



PLAN 3 GROUP ADDITIONAL LIFE AND AD&D INSURANCE

We can help provide for your family when you can't.

Group Additional Life and Accidental Death and Dismemberment (AD&D) insurance can help protect your family's finances if something happens to you. This coverage can help provide financial support and stability to your family if you pass away or have a serious accident.

Additional Life and AD&D insurance can help make things easier for the people you care about.

Life insurance helps protect the people who depend on your income by paying them an amount of money specified in the policy if you die.

AD&D insurance pays an amount of money specified in the policy if a covered accident results in your death or a severe physical loss, such as a hand, a foot or your eyesight.

Life and AD&D insurance is an easy, responsible way to help your loved ones during a difficult time — and into the future.

What's at stake.

A death or serious accident might leave your family facing expenses they couldn't cover without your income. That could include extra costs for medical care or a funeral.

You're covered under Basic Life insurance if you take no action, provided you meet the eligibility requirements. But if Basic Life insurance doesn't meet your needs, you can apply for additional coverage. **Plan now to help your family cover future expenses like:**



Tuition



Child Care



Housing Costs



Daily Living Expenses

Life Insurance

How Much Can I Apply For?

Your Additional Life amount cannot exceed a maximum of 6 times your annual earnings.

Note: You cannot buy more coverage for your spouse or child(ren) than you buy for yourself.

The coverage amount for your spouse cannot exceed 100% of your combined Basic and Additional Life coverage.

The coverage amount for your child(ren) cannot exceed 100% of your combined Basic and Additional Life coverage.

You may not be insured for both Plan 2 Life insurance and Plan 3 Life insurance.

For You:

\$10,000–\$750,000 in increments of \$10,000, not to exceed 6 times your annual earnings rounded to the next higher multiple of \$10,000, if not already a multiple of \$10,000

For Your Spouse:

\$10,000–\$250,000 in increments of \$10,000

For Your Child(ren):

\$5,000 or \$10,000

What Is The Guarantee Issue Amount?

Depending on your eligibility, this is the maximum amount of coverage you may apply for during initial enrollment without answering health questions.

For You:

Up to \$200,000

For Your Spouse:

Up to \$20,000

What Does My AD&D Benefit Provide?

For You:

The AD&D insurance coverage amount matches what you elect for Additional Life insurance.

For Your Spouse:

The AD&D insurance coverage amount matches what you elect for Dependents Life insurance.

Keep in mind that the amount payable for certain losses is less than 100% of the AD&D Insurance benefit.

See the Important Details section for more information, including requirements, exclusions, limitations and definitions.

Annual Enrollment

During Annual Enrollment:

For You.

1. If you are currently enrolled in Additional Life insurance under Plan 2, Evidence of Insurability will not be required for you to become insured for a Plan 3 Life insurance benefit that is equal to or less than the amount of your Plan 2 Life insurance benefit rounded to the next higher multiple of \$10,000, if not already a multiple of \$10,000.
2. If you are currently enrolled in Additional Life insurance under Plan 3, Evidence of Insurability will not be required for you to increase your Plan 3 Life insurance amount by \$20,000, but not to exceed the \$200,000 guarantee issue amount.

For Your Spouse. If your spouse is currently enrolled in Dependents Life insurance under Plan 2, Evidence of Insurability will not be required for your spouse to switch from Plan 2 to Plan 3 to become insured for \$10,000 of Plan 3 Dependents Life insurance.

For Your Child(ren). Evidence of Insurability is not required for your child(ren).

If you and/or your spouse were previously declined coverage by The Standard, you and/or your spouse will need to submit a Medical History Statement in order to apply for any amount of coverage during the annual enrollment period.

Visit myeoi.standard.com/630976 to complete and submit a Medical History Statement online.

Additional Feature

Accelerated Benefit If you become terminally ill, you may be eligible to receive up to 75% of your combined Basic and Additional Life benefit to a maximum of \$500,000.

How Much Your Coverage Costs

Your Basic Life insurance is paid for by the City of San José. If you choose to purchase Additional Life coverage, you'll have access to competitive group rates, which may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.

How much your premium costs depends on your age and the benefit amount.

If you buy coverage for your spouse, your monthly rate is shown in the following table. Use the second formula to calculate the premium for your spouse, but use your age and your spouse's rate.

If you buy \$5,000 of Dependents Life coverage for your child(ren), your monthly rate is \$1.00 plus an admin fee of \$0.06 fee (for a total of \$1.06 per month), no matter how many children you're covering.

If you buy \$10,000 of Dependents Life coverage for your child(ren), your monthly rate is \$2.00 plus an admin fee of \$0.06 (for a total of \$2.06 per month), no matter how many children you're covering.

Use this formula to estimate your monthly premium payment:

	÷ 1000 =		x		+	\$1.08	=	
Enter the amount of coverage you are requesting (see benefit amounts on page 2).				Enter your rate from the rate table.		Admin Fee		This amount is an estimate of how much you would pay each month.

Use this formula to estimate your spouse's monthly premium payment:

	÷ 1000 =		x		+	\$0.06	=	
Enter the amount of coverage you are requesting (see benefit amounts on page 2).				Enter your spouse's rate from the rate table, using your age.		Admin Fee		This amount is an estimate of how much you would pay each month.

Age (As of last January 1)	Your Rate* (Per \$1,000 of Total Coverage)	Your Spouse's Rate** (Per \$1,000 of Total Coverage)
<25	\$0.065	\$0.065
25-29	\$0.074	\$0.074
30-34	\$0.092	\$0.092
35-39	\$0.100	\$0.100
40-44	\$0.110	\$0.110
45-49	\$0.164	\$0.164
50-54	\$0.236	\$0.236
55-59	\$0.407	\$0.407
60-64	\$0.614	\$0.614
65-69	\$1.160	\$1.160
70-74	\$1.870	\$1.870
75+	\$2.080	\$2.080

How Much Life Insurance Do You Need?

After a serious accident or death in the family, there are many unexpected expenses.

Your benefits could help your family pay for:

- Outstanding debt
- Your child(ren)'s education
- Burial expenses
- Daily expenses
- Medical bills

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at standard.com/life/needs.

*Includes a monthly AD&D rate of \$0.02 per \$1,000 of AD&D benefit.

**Includes a monthly AD&D rate of \$0.02 per \$1,000 of AD&D benefit for your spouse.

Important Details

Here's where you'll find the details about the plan.

Life and AD&D Insurance Eligibility Requirements

To be eligible for coverage, you must be:

- a. An active full-time benefited employee of the City of San José, as defined in the Civil Service Rules;
 - b. A mayor or city council member of the City of San José; or
 - c. An active full-time benefited contract employee of a mayor or city council member, as defined in the Civil Service Rules.
- Class 1 - Active management members, mayor and city council members
 - Class 2 - Active non-management members

Temporary and seasonal employees (other than a full-time temporary classified employee), full-time members of the armed forces, leased employees and independent contractors are not eligible.

If you buy Additional Life and AD&D insurance for yourself, you may also buy Life and AD&D coverage for your spouse. This is called Dependents Life and AD&D insurance.

You can choose to cover your spouse, meaning a person to whom you are legally married, or your domestic partner as recognized by law.

If you buy Additional Life insurance for yourself, you may also buy Life and AD&D coverage for your eligible child(ren). This is called Dependents Life insurance. Child means your child from live birth through age 25. Please note:

- Your child cannot be insured by more than one employee.
- Your spouse or child(ren) must not be a full-time member(s) of the armed forces.
- You cannot be insured as both an individual and a dependent.

Medical Underwriting Approval for Life Coverage

Required for:

- Coverage amounts higher than the guarantee issue amount
- All late applications (applying 30 days after becoming eligible)
- Requests for coverage increases
- Reinstatements
- Employees eligible but not insured under the prior life insurance plan

Visit myeoi.standard.com/630976 to submit a Medical History Statement online.

Note: If your family status changes, you may have the ability to apply for coverage or increase your coverage for a limited time without having to submit a Medical History Statement. Please see your human resources representative or plan administrator for more information.

Coverage Effective Date for Life Coverage

To become insured, you must:

- Meet the eligibility requirements listed in the previous sections
- Receive medical underwriting approval (if applicable)
- Apply for coverage and agree to pay premium
- Be actively at work (able to perform all normal duties of your job) on the day before the insurance is scheduled to be effective

If you are not actively at work on the day before the scheduled effective date of your insurance, including any Dependents Life insurance coverages, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee. Contact your human resources representative or plan administrator for further information about the applicable coverage effective date for your insurance, including Dependents Life insurance.

Life and AD&D Age Reductions

Under this plan, your coverage amount does not reduce due to age.

Life Insurance Waiver of Premium

Your Life premiums may be waived if you:

- Become totally disabled while insured under this plan
- Are under age 60
- Complete a waiting period of 180 days

If these conditions are met, your Life insurance coverage may continue without cost until age 60, provided you give us satisfactory proof that you remain totally disabled.

Life and AD&D Insurance Portability

If your insurance ends because your employment terminates, you may be eligible to buy portable group insurance coverage from The Standard.

Life Insurance Conversion

If your insurance reduces or ends, you may be eligible to convert your existing Life insurance to an individual life insurance policy without submitting proof of good health.

AD&D Benefits

The amount of the AD&D benefit is equal to the amount payable for your or your spouse's Life benefit on the date of the accident. For all other covered losses, the amount is shown as a percentage of the amount payable for the benefit on the date of the accident. No more than 100% of the AD&D benefit will be paid for all losses resulting from one accident.

Any loss must be caused solely and directly by an accident within 365 days of the accident. A certified copy of the death certificate is needed to prove loss of life.

All other losses must be certified by a physician in the appropriate specialty determined by The Standard.

Covered loss	Percentage of AD&D payable benefit
Life ¹	100%
One hand or one foot ²	50%
Sight in one eye, speech or hearing in both ears	50%
Two or more of the losses listed above	100%
Thumb and index finger of the same hand ³	25%
Quadriplegia	100%
Hemiplegia	50%
Paraplegia	50%

- 1 Includes loss of life caused by accidental exposure to adverse weather conditions or disappearance if disappearance is caused by an accident that reasonably could have resulted in your death.
- 2 Even if the severed part is surgically re-attached. This benefit is not payable if an AD&D benefit is payable for quadriplegia, hemiplegia or paraplegia involving the same hand or foot.
- 3 This benefit is not payable if an AD&D benefit is payable for the loss of the entire hand.

AD&D Insurance Exclusions

You are not covered for death or dismemberment caused or contributed to by any of the following:

- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Suicide or other intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared), and any substantial armed conflict between organized forces of a military nature
- Voluntary consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician
- Sickness or pregnancy existing at the time of the accident
- Heart attack or stroke
- Medical or surgical treatment for any of the above

When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date the group policy, or your employer's coverage under the group policy, terminates
- For each elective insurance coverage, the date that coverage terminates under the group policy
- The date your Life coverage ends, your AD&D coverage will end as well

In addition to the above requirements, your Dependents Life with AD&D coverage ends automatically on the date your dependent ceases to meet the eligibility requirements for a dependent.

For more details on when your insurance ends, contact your human resources representative or plan administrator.

Group Insurance Certificate

If coverage becomes effective and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information presented in this summary does not modify the group policy, certificate or the insurance coverage in any way.



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at standard.com.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

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GP190-LIFE/S399, GP399-LIFE/TRUST,
GP899-LIFE, GP190-LIFE/A997/S399,
GP411-LIFE, GP190-LIFE/S214

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