
Fort Dearborn Term Life Plan

BASIC EMPLOYEE LIFE INSURANCE

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

VOLUNTARY 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 voluntary portion of your program to go along with any personal insurance coverage you may have.

VOLUNTARY DEPENDENT LIFE INSURANCE

Provides coverage on:

- Your Spouse
- Unmarried child(ren) between the ages of 15 days and 18 years (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. Children can only be covered by one parent.

It is your responsibility to notify Human Resources when a spouse or dependent child is no longer eligible for coverage. (ie. divorce, child no longer full-time college student, etc.)

FLEXIBILITY

Simply choose the amount of coverage that suits your needs from the selection provided, as outlined on the back of this folder.

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.

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 County absorbs the cost of administering the program which is underwritten by Fort Dearborn - 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 enrollment form 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

If you enroll on or before the day you become eligible, your employer provided 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 have elected Voluntary Employee or Dependent Life Insurance, you will be notified as to when that coverage begins. Anyone electing not to enroll when first eligible or within three months thereafter can enroll later only if evidence of insurability satisfactory to the Insurance Company is provided.

TERMINATION OF COVERAGE

All insurance under the 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, and you are eligible for conversion or portability, your life insurance will still be paid to your beneficiary. If any of your covered dependents should die within such 31 day period, the amount of Life Insurance on account will be paid to you.

REDUCTIONS AT AGES 65 & OVER

If you remain in active service beyond age 65 your amount of Basic Employee Life Insurance will be as follows:

| Attained Age | Percent of Original Amount |
|--------------|----------------------------|
| 65 | 65% |
| 70 | 50% |

(The above age reduction also applies to dependent spouse.)

FAMILY STATUS CHANGE

This provision allows you to increase your coverage by one times your basic annual salary without evidence of insurability within 31 days of the following:

- Marriage or divorce
- Death of a spouse or dependent child
- Birth or adoption of a dependent child
- Change in employment status for you or your spouse

WAIVER OF PREMIUM

Your Basic and Voluntary Life coverages include a waiver of premium provision. If an employee is unable to engage in any occupation as a result of injury or sickness for a minimum of 6 months, prior to age 60, premium will be waived for the employee's life insurance benefit until the employee is no longer disabled or reaches age 65, whichever occurs first. Your Voluntary Dependent Life Insurance may be continued provided you remit the applicable premium to your employer.

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 Fort Dearborn Life Insurance Company in any amount up to the amount of your life coverage in effect on your date of termination.

You must apply for this policy within 31 days after the date your coverage terminates. This privilege applies to Supplemental Life Insurance and Supplemental Dependent Life Insurance as well as to Basic Life Insurance.

PORTABILITY

Voluntary Life benefits are portable upon retirement or termination for the employee and/or his insured spouse. If an insured employee or spouse elects portability, he may also elect to continue Dependent Child(ren)'s coverage. Ported coverage terminates at age 70.

ACCELERATED BENEFITS OPTION

Fort Dearborn 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.

GROUP POLICY AND CERTIFICATE

The insurance briefly described in this folder is subject to the terms and conditions of the Group Policy issued by Fort Dearborn Life Insurance Company. If you become insured, you will receive a certificate outlining your benefits under the policy.

PLAN SPONSOR

Polk County Government
40 Courthouse Street
Columbus, NC 28722
(828) 894-3302

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.

This is only a brief summary of the life insurance benefits available. Some restrictions may apply. For more specific information about the coverage details, including limitations, exclusions and other requirements, please refer to your certificate booklet or contact Human Resources.

This coverage is underwritten by Fort Dearborn Life Insurance Company.

SCHEDULE OF BENEFITS

BASIC LIFE AND AD&D INSURANCE

In the amount of \$15,000 at no cost to you; paid by the County

VOLUNTARY GROUP LIFE INSURANCE

You choose the following amounts on yourself and your spouse:

\$10,000, \$20,000, \$30,000, \$40,000, \$50,000, \$60,000, \$70,000, \$80,000, \$90,000, \$100,000, \$150,000, \$200,000, \$250,000, \$300,000, \$400,000, or \$500,000

YOUR SEMI-MONTHLY COST FOR EMPLOYEE AND SPOUSE VOLUNTARY GROUP LIFE INSURANCE

(Spouse coverage based on spouse's age)

| Age | Rate Per \$1,000 |
|--------------|------------------|
| Less than 35 | .04 |
| 35-39 | .06 |
| 40-44 | .10 |
| 45-49 | .14 |
| 50-54 | .24 |
| 55-59 | .41 |
| 60-64 | .65 |
| 65-69 | 1.02 |
| 70-74 | 1.62 |
| 75+ | 2.86 |

VOLUNTARY DEPENDENT LIFE INSURANCE

\$10,000 on each of your eligible children - \$1.00/semi-monthly

\$ 5,000 on each of your eligible children - \$0.50/semi-monthly

- **Employees under age 60 must furnish evidence of insurability for amounts over \$100,000.**
- **Employees age 60-69 must furnish evidence of insurability for amounts over \$20,000.**
- **Employees age 70 and over must furnish evidence of insurability for all amounts of coverages.**
- **To be eligible for \$20,000 or more your spouse must furnish medical evidence of insurability.**