



Summary of life insurance coverage options and cost

Life insurance benefits through your employer can help your family navigate the financial challenges that may arise from the loss of a loved one.

Term life insurance provides a budget-friendly way to help protect your family's financial future.

- **Income replacement:** Can help your family maintain their lifestyle by covering essential daily living expenses like mortgage/rent payments, child care, groceries and more
- **Final expenses:** May ease the burden of funeral costs, medical bills and other end-of-life expenses
- **Cost-effective:** Employer-based life insurance is generally less expensive than other life insurance solutions. It can allow you to temporarily supplement your outside coverage, to increase your total protection during your working years when your family depends on your income

Accidental death and dismemberment (AD&D) insurance provides additional financial protection for a loss resulting from a covered accident – whether the accident occurs at work or elsewhere.

- **Accidental death:** Pays both life insurance and AD&D benefits to your beneficiary
- **Dismemberment:** Provides direct payments to you, based on the severity of the injury

Act now to protect your family through the unexpected.

RIVIAN



Learn more

Visit Securian's educational microsite to learn more about your insurance program, naming beneficiaries, applying for coverage that requires health questions and much more.

From the site, you can also access our Benefit Scout® tool, to help you evaluate how much life insurance you need.

Visit securian.com/rivian-insurance

Your basic and optional coverages

Basic coverage (automatic benefit)

Basic term life	1x your salary	• Maximum: \$500,000 • Includes matching AD&D benefit
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Optional coverages

Employee supplemental life	1-8x your salary	• Maximum: \$1,000,000
Spouse/domestic partner supplemental life	\$10,000 increments	• 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	• Maximum: \$25,000 • Children are eligible from live birth to age 26 • Coverage may not exceed 100% of the amount of the employee's coverage (basic and supplemental combined)
Voluntary AD&D	Employee plan: 1-8x your salary Spouse/domestic partner: \$10,000 increments	• 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.

Beneficiary

Your beneficiary(ies) will receive insurance proceeds in the event of your death. Keep this designation up to date as life progresses, to help ensure any payment would be made according to your wishes and without delay. You are the beneficiary of insurance on your dependents.

Beyond active employment

You can choose to continue to be insured with Securian Financial beyond active employment. Premiums are generally higher than those paid by active employees.

Coverage available without health questions

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

Within 14 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 or \$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 or \$50,000

Health questions never required

- Child and/or voluntary AD&D coverage can be elected during any enrollment period, and never requires health questions

To apply for coverage other than what's outlined here, you'll be asked to satisfy an evidence of insurability application that generally consists of just a few health questions.

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

Enroll/update coverage

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](#)



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.



Calculate premium:

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

Benefit Scout is an educational tool designed to help you understand and make decisions about your employee benefits.

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.

In certain circumstances the coverage you elect may require us to approve Evidence of Insurability (EOI) before coverage takes effect. If EOI is required, you should receive correspondence from us indicating we have approved your EOI before your employer deducts or submits premiums for the portion of coverage requiring EOI. If you have questions about whether EOI is required for coverage or has been approved, contact us at 866-889-6221.

Insurance products are issued by Securian Life Insurance Company, a New York authorized insurer. The company is headquartered in St. Paul, MN. Securian Life Insurance Company 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.



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