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## **Met Life Term Life Insurance Plan**

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**Effective Date:** *pending underwriting approval*

### **BASIC EMPLOYEE LIFE INSURANCE**

This insurance is payable for death from any cause to any person you name as beneficiary.

### **OPTIONAL EMPLOYEE LIFE INSURANCE**

Your employer sponsored Basic Life coverage provides important protection for you, but you may need to add to that protection. To help meet this need, you have the opportunity to elect additional group life insurance under the optional portion of your plan.

### **OPTIONAL DEPENDENT LIFE INSURANCE**

Provides coverage on:

- Your Spouse
- Child(ren) from 14 days of age to age 19 (up to age 23 if wholly dependent upon you for maintenance and support **and** if enrolled as a full-time student in an accredited school or college). Handicapped children can continue to be covered with no age limit if handicap is diagnosed prior to age 19.

*(It is your responsibility to notify payroll in writing when a dependent is ineligible for coverage. Examples of ineligible dependent status are divorce or a child graduates from college).*

### **ACCIDENTAL DEATH AND DISMEMBERMENT**

Accidental Death and Dismemberment (AD&D) Insurance provides specified benefits for a covered accidental bodily injury that directly causes dismemberment. In the event that death occurs from a covered accident, both the Life and AD&D benefit would be payable. **AD&D applies to Basic Employee coverage only.**

### **FEATURES**

The plan features easy eligibility and simple enrollment procedures. Furthermore, automatic payroll deductions simplify paperwork. This means less bookkeeping for you and no worries about a lapse in coverage due to missed payments.

### **ELIGIBILITY**

All full time active employees working 30 or more hours per week are eligible for coverage. A delayed effective date will apply if the employee is not actively at work on the date the insurance would otherwise take effect.

### **ENROLLMENT**

Enrollment is simple - just fill out the election card provided by your employer. Make sure you supply all the required information and return the form where you work. That's all. You will be notified as to when coverage starts.

### **BENEFICIARY**

You have the right to designate the beneficiary of your choice under employee coverage.

The beneficiary elected on your life enrollment form designates your beneficiary for basic and optional coverage. You are automatically the beneficiary under Dependent Life. It is your responsibility to update the beneficiary designation as needed.

**SUICIDE EXCLUSION**

No Optional Employee Life Benefits are payable if you commit suicide within two years from the effective date of the coverage.

**WHEN YOUR INSURANCE STARTS**

Your Basic, Optional Employee Life and Dependent Life Insurance becomes effective on the date of your eligibility if you are then actively at work; otherwise, on the day you return to active work.

If you complete an application more than 30 days after the eligibility date, your insurance will take effect on the date on which MetLife in writing, either approved evidence of your insurability or waived such requirement.

**REDUCTIONS AT AGE 70 AND OVER**

If you remain in active service beyond age 70, your combined amount of Basic and Optional Employee Life Insurance will reduce as follows:

<u>Attained Age</u>	<u>Percent of Original Amount</u>
70	65%
75	50%
80	30%

**TERMINATION OF COVERAGE**

All insurance under this plan will terminate upon the earlier of retirement, termination of employment, when the plan ceases or when you withdraw from the plan. Nevertheless, if you should die within 31 days thereafter, your life insurance will still be paid to the beneficiary. If any of your covered dependents should die within such 31 day period, the amount of Life Insurance on account of such dependent will be paid to you.

**WAIVER OF PREMIUM**

If an insured becomes totally disabled prior to age 60, the amount of group life coverage will be continued without payment of premium provided evidence of disability is submitted annually. The amount of insurance is subject to any reductions due to age and the Waiver of Premium provision terminates at age 70.

**CONVERSION**

If your employment terminates while you are covered under the plan, you may purchase without medical evidence of insurability, any individual insurance policy, except a term policy, issued by MetLife in any amount up to the amount of your coverage in effect on your date of termination. You must apply for this policy within 31 days after the date your employment terminates. This privilege applies to Optional Employee Life and Optional Dependent Life Insurance as well as the Basic Employee Life Insurance.

### **THE ACCELERATED DEATH BENEFIT (ADB)**

A Living Benefit (also called an Accelerated Death Benefit) is available to employees who have satisfied the Active Work rule and have been covered under this policy for at least 30 days. When such employees are diagnosed as terminally ill (having 12 months or less to live), they may withdraw up to 75% of their life insurance coverage to a maximum of \$75,000. The death benefit will be reduced by the amount taken as a Living Benefit.

### **CONTINUATION OF COVERAGE**

This option gives you the opportunity to continue your Term Life Insurance policy for up to 36 months, without submitting Evidence of Insurability, if employment or policy terminates due to anything other than retirement or disability. Coverage must be in force for at least 12 months in a row to be eligible.

### **CLAIMS PROCEDURE**

Claim forms needed to file for benefits under the group insurance plan can be obtained from your employer who will also be ready to answer questions about the insurance benefits and to assist in filing claims. The instructions on the claim form should be followed carefully. This will expedite the processing of the claim. Be sure all questions are answered fully. If there is any question about a claim payment, an explanation can be requested from your employer, who is usually able to provide the necessary information.

### **SCHEDULE OF BENEFITS**

#### **• BASIC EMPLOYEE LIFE INSURANCE AND AD&D**

All eligible employees \$20,000\* (No cost to you)

\*See "Reductions at age 70 & Over."

#### **• OPTIONAL EMPLOYEE LIFE INSURANCE\***

An amount equal to 100% of your basic annual earnings (rounded to the next higher \$1,000 of benefit) to a maximum of \$100,000.

### **EXAMPLE: OPTIONAL LIFE PREMIUM CALCULATION**

An employee age 37 with an annual salary of \$20,000 would calculate their monthly premium as follows:  $\$20,000 \times .08 / \$1000 = \$1.60$  monthly premium

<b>Optional Employee Life Insurance</b>	
<b>Age</b>	<b>Rate per \$1,000 of Life Insurance</b>
<b>&lt;30</b>	\$0.06
<b>30-34</b>	\$0.06
<b>35-39</b>	\$0.08
<b>40-44</b>	\$0.14
<b>45-49</b>	\$0.24
<b>50-54</b>	\$0.38
<b>55-59</b>	\$0.57
<b>60-64</b>	\$0.85
<b>65-69</b>	\$1.33
<b>70-74</b>	\$2.15
<b>75-79</b>	\$2.15

***\*NOTE: If you do not elect Optional Employee or Dependent coverage when first hired, you will be required to submit a Statement of Health to MetLife. This applies to your dependents as well.***

**• OPTIONAL DEPENDENT LIFE INSURANCE & MONTHLY COST\***

**\$2,500 on your Spouse**

If your spouse is age 70 or older on the Spouse's effective date of insurance, Life Insurance is not available. If your Spouse is under age 70 on the effective date of Insurance, the Spouse's Life insurance will end on the date on which the Spouse attains age 70.

**\$2,500 on each of your eligible Children**

- Regardless of the number of children
- Age 14 days to 19 years; 23 years if a full time student

**• Cost is: \$.50 (per pay period) for Spouse & Child(ren)**

-no matter how many children

***NOTE: To elect Dependent coverage, you must elect Optional Employee coverage.***

***This material has been prepared to give you the highlights of coverage now being offered by your employer to meet your insurance needs. For details please ask your Benefits office or refer to the certificate of insurance that you will receive after you have signed up for protection.***

**For Questions regarding the status of your statement of health or life claim, please call 1.800.638.6420.**

**MetLife®**