

Life & AD&D Insurance



SUPPORTING FINANCIAL SECURITY

Basic Life Benefits

Basic Life and Accidental Death & Dismemberment (AD&D) insurance provides a benefit in the event of your death. This benefit is paid for by your employer. Your Basic Life Benefit is one times your annual salary, rounded to the next \$1,000 up to \$300,000. Your AD&D benefit automatically matches your Basic Life benefit.

Basic Term Life

- Coverage Amount: Annual Earnings rounded to the next \$1,000 up to a maximum of \$300,000
- 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, rounded to the next higher \$1,000. 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

- 1x annual salary
- 2x annual salary
- 3x annual salary
- 4x annual salary
- Up to a maximum of \$500,000

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 Evidence of Insurability (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 eligible dependents.

Dependent Group Life

Option 1

- \$5,000 spouse
- \$2,500 each dependent

Option 2

- \$10,000 spouse
- \$5,000 each dependent

Reduction and termination

Your Basic Life & AD&D benefits and the additional as part of your optional life and AD&D coverage. 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 and Dependent Group Life benefits are voluntary and employee-paid.

Voluntary Accidental Death & Dismemberment (AD&D)

AD&D insurance provides extra financial protection for you and your family in the event of a serious accident. This coverage pays a benefit if you suffer certain injuries or loss of life due to an accident—helping ease financial stress during a difficult time.

Voluntary AD&D Insurance

	Employee	Spouse	Child
Benefit Schedule	Increments of \$5,000	Option 1: 100% of Employee Amount Option 2: 50% of Employee Amount	10% of Employee Amount
Maximum Benefit	\$300,000 or 10x annual earnings	\$300,000 or 10x annual earnings	\$30,000
Minimum Benefit	\$25,000	\$12,500	\$2,500