

Sponsored by: City of Milpitas

Life Benefit	Employee	Spouse/Domestic Partner	Dependent
<i>Employee must elect coverage for Spouse/Domestic Partner or dependents to be eligible.</i>			
Amount	Choice of \$10,000 increments	Choice of \$5,000 increments	Age 1 Day to 6 months: \$500 6 months to age 26: \$2,000 - \$4,000 - \$6,000 - \$8,000 - \$10,000
Minimum Amount	\$10,000	\$10,000	\$2,000
Maximum Amount	\$500,000, limited to 5 times your annual salary Employees age 70 and older, maximum benefit is \$50,000	\$250,000, limited to 50% of employee amount	\$10,000
Guarantee Issue for Newly Eligible Employee	Under Age 70: \$150,000 Age 70 - 74: \$20,000 No Guarantee Issue at age 75 and older	\$30,000 No Guarantee Issue if Employee Age is 60 and older	
Current Eligible Employees	You or your Spouse/Domestic Partner may elect or increase insurance coverage equal to 2 benefit levels on a guaranteed acceptance basis during your company's defined annual open enrollment period, provided that you or your Spouse/Domestic Partner have not been previously declined, withdrawn, or pending for coverage.		

Benefit Reduction	Employee	Spouse/Domestic Partner
Benefits will reduce:	35% at age 70; Additional 20% of original amount at age 75; Additional 15% of original amount at age 80; Benefits terminate at retirement	35% at Employee Age 65 Benefits terminate at Employee Age 70 or Retirement, whichever occurs first

Eligibility	Employee	Spouse/Domestic Partner and Dependents
	All employees in an eligible class.	Cannot be in a period of limited activity on the day coverage takes effect.

Additional Benefits	
See Definition:	Accelerated Death Benefit
See Definition:	Portability
See Definition:	Conversion

Definitions

Accelerated Death Benefit	Accelerated Death Benefit provides an option to withdraw a percentage of your life insurance coverage when diagnosed as terminally ill (as defined in the policy). The death benefit will be reduced by the amount withdrawn. To qualify, you have satisfied the Active Work rule and have been covered under this policy for the required amount of time as defined by the policy. Check with your tax advisor or attorney before exercising this option.
Conversion	If you terminate your employment or become ineligible for this coverage, you have the option to convert all or part of the amount of coverage in force to an individual life policy on the date of termination without Evidence of Insurability. Conversion election must be made within 31 days of your date of termination.
Guarantee Issue	For timely entrants enrolled within 31 days of becoming eligible, the Guarantee Issue amount is available without any Evidence of Insurability requirement. Evidence of Insurability will be required for any amounts above this, for late enrollees or increase in insurance, and it will be provided at your own expense.
Limited Activity	A period when a Spouse/Domestic Partner or dependent is confined in a health care facility; or, whether confined or not, is unable to perform the regular and usual activities of a healthy person of the same age and sex.
Portability	If coverage has been in force for at least 12 months, you may continue coverage for a specified period of time after your employment by paying the required premium. Portability is available if you cease employment for a reason other than total disability or retirement at Social Security Normal Retirement Age. A written application must be made within 31 days of your termination.
Term Life	Benefit provided to the designated beneficiary upon the death of the insured. The benefit is provided for the time period that you are eligible and premium is paid. There is no cash value associated with this product.
Exclusion: Suicide	Benefits will not be paid if the death results from suicide within 1 year after coverage is effective. May apply if employee contributes toward the premium.

Additional Benefits

LifeKeysSM	Online will & testament preparation service, identity theft resources and beneficiary assistance support for all employees and eligible dependents covered under the Group Term Life and/or AD&D policy.
TravelConnectSM	Travel assistance services for employees and eligible dependents traveling more than 100 miles from home.

For assistance or additional information Contact Lincoln Financial Group at

(800) 423-2765; reference ID: **CITYMILPIT**

www.LincolnFinancial.com

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**Monthly Employee Premium
Life Premium for sample benefit
amounts**

Employee and Spouse premiums are calculated separately.
Refer to Program Specifications for your maximum benefit amounts.
Benefits and premium amounts reflect age reductions.

Monthly RATE Per \$1000	AGE	\$ 10,000	\$ 20,000	\$ 30,000	\$ 40,000	\$ 50,000	\$ 60,000	\$ 70,000	\$ 80,000	\$ 90,000	\$100,000
0.0500	<35	\$0.50	\$1.00	\$1.50	\$2.00	\$2.50	\$3.00	\$3.50	\$4.00	\$4.50	\$5.00
0.0800	35-39	\$0.80	\$1.60	\$2.40	\$3.20	\$4.00	\$4.80	\$5.60	\$6.40	\$7.20	\$8.00
0.1300	40-44	\$1.30	\$2.60	\$3.90	\$5.20	\$6.50	\$7.80	\$9.10	\$10.40	\$11.70	\$13.00
0.2000	45-49	\$2.00	\$4.00	\$6.00	\$8.00	\$10.00	\$12.00	\$14.00	\$16.00	\$18.00	\$20.00
0.3900	50-54	\$3.90	\$7.80	\$11.70	\$15.60	\$19.50	\$23.40	\$27.30	\$31.20	\$35.10	\$39.00
0.6200	55-59	\$6.20	\$12.40	\$18.60	\$24.80	\$31.00	\$37.20	\$43.40	\$49.60	\$55.80	\$62.00
0.7100	60-64	\$7.10	\$14.20	\$21.30	\$28.40	\$35.50	\$42.60	\$49.70	\$56.80	\$63.90	\$71.00
1.2300	65-69	\$10,000	\$20,000	\$30,000	\$40,000	\$50,000	\$60,000	\$70,000	\$80,000	\$90,000	\$100,000
		\$12.30	\$24.60	\$36.90	\$49.20	\$61.50	\$73.80	\$86.10	\$98.40	\$110.70	\$123.00
3.0500	70-74	\$6,500	\$13,000	\$19,500	\$26,000	\$32,500	N/A	N/A	N/A	N/A	N/A
		\$19.83	\$39.65	\$59.48	\$79.30	\$99.13	N/A	N/A	N/A	N/A	N/A
11.9800	75-79	\$4,500	\$9,000	\$13,500	\$18,000	\$22,500	N/A	N/A	N/A	N/A	N/A
		\$53.91	\$107.82	\$161.73	\$215.64	\$269.55	N/A	N/A	N/A	N/A	N/A
11.9800	80+	\$3,000	\$6,000	\$9,000	\$12,000	\$15,000	N/A	N/A	N/A	N/A	N/A
		\$35.94	\$71.88	\$107.82	\$143.76	\$179.70	N/A	N/A	N/A	N/A	N/A

This is an estimate of premium cost. Actual deductions may vary slightly due to rounding and payroll frequency.

Example:

Use this formula to calculate premium for benefit amounts over \$ 100,000

Age	Monthly Rate Per \$1,000	X	Benefit In \$1,000's	=	Monthly Cost
Example: 35	0.0800	X	150	=	\$ 12.00
		X		=	

Dependent Children Benefit

Monthly Rate:

\$ 2,000	\$ 4,000	\$ 6,000	\$ 8,000	\$ 10,000
\$ 0.40	\$ 0.80	\$ 1.20	\$ 1.60	\$ 2.00

Premium covers all dependent children regardless of the number of children.

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Monthly Spouse Premium
Life Premium for sample benefit amounts

Employee and Spouse premiums are calculated separately.
 Spouse premiums will be calculated based on the Employee Age
 Refer to Program Specifications for your maximum benefit amounts.
Benefits and premium amounts reflect age reductions.

Monthly RATE Per \$1000	AGE	\$ 5,000	\$ 10,000	\$ 15,000	\$ 20,000	\$ 25,000	\$ 30,000	\$ 35,000	\$ 40,000	\$ 45,000	\$ 50,000
0.0500	<35	\$0.25	\$0.50	\$0.75	\$1.00	\$1.25	\$1.50	\$1.75	\$2.00	\$2.25	\$2.50
0.0800	35-39	\$0.40	\$0.80	\$1.20	\$1.60	\$2.00	\$2.40	\$2.80	\$3.20	\$3.60	\$4.00
0.1300	40-44	\$0.65	\$1.30	\$1.95	\$2.60	\$3.25	\$3.90	\$4.55	\$5.20	\$5.85	\$6.50
0.2000	45-49	\$1.00	\$2.00	\$3.00	\$4.00	\$5.00	\$6.00	\$7.00	\$8.00	\$9.00	\$10.00
0.3900	50-54	\$1.95	\$3.90	\$5.85	\$7.80	\$9.75	\$11.70	\$13.65	\$15.60	\$17.55	\$19.50
0.6200	55-59	\$3.10	\$6.20	\$9.30	\$12.40	\$15.50	\$18.60	\$21.70	\$24.80	\$27.90	\$31.00
0.7100	60-64	\$3.55	\$7.10	\$10.65	\$14.20	\$17.75	\$21.30	\$24.85	\$28.40	\$31.95	\$35.50
1.2300	65-69	\$3,250	\$6,500	\$9,750	\$13,000	\$16,250	\$19,500	\$22,750	\$26,000	\$29,250	\$32,500
		\$4.00	\$8.00	\$11.99	\$15.99	\$19.99	\$23.99	\$27.98	\$31.98	\$35.98	\$39.98

This is an estimate of premium cost. Actual deductions may vary slightly due to rounding and payroll frequency.

Example:

Use this formula to calculate premium for benefit amounts over \$ 50,000

Age	Monthly Rate Per \$1,000	X	Benefit In \$1,000's	=	Monthly Cost
Example: 35	0.0800	X	75	=	\$ 6.00
		X		=	

Dependent Children Benefit

Monthly Rate:

\$ 2,000	\$ 4,000	\$ 6,000	\$ 8,000	\$ 10,000
\$ 0.40	\$ 0.80	\$ 1.20	\$ 1.60	\$ 2.00

Premium covers all dependent children regardless of the number of children.

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