
MetLife Term Life Plan

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. Now you can...at low group rates and through convenient payroll deductions.

To help meet this need, you have the opportunity to elect additional group life insurance under the optional portion of your program to go along with any personal insurance coverage you may have.

OPTIONAL DEPENDENT LIFE INSURANCE

Provides coverage on:

- Your Spouse
- Child(ren) from 15 days of age to age 19 (to age 26 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, as long as the child is covered prior to age 19 or to age 26 if a full-time student.

****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.***

FEATURES

The plan features easy eligibility and simple enrollment procedures. AND...There is no need for a medical exam if you sign up during the enrollment period. Furthermore, automatic payroll deductions simplify paperwork. This means less bookkeeping for you and no worries about a lapse in coverage due to missed payments.

LOW COST

Your cost is lower than for comparable insurance on an individual basis due to the "wholesale" economies inherent in group insurance. Additionally, the System absorbs the cost of administering the program which is underwritten by Metropolitan Life - a leader in the field of group coverage.

ELIGIBILITY

You will be eligible for this program if you are a full-time active employee.

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. You are automatically the beneficiary under Dependent Life.

WHEN YOUR INSURANCE STARTS

Your Basic Employee 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.

In order for your Optional Employee Life Insurance and Optional Dependent Life Insurance to become effective, it is necessary for you to certify that neither you nor any of your eligible dependents have been "hospitalized " in the last three months prior to your enrollment date. The term "hospitalized" includes inpatient hospital care, hospice care, care in an intermediate or long-term care facility and/ or receipt of chemotherapy, radiation therapy or dialysis treatment. However, a confinement which is strictly due to pregnancy or childbirth will not be included in the term "hospitalized".

In addition, coverage will not become effective for you or any dependent who is hospitalized as defined above or who is not performing normal daily activities on the date coverage would otherwise become effective. Normal daily activities means that the individual is not confined at home under the care of a doctor for a sickness or injury or is not entitled to receive any disability income from any source.

If you meet the eligibility requirements described above for date of enrollment and for effective date of coverage, your Optional Employee Life Insurance, if you have enrolled for that coverage, will become effective on the date of your eligibility provided you are then actively at work; otherwise, on the day you return to active work. If you enroll for Optional Dependent Life Insurance, that coverage will become effective on the date your Optional Employee Life Insurance becomes effective, for any dependents who meet the eligibility requirements described above.

If you or any dependents do not satisfy the eligibility requirements described above for date of enrollment and for effective date of coverage, that person will not become insured for Optional Life Insurance until such person has furnished medical evidence of insurability satisfactory to Metropolitan Life.

REDUCTIONS AT AGE 70 & OVER

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

Attained <u>Age</u>	Percent of Original <u>Amount</u>
70	65%
75	45%
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.

DISABILITY

Your insurance may be continued during your disability provided the Board of Education continues premium payments on your behalf. However, your insurance will be subject to reduction as shown under "Reductions at ages 70 & Over" above.

PORTABILITY

Portability allows employees whose coverage ends due to certain qualifying events to continue their current (or a lesser) amount of insurance. Portability applies to Employee Optional Life Insurance only.

Qualifying Events Include:

- Termination of Employment
- Retirement
- Change in employee class which results in the termination of Optional Life Benefits.

The minimum face amount which an employee may elect portability is \$10,000. Portable coverage reduces to 50% on January 1st of the year the insured attains age 70 and terminates on January 1st of the year the insured attains age 80. When portable coverage ends, insured individuals have the right to convert to an individual policy.

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 Metropolitan Life 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 Insurance and Dependent Life Insurance as well as the Basic Employee Life Insurance.

SUICIDE EXCLUSION

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

THE ACCELERATED BENEFIT OPTION (ABO)

Metropolitan Life Insurance Company has included an Accelerated Benefit Option (ABO) as part of your group life benefits. Under this option, if you are diagnosed as having a terminal illness, you may be eligible to receive a portion of your group life benefits at such a difficult time. Please refer to your Group Certificate for details.

BASIC EMPLOYEE LIFE INSURANCE

All Eligible Employees \$5,000* (No cost to you)

OPTIONAL EMPLOYEE LIFE INSURANCE

Your choice of the following amounts:

\$250,000, \$240,000, \$230,000, \$220,000, \$210,000, \$200,000, \$190,000, \$180,000, \$170,000, \$160,000, **\$150,000, \$140,000, \$130,000, \$120,000, \$110,000, \$100,000, \$90,000, \$80,000, \$70,000, \$60,000, \$50,000, \$40,000, \$30,000, \$20,000, \$10,000

*See "Reductions at age 70 & Over."

OPTIONAL DEPENDENT LIFE INSURANCE

Your choice of the following amounts:*

- \$50,000, \$40,000, \$30,000, \$20,000 or \$10,000 on your spouse
- \$20,000, \$15,000, \$10,000 or \$5,000 on each of your eligible children

You choose either: Family, Spouse or Child(ren) coverage

Optional Dependent Life Insurance is available only to those eligible employees who are insured for Optional Employee Life Insurance. You must choose the same amount of optional employee life insurance or more on yourself in order to purchase optional dependent life insurance on your dependents.

Employee Monthly Rates				
Coverage Amount	Monthly Premium		Coverage Amount	Monthly Premium
\$250,000	\$50.00		\$120,000	\$24.00
\$240,000	\$48.00		\$110,000	\$22.00
\$230,000	\$46.00		\$100,000	\$20.00
\$220,000	\$44.00		\$90,000	\$18.00
\$210,000	\$42.00		\$80,000	\$16.00
\$200,000	\$40.00		\$70,000	\$14.00
\$190,000	\$38.00		\$60,000	\$12.00
\$180,000	\$36.00		\$50,000	\$10.00
\$170,000	\$34.00		\$40,000	\$8.00
\$160,000	\$32.00		\$30,000	\$6.00
\$150,000**	\$30.00		\$20,000	\$4.00
\$140,000	\$28.00		\$10,000	\$2.00
\$130,000	\$26.00			
Spouse Monthly Rates				
\$50,000	\$25.50		\$ 20,000	\$10.20
\$40,000	\$20.40		\$10,000	\$5.10
\$30,000**	\$15.30			
Child Monthly Rates				
\$20,000**	\$5.10		\$10,000	\$2.55
\$15,000	\$3.83		\$5,000	\$1.28

** All amounts up to and including this coverage amount are guaranteed issue as defined in When Your Insurance Starts.

PLAN SPONSOR

Guilford County Schools
P.O. Box 880
712 N. Eugene Street
Greensboro, NC 27402-0880
(336) 370-8352 or (336)370-8996

CLAIMS PROCEDURE

Claim forms needed to file for benefits under the group insurance program 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.

If you have any questions regarding your statement of health or life insurance claim, please call (800)638-6420.

This insurance is underwritten by Metropolitan Life Insurance Company, New York, New York 10010.

MetLife®

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

MetLife Enhancements:

Will Preparation Service:

Having an up-to-date will is one of the most important things you can do for your family.

Like life insurance, a carefully prepared will is important. With a will, you can define your most important decisions such as who will care for your children or inherit your property. The Will Preparation Service also includes the preparation of living wills and power of attorney. By enrolling for Supplemental Life coverage, you will have access to Hyatt Legal Plans' network of more than 13,000 participating attorneys for preparing or updating these documents at no additional cost to you if you use a Hyatt Legal Plan's participating attorney.

Who is eligible to participate in the Will Preparation service?

Employees who participate in MetLife's Group Variable Universal Life, Group Universal Life or Supplemental Term Life Plans are eligible.

Highlights include:

- Full-service options to prepare and update wills, including complex wills and codicils, living wills and powers of attorney, for both you and your spouses / domestic partners.
- Face-to-face and telephone consultations with a Hyatt Legal Plans' participating plan attorney.
- Unlimited access to update a will for as long as you continue to participate in the MetLife Group Life Plan.

Plus:

- Convenient access to a local attorney.
- Hyatt's network of over 13,000 participating plan attorneys.
- Hyatt's award-winning Client Service Center to assist in locating an attorney.

Funeral Planning Guide:

Grieving family members and friends may be confronted with dozens of funeral planning decisions — all of which must be made quickly, and typically under great emotional duress. What kind of funeral should it be? What funeral provider should you use? Should you bury or cremate the body? What other arrangements should you plan? Whom should you notify? And, as unpleasant as it may sound, how much is it all going to cost and where will the money come from to pay for it? Knowing and following your wishes can alleviate the decision-making stress, and allow your survivors to focus on their emotional needs and on other family matters that may arise during difficult times. Following the funeral, your financial affairs will need to be finalized, and the information you provide for your survivors will be invaluable in completing this task.

The Guide also provides you and/or your survivors with information on funeral planning and on estate settlement, as well as descriptions of MetLife benefits that may be available to you or your beneficiaries, and a list of additional resources you may need.

Once you have completed the Funeral Planning Guide, it can be saved to your computer. As a backup, we recommend printing it out to keep with your other important papers. You may want to use the guide to initiate conversations with your family about other end-of-life issues, as well. In any event, be sure to let ***your family know where this information can be found, should they need it.****

Estate Resolution Services:

ERS gives estate representatives access to Hyatt Legal Plans network of more than 13,000 participating attorneys for face-to-face or telephone consultation at no additional cost. Estate representatives can get the legal help they need with this great benefit that provides:

- Face-to-face consultations: estate representatives can meet with an attorney to discuss matters relating to probating your and your spouse's/domestic partner's estates.
- Preparation and representation: document preparation and representation needed at court proceedings is available to execute the transfer of probate assets from the deceased's estate to the heirs.
- Correspondence and tax filings: any correspondence needed to transfer non-probate assets may be completed by an attorney, as well as any associated filings.
- Coverage for attorney fees: Estate Resolution Services offers great financial value, since all participating attorney fees for included services are covered through the plan.

Beneficiaries can also use this benefit to consult an attorney to discuss general questions about the probate process. Individuals have the option to use the out-of-network reimbursement feature to retain an attorney who does not participate in Hyatt Legal Plans network of plan attorneys. If a non-network attorney is chosen, the individual will be responsible for any attorneys' fees that exceed the reimbursed amount.

Who is eligible to participate in the Will Preparation service?

Employees who participate in MetLife's Group Variable Universal Life, Group Universal Life or Supplemental Term Life Plans are eligible.

Beneficiaries and/or executors/administrators call a toll-free telephone number, 1-800-821-6400 to speak to a Hyatt Legal Plans' Client Service Representative.

Special Needs Planning:

Secure lifetime quality care for your family member with special needs.

MetLife has focused substantial resources on the financial concerns of families with dependents with special needs. As part of the PlanSmart® Financial Education Series, MetLife offers comprehensive planning assistance to help you understand the legal and financial complexities of special needs planning. As a nationally known leader in special needs planning, our program is designed to help you secure a lifetime of care and ensure quality of life and financial freedom for your family member with special needs—as well as peace of mind for you, the caregiver. ***This is a complimentary service offered by your company.***

MetLife Special Needs Planners provide practical information and guidance.

Many of our Special Needs Planners have a dependent or close relative with special needs and all receive extensive ongoing training for special needs planning. In addition, our Planners can provide referrals to experts that provide support and service in your local special needs community.

Special Needs Planning from MetLife can help you address the following critical issues:

- Protecting eligibility for government benefits such as Supplemental Security Income (SSI) and Medicaid
- Providing lifetime care with special needs trusts while still preserving government benefit eligibility
- Selecting appropriate funding vehicles to fund special needs trusts, including life insurance, and choosing a trustee, guardian or conservator

For more information on the special needs planning resources available to you visit www.metlife.com/specialneeds or call 1-877-638-3375.

For more detailed information regarding any of the MetLife enhancements, you can access the full brochure by going to:

www.markiibrokerage.com/guilfordcountyschoolsnc or you can contact Metlife direct.