

Group Life and AD&D

Plan highlights for Small Business Association of Michigan

Life insurance provides essential financial protection for your loved ones in the event of your death. It helps cover expenses like funeral costs, outstanding debts and ongoing living expenses, helping to ensure your family can maintain financial stability during a difficult time.

Eligibility

Definition of a member	All full-time permanent employees authorized to work and reside in the United States. Eligible employees cannot be considered a part-time, temporary or seasonal employee.
Class description	All Eligible Full-Time Employees

Benefits

Group term life benefit	1 times your annual salary
Guarantee issue amount	\$100,000
Group accidental death and dismemberment (AD&D) benefit	Matches Term Life benefit
Cost	There is no cost to you
Reduction schedule	65% at age 65, 40% at age 70, 25% at age 75
Accelerated life benefit	Included
Waiver of premium	Included
Conversion	Included

Other Group Life and AD&D features and services

• Seat belt	• Airbag	• Exposure	• Disappearance
• Repatriation	• Child higher education	• Childcare	



Frequently asked questions

What's my accidental death and dismemberment (AD&D) benefit?

We will pay your beneficiaries an Accidental Death insurance amount that matches your Basic Life insurance amount, if you die from a covered accident. Additional benefits are available for accidental injuries (i.e., dismemberment) such as loss of limbs, fingers or sight.

Can I take my insurance with me if I leave my employer?

If you leave your employer and wish to take your coverage with you, other options may be available to continue your coverage. Contact your Human Resources department to learn more or visit:

<https://www.oneamerica.com/employers/keep-my-benefits>.

What is a beneficiary?

Your beneficiary is the individual(s) you choose to leave your life insurance benefits to when you die. You can name one or more beneficiary(ies) and select if they are primary or secondary beneficiaries. If your primary beneficiary dies before you (or before other beneficiaries), your contingent or secondary beneficiary(ies) will receive your life insurance benefit.

Please note that claim payment to a minor child requires a legal custodian to be appointed. To choose or change your beneficiary(ies), visit the "Forms" section on www.oneamerica.com. Click the "Life" tab, download and complete the beneficiary designation form, and turn it in to your employer. Review your beneficiary information annually to help ensure your information is up-to-date.

All information is provided as a benefit outline. This document is not part of the insurance policy, and it does not change or extend liability under the group policy to American United Life Insurance Company®. Employers may receive either a group Policy or a Certificate of Insurance containing a detailed description of the insurance coverage under the group Policy. If there are any discrepancies between this information and the Group Policy, the Policy will prevail.

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