

## Life Insurance Benefits

All eligible full-time employees receive a core life insurance benefit equal to one times your annual salary, rounded to the next \$1,000 (maximum \$50,000). All life insurance is term coverage and has no cash value. Your life insurance policy also includes:

- **Accelerated Death Benefits** — if you are terminally ill, you may qualify to receive a portion of your life insurance benefits prior to death.
- **Accidental Death and Dismemberment (AD&D)** — if you have an accident that results in the loss of your life or the loss of a limb, you may qualify for additional benefits.
- **Seat Belt Benefit** — if you die in an automobile accident where AD&D benefits are payable and you were wearing your seat belt or protected by an airbag, there is an additional benefit of 10% of your AD&D policy up to a maximum of \$25,000.
- **Additional Services** — beneficiaries may be eligible for additional services such as grief support or help planning their financial future with the proceeds from the life insurance policy.

All life amounts for members age 70 and over will have a reduced benefit. At the time of death, participants ages 70 to 74 will receive 65 percent of the benefit; ages 75 and over will receive 50 percent.

## Supplemental Life Insurance

Eligible full-time employees may choose to supplement your core life insurance and AD&D coverage by purchasing additional coverage in increments of \$10,000 up to five times your annual wages (maximum of \$500,000). During your initial election period as a new hire, you are guaranteed coverage without medical underwriting. Elections or increases made at a later date may be subject to underwriting approval by the insurance carrier.

## Dependent Life Insurance

The company provides \$1,000 in life insurance for your spouse at no cost to you. If you purchase additional life insurance benefits on yourself, you may also purchase additional life insurance for your spouse and/or children. AD&D coverage is not available for dependent child life insurance.

Spouse life coverage can be purchased in \$5,000 increments up to one-half of your own supplemental life election (maximum \$250,000). During your initial election period as a new hire, you are guaranteed up to \$50,000 of spouse life coverage without medical underwriting. Amounts over the guaranteed issue are subject to medical underwriting at your own expense. Note that a married couple both working for the company cannot enroll in dual coverage, i.e., receive coverage under their own benefits plan and receive dependent spouse coverage.

You may purchase dependent life insurance on children under age 26 in \$2,000 increments up to the maximum of \$10,000 or half of your supplemental life election, whichever is less.

**Note:** The amount of spouse or child Life Insurance may not exceed 50% of the amount of Employee Supplemental Life Insurance in force on the Covered Employee.

## Annual Life Increase Provision

Each year during Open Enrollment, eligible members currently enrolled in supplemental life may increase their supplemental life and/or spouse coverage by one or two increments without underwriting approval, up to the Guaranteed Issue. Only increases over the 2x increment or the Guaranteed Issue will require the covered person to complete a health questionnaire and be approved by the insurance carrier before the additional coverage becomes effective. Underwriting approval is not required for Child life. In no event may an annual life increase exceed the total coverage maximum.

## Continuation of Life Insurance

If you leave the company or move to part-time status, you may continue your life and/or dependent life insurance. You may choose to port your existing coverage OR convert to an individual whole life policy.

- **Portability** — offers term coverage without age reductions; however, benefits will end after reaching a certain age, or retirement, or specified years of coverage. You must return your application and premium payment within 31 days of cancellation in order to continue this option.
- **Conversion** — may convert the coverage into an individual whole life policy. There are no age reductions, and the policy accumulates a cash value. Premiums for life conversion are significantly higher than portability rates. You must return your application and premium payment within 31 days of cancellation in order to continue this option.