



THE HOUSING AGENCY RETIREMENT TRUST

SUPPLEMENTAL DEATH BENEFIT COVERAGE PROVIDED BY MINNESOTA LIFE

The Minnesota Life insurance Company has been offering valuable life insurance benefits to employers at economical group rates for more than 90 years and ranks amongst the most highly rated financial institutions in America.

The current monthly premium rate is 31.3 cents for each \$1,000 of coverage.

An agency may elect anywhere from 9 to 24 times the monthly salary for this coverage. The maximum amount of coverage is capped at \$200,000. The number of months of elected coverage are selected by your employer and are specified in the agency's Joinder Agreement.

Your beneficiary for this term insurance will be the one specified on the Enrollment Form for the retirement plan, unless a Change of Beneficiary Form has been submitted. If you are in doubt as to whom your designated beneficiary is, or if you would like to make a change, please see your personnel representative for the Change of Beneficiary Form #140, or go to www.hart-retire.com. Click on the link to "Download HART Forms" and you can print the form. Whenever you have a life change occurrence, such as a marriage or divorce, it is always a good idea to up-date your beneficiary designations. If none of your designated beneficiaries are living at the time of your death, or you have not designated a beneficiary, then any distribution of your retirement plan account shall be paid in a single sum to your estate.

We would like to point out some of the important contract provisions:

Waiver of Premium - This provision will apply only to those employees who terminate their employment as a result of a total and permanent disability, which has continued for at least nine months and meets the definition of disability contained in the policy. To qualify for the waiver, medical information proving the disability will be submitted to Minnesota Life. The individual has one year from the date last worked to file for the waiver. Upon acceptance, the life insurance will be kept in force at no cost to either the agency or the individual, until that person recovers, returns to work, fails to provide proof of disability or reaches the normal retirement age as designated in the agency's Joinder Agreement. This benefit can be applied for if the participant's disability occurs before reaching age 60. If the participant is over the age of 60, they may at their own expense continue to pay the premiums up to the normal retirement age specified in the agency's Joinder Agreement. Premium payments should be continued until the waiver of premium claim is approved in order to ensure that coverage stays in force. Once the participant has reached the normal retirement age for your agency, and has not recovered from their disability, and assuming they wish to continue coverage—they may convert to an individual whole life policy which will require premiums from them. Contact ADP Retirement Services, your Record Keeper for the retirement plan, at 1-800-798-2044 for the appropriate forms.

Retiree Life Insurance Coverage - Any employee who has attained age 55 or older with at least 10 years of continuous service will have the opportunity to continue basic life insurance coverage. Plan members may elect to continue their current coverage, or the amount equivalent to one times their annual salary, whichever is less, however, the coverage amount cannot exceed \$50,000. Any amount over \$25,000 will require medical underwriting approval. Coverage continued according to this provision is not eligible for the Waiver of Premium benefit. Contact ADP Retirement Services, your Record Keeper for the retirement plan, at 1-800-798-2044 for the appropriate forms.

Conversion Privilege Benefit - Whenever an employee has terminated employment either by regular severance of employment or by retirement, that individual has the option to convert their group coverage over to an individual policy. This is allowed with no proof of insurability. The coverage amount can be for as much as the amount of coverage the participant last had while at work, or the insured may elect to purchase a lesser amount. The rates for this coverage will be quoted directly from Minnesota Life. If purchased, the contract will then be between the individual purchaser who is responsible for the premiums and Minnesota Life. For anyone interested in the Conversion Privilege, please contact Minnesota Life at 1-866-293-6047.

Accelerated Benefit for Terminal Illness - Additionally, there is an Accelerated Benefit if you become terminally ill with a life expectancy of 12 months or less. Based upon that medical information you may be eligible to receive an early payout of all or a portion of your insurance benefit while you are living.

Beneficiary Financial Counseling - For anyone who is interested, there is Beneficiary Financial Counseling provided by PricewaterCoopers LLP. They offer independent, comprehensive and objective financial counseling to a beneficiary receiving a benefit of \$25,000 or more, at a time when it is needed most at no cost to you or your named beneficiary.

Legal Services - This service gives employees peace of mind knowing their estate will pass to the right people. The program, provided by Ceridian LifeWorks, offers active employees, retirees and their families a free 30-minute initial consultation with an attorney, drafting of online wills and other legal documents and a vast online library of legal information and resources.

Travel Assistance - This service provides a safety net for employees while traveling, helping to reduce the worry and stress of travel. Travel assistance, provided by Europ Assistance USA covers all US-based employees, spouses and dependents while they are traveling 100 miles or more from home on business or pleasure. Dependents do not have to be traveling with employees to be covered.

Legacy Planning - This service is a web site to help individuals, families and beneficiaries work through end-of-life issues. All insured, their families and beneficiaries have access to the web site which offers information on how to plan and pay for a funeral as well as resources for preparing an estate plan and final wishes.

If you have any questions, please contact the Plan's Recordkeeper, ADP Retirement Services at 1-800-798-2044.

As always, it is our pleasure to serve the needs of the participants of the Housing Agency Retirement Trust.

HART Board of Trustees
And Your Dedicated HART Team at ADP Retirement Services