MMIA EMPLOYEE BENEFITS
MONTANA MUNICIPAL INTERLOCAL AUTHORITY
3115 McHugh Ln • Helena, MT 59602
(800) 635-3089 • Fax: (406) 449-7440 • www.mmiaEB.net

VOLUNTARY TERM LIFE AND AD&D

The MMIA Employee Benefits Program offers competitively priced Voluntary Term Life and AD&D program for our membership. The carrier is the same as the Basic Group Term Life and AD&D, Mutual of Omaha Life Insurance Company. Voluntary Term Life can be offered without providing Basic Life. Each employee can select the amount of life insurance benefits that best fit their circumstances and needs. Rates are based on the age of the covered person.

Employer Contribution: None; this program requires the premium to be paid 100% by the employee.

Coverage Amount: The maximum amount an employee can apply for is 5x their salary up to the maximum of $500,000. Employees may purchase benefits increments of $5,000. Spouses may receive coverage, up to 100% of the employee amount, not to exceed $500,000.

Guarantee Issue Amount: Up to $350,000 for employees; $50,000 for spouse upon initial eligibility. Amounts greater than the Guarantee Issue Amount or enrolling after the initial eligibility will require a health statement, called an Evidence of Insurability (EOI) form, subject to approval.

Changes at Open Enrollment: During Open Enrollment, an EOI is required if the employee's coverage increases by more than $25,000, if their coverage exceeds $350,000, if their spouse's coverage increases by any amount, and/or if the individual does not have Voluntary Term Life and requests coverage.

Monthly Premium Rates: Rates are age-banded for voluntary life and are shown below. Volumes can be selected separately for voluntary life and AD&D coverage.

Age Category	Voluntary Life Rate per Thousand Dollars	AD&D Rates per Thousand Dollars (must be enrolled in Voluntary Life to be eligible)
15-34	$0.08	$0.05 (rates are per thousand for all ages)
35-39	$0.11	
40-44	$0.15	
45-49	$0.26	
50-54	$0.47	
55-59	$0.72	
60-64	$1.37	
65-69	$2.17	
70 +	$3.82	

Benefit Reduction: The principal sum of the life insurance coverage and the monthly premium will be reduced by 50% at age 70.

Dependent Child Benefit: Employees can cover their child(ren) in increments of $1,000, minimum of $2,000 up to a maximum of $10,000. The cost is the same for one child or multiple children. The rate is $0.12 per $1,000 of coverage. Employee coverage is required. AD&D coverage is not available for children. *Eligible children must be less than 26 years of age.*

Benefit Descriptions:

Waiver of Premium	Included
Portability	Included
Accelerated Benefits	Included

Benefits are paid subject to the terms and conditions contained in the Group Insurance Policy.
Please share this information with your employees whether they are covered by our group health benefits. All employees may participate in this program if minimum eligibility requirements are met.

For additional information or enrollment forms, contact the MMIA Employee Benefits Department at 1-800-635-3089 option 4.