Life & AD&D Insurance

SUPPORTING FINANCIAL SECURITY

Basic Life & Accidental Death & Dismemberment (AD&D) Benefits

Basic Life and AD&D insurance provides a benefit in the event of your death. This benefit is administered through The Standard and is paid for by your employer. Your Basic Life Benefit is one times your annual salary, rounded to the next $1,000 up to $50,000. Your AD&D benefit automatically matches your Basic Life benefit.

Basic Term Life & AD&D
• Coverage Amount: 1x Annual Earnings rounded to the next $1,000 up to $50,000 • Minimum coverage is $20,000 regardless of salary • AD&D coverage matches Basic Term Life coverage

Optional Term Life Benefits

Employee Optional Term Life is voluntary and based on your annual salary times your selected coverage level. Use the Optional Rate Chart on page 28 to calculate your monthly cost. AD&D automatically matches your optional term life benefit.

Employee Optional Term Life
• 1/2x annual salary • 1x annual salary • 2x annual salary • Select no optional coverage (prior-year grandfathered amounts may apply)

Optional Spouse Term Life Benefits

Optional Spouse Term Life Benefits cannot exceed 50% of an employee's Optional Term Life coverage amount. Any amounts elected over $25,000 will require EOI.

Optional Spouse Term Life
Levels:
• $10,000 • $25,000 • $50,000 • $75,000 • $100,000 • Spouse Term Life cannot exceed 50% of Employee Optional Term Life.

Dependent Group Life Benefits

You can select Dependent Group Life coverage for your spouse and dependent child(ren), even if you already elected optional spouse life coverage. Dependent Group Life provides a fixed amount of coverage for all your dependents.

Dependent Group Life	
Option 1	Option 2
• $5,000 spouse • $2,500 each dependent*	• $10,000 spouse • $5,000 each dependent*

Reduction and termination

Your Basic Life & AD&D benefits and the additional Optional Term Life and Optional Spouse Life coverage you select reduce beginning at age 70, and end at employment termination or retirement, unless you elect to port or convert all or part of your optional life coverage. Reduced % of coverage amount by age:

To 65% at age 70
To 40% at age 75
To 25% at age 80
To 15% at age 85
To 10% at age 90

All Optional Term Life & Dependent Group Life benefits are voluntary and employee-paid.