Voluntary Life insurance

Product conditions

- All employees to be covered are Actively at Work on the policy's effective date. If any individual does not meet the Actively at Work requirement, we will require full disclosure of all necessary information to evaluate the risk. After reviewing this information, we reserve the right to revise or withdraw this proposal. Unless disabled on the prior workday or on the day of absence, an employee will be considered Actively at Work on the following days;
  - a Saturday, Sunday or holiday which is not a scheduled workday;
  - a paid vacation day, or other scheduled or unscheduled non-workday; or
  - an excused or emergency leave of absence (except a medical leave).

Class and eligibility descriptions

Voluntary Life Insurance*	
Option	1
Class	1
Class Description	All Full-Time Employees
Required Employee Participation	The greater of 10 employees or 25% participation
Required Spouse Participation	The greater of 5 spouses or 10% of the participating employees
Dependent Life	Included
Minimum Hours	30 unless otherwise agreed upon

*In addition, premium must total at least $100 per month.

Voluntary Life Benefit Overview

Voluntary Life Employee Benefits	
Option	1
Class	1
Class Description	All Full-Time Employees
Coverage Amount	Increments of $10,000. Not to exceed 6 times the employee's annual salary. Rounded to the next higher $10,000.
Guarantee Issue Amount	Evidence of Insurability will be required for Initial Insurance Amounts in excess of $300,000 or 300%, whichever is less and for insurance amounts that are increased after initial enrollment by more than 2 benefit increments.
Minimum Coverage Amount	$10,000
Maximum Coverage Amount*	$1,000,000
Definition of Earnings	Basic Annual Earnings Excluding Overtime, Bonuses, & Commission
Conversion Privilege	Available when insurance terminates
Accelerated Death Benefit (Living Benefit)	Included
Waiver of Premium (Extension of Death Benefit)	Included
Continuation of Coverage (Portability)	Included
AD&D	Included

Accident Plus	Included

Voluntary Life - Dependent Benefits	
Spouse Coverage Amount*	Increments of $5,000. Not to exceed 3 times the employee's annual salary or 50% of the employee's benefit amount. Rounded to the next higher $5,000.
Spouse Minimum Coverage Amount	$5,000
Spouse Maximum Coverage Amount	$100,000
Guarantee Issue Amount	Evidence of Insurability will be required for Initial Insurance Amounts in excess of $25,000 and for insurance amounts that are increased after initial enrollment by more than 2 benefit increments.
Spouse AD&D	Included
Children Coverage Amount: Day 1 to age 14 days	Increments of $2,000.
Children Coverage Minimum Amount: Day 1 to age 14 days	$2,000
Children Coverage Maximum Amount: Day 1 to age 14 days	$20,000
Children Coverage Amount: 14 days but less than 6 months	Increments of $2,000.
Children Coverage Minimum Amount: 14 days but less than 6 months	$2,000
Children Coverage Maximum Amount: 14 days but less than 6 months	$20,000
Children Coverage Amount: 6 Months but less than Maximum Age	Increments of $2,000.
Children Coverage Minimum Amount: 6 Months but less than Maximum Age	$2,000
Children Coverage Maximum Amount: 6 Months but less than Maximum Age	$20,000

* Spouse coverage is only available if the employee is insured for voluntary coverage.

The benefit equals the amount of the dependent life insurance in effect on the date of such death. Upon receipt of satisfactory proof of a dependent's death while insured under the policy, the death benefit will be paid to the Insured Person.

Voluntary Life Employee Reduction Schedule	
Option: 1	**Class:** 1
Age	**Reduction**
65	35%
70	Additional 25% of original amount
75	Additional 15% of original amount
Terminate upon the employee's retirement.	

Voluntary Life Spouse Reduction Schedule	
Option: 1	**Class:** 1
Age	**Reduction**
65	35%
70	Additional 25% of original amount
75	Additional 15% of original amount
Terminate upon the employee's retirement.	

Voluntary Life Product Overview (expanded benefits for Option 1, Class 1)

Conversion privilege:

Conversion is available when anyone's group life insurance terminates or reduces due to:

- the Insured Person's termination of employment or membership in an eligible class;
- a reduction in the amount of coverage due to age, a change in class, or a policy amendment;
- termination of this policy;
- the Insured Person's death, divorce or annulment; or
- a covered Dependent's ceasing to be an eligible dependent.
- That person has the option to convert all or part of the terminated insurance without Evidence of Insurability. The conversion may be made to any Individual Life Policy then provided by Lincoln Financial Group. To purchase a conversion policy, application and the first premium payment must be made within the time period specified in the policy.

Living benefit:

An **Accelerated Death Benefit** is available when the Insured Person's life insurance benefit is $2,000 or more. If the Insured Person is diagnosed terminally ill due to a sickness or injury at least 12 months after life insurance takes effect or on the date of an injury which results in Terminal Illness, then part of his or her life insurance benefit can be paid prior to death (subject to state law).

Terminally ill means the Insured Person's medical condition is expected to result in death within 12 Months, despite appropriate medical treatment.

The amount of the Accelerated Death Benefit is subject to:

- a minimum of $1,000 or 10% of the Insured Person's life insurance coverage, whichever is more; and
- a maximum of $250,000 or 75% of the Insured Person's life insurance coverage, whichever is less.

NOTE: This is not a Long Term Care benefit. Before requesting an Accelerated Death Benefit payment, Insured Persons should seek their own tax or legal counsel concerning the effect upon taxable income or eligibility for government benefits. For additional information about the Accelerated Death Benefit, please see the enclosed Disclosure Statement.

Waiver of Premium (Extension of Death Benefit):

An Insured Person's Life Insurance (and any Dependent Life Insurance) will be continued without payment of premium, if the Insured Person:

- Becomes Totally Disabled while insured under the policy and before age 60
- Remains Totally Disabled for at least 6 months; and
- Submits satisfactory proof within the time period specified in the policy.

Total Disability shall be defined as shown in the policy. The continued life insurance will be subject to the age reductions shown in the Schedule of Insurance. The continued life insurance will terminate when the Insured Person:

- Ceases to be Totally Disabled;
- Insured Person fails to take a required medical exam or to submit additional proof as requested;
- Insured Person becomes insured under an individual conversion policy; or
- Attains Social Security Normal Retirement Age (SSNRA).

Portability

- Automatically included with both employee and spouse coverage.

- Allows employees and spouses to keep their Life, Accidental Death and Dismemberment and Dependent Children insurance in force even after employees leave your employment.

- Life insurance coverage must be in-force at least 12 months prior to an employee's termination.

- Rates remain the same as those in effect at the time of termination and will be adjusted in the same way as your group rates are adjusted.

- The employee must not be terminating due to total disability or retirement at the Social Security Normal Retirement Age (SSNRA).

An insured must apply for the portability option in order to actually keep the coverage. Written application along with the required premium must be made no later than 31 days after the date the insurance would normally terminate.

Dependent Life - Conversion privilege:

Conversion is available when a dependent's group life insurance terminates or reduces due to:

- the Insured Person's termination of employment or membership in an eligible class;
- a reduction in the amount of coverage due to age, a change in class, or a policy amendment;
- termination of this policy;
- the Insured Person's death, divorce or annulment; or
- a covered Dependent's ceasing to be an eligible dependent.
- The dependent has the option to convert all or part of the terminated insurance without Evidence of Insurability. The conversion may be made to any Individual Life policy then provided by Lincoln Financial Group. To purchase a conversion policy, application and the first premium payment must be made within the time period specified in the policy.

Dependent Life -Extension of death benefit:

If an Insured Person becomes Totally Disabled and qualifies for an Extension of Death Benefit for personal insurance, such Insured Person's dependent life insurance will also be continued without further premium payments.

Accidental Death & Dismemberment Insurance Benefits

Death or dismemberment benefit for an insured person or dependent spouse:

The benefit shown below will be paid if:

(1) an Insured Person or dependent spouse sustains an accidental bodily injury while insured under this provision; and

(2) that injury directly causes one of the following nonfatal losses within 365 days after the date of the accident.

The loss must result directly from the injury and from no other causes.

A Spouse is eligible for the Accidental Death and Dismemberment Insurance if the Spouse:

(1) is insured by this provision on the date of the accident;

(2) is not legally separated from the eligible employee: and

(3) is not serving on active duty in the armed forces of any state or country except for duty of 30 days or less for training in the Reserves or National Guard.

Loss	Benefit for Common Carrier Accident	Benefit for other Covered Accident
Loss of Life	2 Times Principal Sum	Principal Sum

Loss of one Member (Hand, Foot, Eye)	Principal Sum	1/2 Principal Sum
Loss of Two or More Members	2 Times Principal Sum	Principal Sum

The Principal Sum which applies to the Dependent Spouse or for the Insured Person's class is shown in the Schedule of Insurance.

Maximum Per Person: If a Insured Person or dependent spouse sustains more than one loss resulting from the same accident, the benefit:

(1) will be the one largest amount listed;

(2) will not exceed two times the Principal Sum for all of that person's combined losses resulting from a Common Carrier Accident; and

(3) will not exceed the Principal Sum for all that person's combined losses resulting from any other covered Accident.

Safe driver benefit (For Insured Employee):

If an Insured Person dies as a direct result of a covered auto accident, for which Accidental Death and Dismemberment Benefits are payable; then

(1) an additional Seat Belt Benefit will be payable provided the Insured Person was wearing a properly fastened seat belt at the time of the accident; and

(2) an additional Air Bag Benefit will be payable, if the auto was equipped with airbag(s).

The Seat Belt Benefit equals $10,000 or 10% of the Principal Sum, whichever is less; and the Air Bag Benefit equals $10,000 or 10% of the Principal Sum, whichever is less. The Seat Belt Benefit and Air Bag Benefit will not be less than $1,000 per Insured Person. The Principal Sum is the amount payable because of the Insured Person's accidental death.

A copy of the police report must be submitted with the claim. The position of the seat belt must be certified by:

(1) the official accident report; or

(2) the coroner, traffic officer or other investigating officer.

Upon receipt of satisfactory written proof, the additional benefit will be paid in accord with the Beneficiary section.

Additional AD&D Benefits*:

*Spouse coverage does not include Additional AD&D Benefits.

Coma Benefit

An additional benefit equal to 5% of the insured employee's principal sum / subject to a maximum of $5,000, will be paid if the insured employee is in a coma as a result of an accident covered under the policy. The coma must begin within 365 days of the accident and the insured must remain in the coma for at least 31 days for the benefits to be paid.

Coma means benign in a state of complete mental unresponsiveness, with no evidence of appropriate responses to stimulation.

Plegia Benefit

If the insured employee sustains an accidental bodily injury that directly causes paraplegia (paralysis of both legs) or hemiplegia (paralysis of arm and leg on the same side), a benefit equal to 50% of the insured's principal sum will be paid. If the injury directly causes quadriplegia (paralysis of both arms and both legs) a benefit equal to 100% of the insured's principal sum will be paid. If the plegia results from a common carrier accident, the plegia benefits will be doubled. The injury must cause plegia within 365

days of the accident for benefits to be paid. If the insured sustains more than one loss resulting from the same accident, benefits will not exceed the maximum amount allowed for that person's combined losses. Paralysis means complete and irrevocable loss of use of an arm or leg (without severance).

Repatriation Benefit

As a result of the insured employee's death, an additional benefit will be paid if the insured dies from a covered accident at least 150 miles from home and the beneficiary incurs expenses for the preparation and transportation of the insured's body to a mortuary. The benefit is equal to the expenses incurred for the preparation and transportation of the insured's body subject to a maximum of $5,000.

Education Benefit

In the event of the insured person's death as a result of a covered accident, an additional benefit equal to 5% of the insured's principal sum / subject to a maximum of $5,000, will be paid to an eligible dependent child to cover the cost of post-secondary education. Benefits will be paid for up to 4 years as long as the dependent is a full-time student attending an accredited college or university or vocational school and incurs expenses for tuition, fees, room and board, or other costs paid to (or certified by) the school. The dependent child must enroll before reaching age 25. If the Insured Person has no dependent child who is eligible for this benefit as described above, then an additional $1,000 will be paid to the beneficiary.

Spouse Training Benefit

In the event of the insured person's death as a result of a covered accident, an additional benefit equal to 5% of the insured's principal sum / subject to a maximum of $5,000, will be paid to an insured person's spouse to cover the cost of classes taken to retrain or refresh skills needed for employment. Benefits will be paid for one year as long as the spouse incurs expenses payable directly to (or approved or certified by) the school and is enrolled in classes within 365 days of the accident. If the Insured Person has no spouse who is eligible for the benefit as described above, an additional benefit of $1,000 will be paid to the beneficiary.

Child Care Benefit

In the event of the insured person's death as a result of a covered accident, an additional benefit equal to 5% of the insured's principal sum / subject to a maximum of $5,000, will be paid for an eligible dependent that attends a licensed child care facility on a regular basis. This benefit will be paid for up to 4 consecutive years or until the child's 13th birthday, whichever comes first. If the Insured Person has no dependent child eligible for this benefit, an additional benefit of $1,000 will be paid to the beneficiary. Benefits will not be payable for the above losses if they are specifically excluded under the policy.

Key coverage highlights

- Provides a cash benefit to your loved ones in the event of your death
- Provides an additional cash benefit to your loved ones if you die - or to you if you lose a limb or your eyesight — in a covered accident