

CHOICES BENEFITS PLAN

EMPLOYEE LIFE INSURANCE BENEFIT INFO SHEET

BASIC LIFE INSURANCE BENEFIT OPTIONS

Option	Benefit Amount
Option 1	1 x annual earnings
Option 2	2 x annual earnings
Option 3	3 x annual earnings
Option 4	4 x annual earnings
Option 5	5 x annual earnings

BASIC LIFE INSURANCE BENEFIT HIGHLIGHTS

Features	Description
Participation	You must select one option for Basic Life Insurance
Benefit Calculation	Based on annual earnings (as of October 1 st of prior year) rounded to the next higher \$1,000
Maximum Benefit Amount	\$1,000,000
Benefit Reduction	75% on your 65 th birthday; 62.5% on your 70 th birthday Flat \$4,500 Paid-Up Life policy (no further premiums) on your 75 th birthday
Cost of Benefit	Purchased using Flex Credits
Evidence of Insurability	Required at re-enrollment when higher option is chosen
Termination of Coverage	Retirement

EMPLOYEE & SPOUSE OPTIONAL LIFE INSURANCE BENEFIT HIGHLIGHTS

Features	Description
Amount of Insurance	Units of \$10,000 up to \$200,000
Termination of Coverage	<ul style="list-style-type: none"> Employee – Earlier of age 65 or retirement Spouse – Earlier of spouse's age 65, employee's age 65 or employee's retirement
Evidence of Insurability	Required for all amounts of Optional Life Insurance
Cost of Benefit	<ul style="list-style-type: none"> Based on amount of coverage, age, gender and smoking status (see table below) 100% Employee Paid

DEPENDENT CHILD LIFE INSURANCE BENEFIT OPTIONS

Option	Benefit Amount
Option 0	No coverage
Option 1	\$5,000 per child
Option 2	\$10,000 per child
Option 3	\$15,000 per child

DEPENDENT CHILD LIFE INSURANCE BENEFIT HIGHLIGHTS

Features	Description
Participation	You must select one option for Dependent Child Life Insurance
Cost of Benefit	Purchased using Flex Credits
Evidence of Insurability	Not required
Termination of Coverage	Retirement or when child becomes ineligible