

Prepared for:
Pine River Area Schools

Group Life Insurance Plan Design Summary

Basic Term Life - Employee

Eligibility	All Active Full-Time Admin Employees (Amount on File)	All Active Full-Time Support Staff
Number of Employees	5	39
Basic Life Benefit	One (1) Times Annual Earnings to \$100,000	\$45,000
Minimum	\$10,000	
Maximum	\$100,000	
Benefit Rounding	Exact	Not Applicable
Definition of Earnings	Life amount on file	Not applicable
Guarantee Issue	\$100,000	\$100,000
Waiver of Premium	Included	Included
Elimination Period	6 Months	6 Months
Waiver Duration	To Age 70	To Age 70
Conversion	Included	Included
Accelerated Death Benefit*	75% of Benefit Amount	75% of Benefit Amount
Maximum	\$250,000	\$250,000
Age Reduction Schedule**	None	None
Policyholder Contribution	100%	100%
Participation Minimum	100%	100%

**For groups with Basic and Supplemental or Voluntary Life coverage, the Accelerated Death Benefit maximum applies to all coverages*

***Benefits are reduced by the percentage indicated and are calculated from the original amount at the attainment of the age shown.*

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Basic Term Life - Employee

Eligibility

Number of Employees

Basic Life Benefit

Guarantee Issue

Waiver of Premium

Elimination Period

Waiver Duration

Conversion

Accelerated Death Benefit*

Maximum

Age Reduction Schedule**

Policyholder Contribution

Participation Minimum

**All Active Full-Time
Teacher**

63

\$45,000

\$100,000

Included

6 Months

To Age 70

Included

75% of Benefit Amount

\$250,000

None

100%

100%

**For groups with Basic and Supplemental or Voluntary Life coverage, the Accelerated Death Benefit maximum applies to all coverages*

***Benefits are reduced by the percentage indicated and are calculated from the original amount at the attainment of the age shown.*

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Basic AD&D - Employee

Eligibility

Basic AD&D Benefit

Seat Belt

Percentage
Maximum

Air Bag

Percentage
Maximum

Repatriation Benefit

Public Conveyance Benefit

**All Active Full-Time Admin
Employees (Amount on
File)**

Same as Basic Life
Included

10%
\$10,000

Included

10%
\$10,000

Actual costs to
\$5,000

\$300,000

**All Active Full-Time
Support Staff**

Same as Basic Life
Included

10%
\$10,000

Included

10%
\$10,000

Actual costs to
\$5,000

\$300,000

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Basic AD&D - Employee

Eligibility

Basic AD&D Benefit

Seat Belt

Percentage

Maximum

Air Bag

Percentage

Maximum

Repatriation Benefit

Public Conveyance Benefit

**All Active Full-Time
Teacher**

Same as Basic Life

Included

10%

\$10,000

Included

10%

\$10,000

Actual costs to

\$5,000

\$300,000

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Supplemental Life - Employee

Eligibility	All Active Full-Time Employees
Number of Employees	19
Supplemental Life Benefit	Amounts from \$10,000 to \$300,000 in increments of \$10,000
Guarantee Issue	\$150,000
Grandfathering	Included: \$300,000
Waiver of Premium	Same as Basic Life
Portability	SSNRA
Portability Maximum	\$300,000
Conversion	Included
Accelerated Death Benefit*	Same as Basic Life
Age Reduction Schedule**	35% at age 65
	60% at age 70
	75% at age 75
	90% at age 80
Policyholder Contribution	0%
Participation Minimum	19%

**For groups with Basic and Supplemental or Voluntary Life coverage, the Accelerated Death Benefit maximum applies to all coverages*

***Benefits are reduced by the percentage indicated and are calculated from the original amount at the attainment of the age shown.*

Supplemental AD&D - Employee

Eligibility	All Active Full-Time Employees
Supplemental AD&D Benefit	Same as Supplemental Life

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Supplemental Dependent Life and AD&D

Eligibility	All Active Full-Time Employees
Spouse Benefit	Amounts from \$5,000 to \$150,000 in increments of \$5,000 Includes Domestic Partners
Not to Exceed	50% of Employee Amount
Spouse AD&D	Included
Spouse Guarantee Issue	\$30,000
Child Benefit	
Birth - 14 days	\$0
15 Days - 6 months	\$250
6 Months - Maximum	Amounts from \$10,000 to \$10,000 in increments of \$10,000
Child Maximum Age	19
Student Maximum Age	25
Child AD&D	Included
Child Guarantee Issue	\$10,000
Dependent Portability	Included
Dependent Conversion	Included
Age Reduction Schedule	Same as Employee

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- The date the employee returns to active work;
- The last day of the 12th month following the Dearborn National policy's effective date
- The last day the employee would have been covered under the terminating policy had it not terminated
- The date the employee is approved for Waiver of premium with the terminating policy
- The date the Dearborn National policy terminates

The coverage amount will be the lesser of:

- the amount payable under the terminating policy; OR
- the amount payable under the Dearborn National policy:
 - In force, paid or payable under the prior policy, or
 - Which would have been payable if timely election had been made under the terminating policy.

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Long Term Disability

Dearborn National's Group Long Term Disability plans provide long term income replacement security. Programs feature return to work claim management programs focused on personalized claim service.

Long Term Disability Rate and Cost Summary

Proposed Effective Date*: January 01, 2019

# of Lives	Estimated Volume	Rates Per \$100 Monthly Covered Payroll Monthly	Estimated Monthly Premium
107	\$433,636.91	\$0.354	\$1,535.07

Rate Guarantee Period: 24 Months
Long Term Disability Coverage: 15% flat commission

Commission percentage does not include any overrides, additional incentives or fees, if applicable.

***Quote valid for two months following the proposed effective date**

Important Notes:

The above rates and premium estimates are based on the employee data submitted by you. Final rates and premiums will be based on the plan and employee data provided by you at inception. This proposal is subject to exclusions and limitations in the policy issued by us. In addition, if coverage was inforce prior to the effective date of coverage, the rates quoted are subject to revisions based on acceptance and review of the inforce carrier's policy.

Changes in risk that may impact the rates quoted include, but are not limited to:

- The composition of the group, employees or dependents, changes by more than 10%
- The employer contribution changes
- Any of the plan designs are changed
- A change in applicable law requires a change in the insurance provided by the policy or the classes of persons eligible for insurance under the policy.

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Long Term Disability Plan Design Summary

Eligibility	All Active Full-Time Admin Employees	All Active Full-Time Support Staff
Number of Employees	5	39
LTD Benefit	60% of monthly earnings	60% of monthly earnings
Definition of Earnings	Earnings excl Comm & Bonus	Earnings excl Comm & Bonus
Average Period	N/A	N/A
Maximum Monthly Benefit	\$5,000	\$2,500
Minimum Monthly Benefit	\$100 or 10%	\$100 or 10%
Elimination Period	90 Days	90 Days
Accumulation of Elimination Period	Up to 1/2 the Elimination Period	Up to 1/2 the Elimination Period
Maximum Period Payable	To age 70	To age 70
Benefit Integration	Primary and Family	Primary and Family
Own Occupation Period	24 Months with loss of duties and earnings	24 Months with loss of duties and earnings
Partial Disability Income Earnings Test	Included	Included
During Own Occ Period	80%	80%
After Own Occ Period	60%	60%
Pre-Disability Salary Indexing	Lesser of 7% or average annual change in CPI-W	Lesser of 7% or average annual change in CPI-W
Work Incentive Benefit	12 Months	12 Months
Offset Method	Proportionate Loss of Income	Proportionate Loss of Income
Rehabilitative Incentive Income	12 Months	12 Months
Offset Method	Proportionate Loss of Income	Proportionate Loss of Income
Includes Day Care Benefit		
Expenses Per Child	\$350	\$350
Months	12	12
Mental Disorder Limitation	24 Months	24 Months
Substance Abuse Limitation	24 Months	24 Months
Special Conditions Limitation	No Limitation	No Limitation
Limitation Basis	Per Lifetime	Per Lifetime
Pre-Existing Condition Exclusion	No Pre-Ex	No Pre-Ex
Survivor Benefit	3 Months	3 Months
Worksite Modification Benefit	Greater of 2 times benefit amount or \$1,500	Greater of 2 times benefit amount or \$1,500
Policyholder Contribution	100%	100%
Participation Requirement	100%	100%
Employer FICA Match Reporting	Not Included	Not Included

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Eligibility

Number of Employees
LTD Benefit

Definition of Earnings
Average Period

Maximum Monthly Benefit

Minimum Monthly Benefit

Elimination Period

Accumulation of Elimination

Period

Maximum Period Payable

Benefit Integration

Own Occupation Period

Partial Disability Income Earnings
Test

During Own Occ Period

After Own Occ Period

Pre-Disability Salary Indexing

Work Incentive Benefit

Offset Method

Rehabilitative Incentive Income

Offset Method

Includes Day Care Benefit

Expenses Per Child

Months

Mental Disorder Limitation

Substance Abuse Limitation

Special Conditions Limitation

Limitation Basis

Pre-Existing Condition Exclusion

Survivor Benefit

Worksite Modification Benefit

Policyholder Contribution

Participation Requirement

Employer FICA Match Reporting

All Active Full-Time Teachers

63

60% of monthly earnings

Earnings excl Comm & Bonus

N/A

\$5,000

\$100 or 10%

90 Days

Up to 1/2 the Elimination

Period

To age 70

Primary and Family

24 Months with loss of duties

and earnings

Included

80%

60%

Lesser of 7% or average

annual change in CPI-W

12 Months

Proportionate Loss of Income

12 Months

Proportionate Loss of Income

\$350

12

24 Months

24 Months

No Limitation

Per Lifetime

No Pre-Ex

3 Months

Greater of 2 times benefit

amount or \$1,500

100%

100%

Not Included

Enhanced Product Services Offered with Long Term Disability

- Disability Resource Services
- W-2 Reporting for Claimants