.

How do I file a death claim for a spouse or child(ren)?

State of Delaware employees may file a claim on Securian Financial’s website, located in [Employee Self-Service accessible through my.delaware.gov](#). **Navigation:** *Benefits > Benefits Websites > Securian*. DSWA employees can access the [Securian Financial website](#) directly. For questions on the claim submission process, contact Securian Financial at 1-877-215-1489.

10. Modified Endowment Contract (MEC)

10.1 What is an MEC?

An MEC is an insurance contract for which the “premiums” plus voluntary contributions to a Cash Value Account exceed a limit calculated in accordance with IRC Section 7702A. For questions regarding an MEC, contact Securian at lifebenefits@securian.com or by telephone at 1-877-215- 1489.

11. Other Services

11.1 What are Lifestyle Benefits?

All active State of Delaware and DSWA employees, their spouses, and dependent children 18 years of age or older, have automatic access to legal, financial and grief resources, travel assistance, and legacy planning resources at no cost. Enrollment in GUL Insurance is not required to access these resources. To learn more visit the [SBO GUL microsite](#).

11.2 What is Beneficiary Support through Empathy?

Available at no cost for beneficiaries, Empathy provides on-demand tools and human support to help loved ones save valuable time and get back on their feet following the loss of a loved one. This additional layer of care can help ease their burden, so beneficiaries can focus on what matters most.

- Dedicated Care Manager at the ready
- Personalized care plan
- Probate and estate settlement guidance
- Time-saving tools
- Emotional and grief resources

Beneficiaries will be invited to take advantage of this program via the app or website during the claims process. They can visit join.empathy.com/securian or download the Empathy app and use access code: emp-securian.

12. Contact Information

12.1 Who do I contact if I have any questions?

Employees may contact Securian Financial at lifebenefits@securian.com or by telephone at 1- 877-215-1489 between the hours of 8:00 a.m. and 7:00 p.m. (ET), Monday through Friday. Employees may also contact the [SBO Customer Service Team](#) by telephone at 1-800- 489-8933 between the hours of 8:00 am and 4:30 pm (ET), Monday through Friday, or by email at benefits@delaware.gov.