

Supplemental Life Insurance Benefit Plan Information

Supplemental Life Insurance is an optional benefit that provides term life insurance for employees, their spouse/domestic partners, and dependent children.

Term Life Benefit Amounts	<p>Employee: Up to 5 times salary in increments of \$10,000. <i>Not to exceed \$500,000. (Salary = prior year's W-2)</i></p> <p>Spouse: Up to 100% of employee benefit amount in increments of \$5,000. <i>Not to exceed \$500,000.</i></p> <p>Each Child: Up to 100% of employee benefit amount in increments of \$2,000. <i>Not to exceed \$10,000.</i> The maximum death benefit for a child between the ages of live birth and 6 months is \$1,000.</p> <p><u><i>In order to purchase life insurance for your spouse and/or child, you must purchase life insurance for yourself.</i></u></p>
Guaranteed Amount	<p>Employee: \$150,000 Spouse: \$25,000 Each child: \$2,000</p> <p>Any amount in excess of above must be approved by UNUM via completion of UNUM's EOI (Evidence of Insurability) form.</p>
Enrollment and Terminations	<ul style="list-style-type: none"> • You may enroll when first eligible and at every open enrollment period with no EOI up to the guaranteed amounts noted above. Any change to your initial amount of coverage mid year (via a qualifying life event) will need to be approved by UNUM (regardless of the amount). • You may terminate coverage at open enrollment or if there is a qualifying life event.
Term Life Rates	Reference the Supplemental Term Life Rate sheet.
Monthly Premium	Premium is paid by the employee on a pre-tax basis.

The information noted above is a brief summary of benefits, not a contract. The benefit contract supersedes the information above. For more detailed plan information, please consult the summary plan booklet available from your HR Consultant at HRnovations.