



Life Insurance – An Overall Descriptive Summary

BASIC LIFE/ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D)

This plan provides employees under age 65 with basic life insurance equal to two times annual base salary plus an additional AD&D coverage of one times base annual salary. Reduced coverage is available for active employees over age 65. The current employee cost for this coverage is two-tenths of one percent of base salary.

PERSONAL ACCIDENT INSURANCE (PAI)

This program offers accidental death coverage for employees of up to \$750,000, and their family. Coverage is in effect 24 hours a day, worldwide. Current employee rates are \$.020 per month per \$1,000 in coverage for employees and \$.028 per month per \$1,000 for family coverage.

DEPENDENT LIFE INSURANCE

This optional plan offers life insurance for eligible dependents. Employee premium rates are based the coverage elected and change periodically based on experience.

GROUP UNIVERSAL LIFE (GUL)

Optional, employee-paid GUL insurance is available. It provides portable coverage for employees and families. Additionally, this program offers a cash accumulation account. This program is underwritten by CIGNA and is administered by Seabury & Smith.

The cost for GUL coverage is based on the amount of coverage and the covered individual's age. Employees can elect coverage for themselves of up to four times their base annual salary rate and spouse coverage of up to three times the employee's base annual rate. Coverage is also available for dependent children.

BUSINESS TRAVEL ACCIDENT

The company also provides benefits for death or certain injuries which occur while traveling on Company approved business. There is no employee cost for this coverage.