



Life insurance coverage available with no health questions

There are certain times in which you can enroll for coverage without answering health questions. Below is a summary of those options.

A full list of your life insurance coverage options is outlined on the next page. To apply for coverage other than what's outlined here, you'll answer a few questions about your health history – along with height and weight.

Within 31 days of initial eligibility

- Employee: Elect up to five times your salary; not to exceed \$350,000
- Spouse/domestic partner: Elect in increments of \$10,000; not to exceed \$50,000

During each annual enrollment

- Employee: Increase your existing coverage by one times your salary; not to exceed a new total of five times your salary of \$350,000
- Spouse/domestic partner: Increase your existing coverage by \$10,000; not to exceed \$50,000

Within 31 days of a family status change

- Employee: Increase your existing coverage; not to exceed a new total of five times your salary of \$350,000
- Spouse/domestic partner: Increase your existing coverage; not to exceed a new total of \$50,000

Health questions never required

- Enrolling for child and/or voluntary AD&D coverage never requires health questions when elected during any of the above events

Once your coverage is effective, you never have to re-enroll to continue your coverage.

Prepared for:



Initial eligibility refers to the first time a person is eligible for coverage. For you, the employee, this is when you're hired and become eligible for benefits.

For your spouse/domestic partner, it's when you become eligible for benefits or within 31 days of a new marriage.



Your basic and optional coverages

Basic coverage (automatically enrolled)

Basic term life	1x your salary	<ul style="list-style-type: none"> • Maximum: \$500,000 • Includes matching AD&D benefit
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Optional coverages

Employee supplemental life	1-8x your salary	<ul style="list-style-type: none"> • Maximum: \$1,000,000
Spouse/domestic partner supplemental life	\$10,000 increments	<ul style="list-style-type: none"> • Maximum: \$250,000 • Coverage may not exceed 100% of the amount of the employee's coverage (basic and supplemental combined)
Child supplemental life	\$2,500 increments	<ul style="list-style-type: none"> • Maximum: \$25,000 • Children are eligible from live birth until age 26 • Coverage may not exceed 100% of the amount of the employee's coverage (basic and supplemental combined)
Voluntary AD&D	Employee: 1-8x your salary Spouse/domestic partner: \$10,000 increments	<ul style="list-style-type: none"> • Employee maximum: \$1,000,000 • Spouse/domestic partner maximum: \$250,000

A child may be covered by only one employee.

Beginning at age 65, basic term life coverage reduces to a percentage of the amount in effect prior to age 65: to 65 percent at age 65 and to 50 percent at age 70.

Monthly cost of coverage

Employee/spouse/domestic partner supplemental life (rates/\$1,000/month)

Age	Rate
Under 25	\$0.038
25-29	0.045
30-34	0.053
35-39	0.060
40-44	0.075
45-49	0.113
50-54	0.173
55-59	0.323
60-64	0.495
65-69	0.953
70 and over	1.545

Optional child life

One premium provides coverage for all eligible children

\$2,500	\$0.500 per month
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Voluntary AD&D (rates/\$1,000/month)

Employee only	\$0.030 per \$1,000 per month
Spouse/domestic partner only	\$0.030 per \$1,000 per month

Please note, employee and spouse/domestic partner rates increase with age and are subject to change.

Here's how to calculate your premium:

Coverage amount	\$
divided by 1,000	\$
times your rate (based on your age)	\$
Monthly premium	\$

Enroll

You can complete your benefit elections in [Workday](#) under Benefits

Name/update beneficiary

You can update your beneficiary designation in [Workday](#) under Benefits & Pay > Change Benefits > Beneficiary Designation Change

Questions?

Submit a [Guidepost ticket](#)

Frequently asked questions

What is term life and AD&D insurance?

Group term life insurance provides a cost-effective way to prepare for the unexpected by adding an extra level of protection during your working years. Your loved ones may benefit from life insurance to cover medical bills, funeral costs and estate management expenses. It can also be a critical resource in helping with your family's ongoing expenses.

Accidental death and dismemberment (AD&D) insurance provides additional financial protection in the event that a covered accident results in an insured person's loss of life, hearing, sight, paralysis and more.

Do I have to answer health questions?

Enrolling for coverage other than what is outlined on page one will require that you answer a few questions about your health history, along with height and weight. Based on your answers, it will be determined whether anything further is needed to make a decision to approve or decline the application. If by any chance your application is not approved, you will still get any coverage that didn't require the health question and it will not affect any coverage you already have.

What should I know about naming a beneficiary?

Naming a beneficiary, and keeping it up to date with life's changes, can help ensure any proceeds are paid according to your wishes and without delay. You can name a person, charity, trust or your estate. You can also break up the payout by percentage. Beneficiary changes can be made anytime throughout the year.

Can I take my coverage with me if I leave Rivian?

You can continue to be insured with Securian beyond active employment without answering health questions. Premiums are generally higher than those paid by active employees.

This is a summary of plan provisions related to the insurance policy issued by Securian Life Insurance Company to Rivian Automotive, Inc. In the event of a conflict between this summary and the policy and/or certificate, the policy and/or certificate shall dictate the insurance provisions, exclusions, all limitations and terms of coverage. All elections or increases are subject to the actively-at-work requirement of the policy.

Insurance products are issued by Securian Life Insurance Company, a New York authorized insurer. The company is headquartered in St. Paul, MN. Securian Life is solely responsible for the financial obligations under the policies or contracts it issues.

Products are offered under policy form series 14-31700.4 and 14-31900.4.

Securian Financial is the marketing name for Securian Financial Group, Inc., and its subsidiaries. Securian Life Insurance Company is a subsidiary of Securian Financial Group, Inc.



Learn more

Visit Securian's educational microsite to learn more about naming beneficiaries, the experience of applying for coverage that requires health questions and much more.

Visit securian.com/rivian-insurance



PREPARE
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SECURE

lifebenefits.com

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