

ELIGIBILITY AND APPLYING FOR COVERAGE – BASIC LIFE COVERAGE FOR EMPLOYEES

Some terms used in General Provisions are defined below. Others may be explained in the “Words and Phrases” section.

WHO MAY BECOME COVERED – BASIC LIFE COVERAGE FOR EMPLOYEES

A Benefit Eligible Employee is automatically eligible for Basic Life Coverage. A Benefit Eligible Employee is considered eligible on the latest of:

- (a) completion of any applicable Waiting Period;
- (b) the date the Employee is included in the Eligible Class; or
- (c) the Effective Date.

AMOUNT OF BASIC LIFE COVERAGE

A Basic Life Coverage of \$25,000 is provided to Benefit Eligible Employees by the State of South Dakota.

APPLICATION FOR BASIC LIFE COVERAGE

An Employee must complete the online Group Life Benefit Plan Form, during the initial 30-day enrollment period.

WHEN BASIC LIFE COVERAGE BECOMES EFFECTIVE

Coverage begins one month and one day after the Employee’s hire date. An Employee who is not Actively at Work on such date will not become covered until the date the Employee is again Actively at Work.

Central Payroll Employees. When approved by the Plan Administrator, the effective date of any approved changes during the Plan Year is the 1st or 15th of a month determined by the date during the payroll cycle in which most closely follows the 1st or the 15th of a month.

Board of Regents Employees. When approved by the Plan Administrator, the effective date of the approved changes made during the Plan Year is the 1st of a month.

In all cases, the actual coverage effective date will be contingent on receipt of all appropriate forms and required contributions.

COST OF BASIC LIFE COVERAGE

The cost of Basic Life Coverage is paid entirely by the Employer.

WHEN BASIC LIFE COVERAGE ENDS

The Employee's benefit under Basic Life Coverage ends when the:

- (a) Employee's employment ends;
- (b) Employee ceases to be a member of the class or classes eligible for such coverage;
- (c) Employee dies; or
- (d) Plan terminates.

The effective date when coverage terminates is the 1st or 15th of the month following the last payroll date in which contributions were paid.

BENEFICIARY – BASIC LIFE COVERAGE FOR EMPLOYEES

A beneficiary is the person or persons designated by the Employee in writing or online, on a form prescribed by the Plan. An Employee may name more than one primary beneficiary to receive benefits in the amount or amounts specified. An Employee should also name a contingent beneficiary or beneficiaries who are entitled to benefits in the event there are no surviving primary beneficiary(ies).

A beneficiary designation change must be made by completing an online form or a written notice (on a Group Life Benefit Plan Form) with the Plan Administrator. Once filed, the change is effective as of the date the new designation was signed, even though the Employee may not be living when the entry is made in the Plan's benefit records.

The consent of a beneficiary is not needed to name a beneficiary or to make a beneficiary change.

NOTE: Benefits will not be paid to a primary beneficiary or contingent beneficiary who commits murder or manslaughter of the covered individual. Instead, these benefits will be paid to the other primary beneficiary(ies) or contingent beneficiary(ies). If there are no other primary beneficiary(ies) or contingent beneficiary(ies), benefits will be paid to the estate of the deceased. In no event will the person committing murder or manslaughter receive any of the benefits through the estate.

FACILITY OF PAYMENT – BASIC LIFE COVERAGE FOR EMPLOYEES

If the beneficiary is a minor, or for any other reason is not capable of giving a valid release for any payment due, the Plan Administrator may make the payment to the beneficiary's Legal Guardian.

The Plan Administrator will pay the Employee's estate in the event that no beneficiary designation is in effect or where no designated beneficiary is living at the time of the Employee's death. In the event there is a question or dispute regarding the proper recipient of the proceeds, the Plan Administrator may make payment directly to the Employee's estate which shall hold such proceeds until such matter is resolved. The liability of the Plan Administrator shall be fully discharged to the extent of payment made under this provision.