



EMPLOYEE BENEFITS SUMMARY | 50042916 FREEDOM SENIOR MANAGEMENT

FOR ALL FULL TIME ACTIVE EMPLOYEES ELECTING VSTD OPTION 1

GROUP TERM LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT

EMPLOYER CONTRIBUTION: 100%

AMOUNT OF COVERAGE: Pays a benefit of 1 times your Basic Annual Earnings, rounded to the next higher \$1,000 to a maximum of \$50,000 without evidence of insurability.

Benefits reduce, based on your age, to 65% at age 65, to 40% at age 70, and to 25% at age 75, and then terminate when you are no longer eligible or your retirement, whichever occurs first.

GROUP TERM LIFE insurance is designed to provide benefits to your designated beneficiary for loss of life.

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) is payable, if within 365 days of a covered accident, you suffer loss of life or dismemberment. AD&D provides protection for losses occurring on or off the job.

GROUP TERM LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT ALSO INCLUDES THE FOLLOWING:

- Accelerated Benefit
- Extended Life Insurance Benefit (Waiver of Premium)
- Portability
- Coma Benefit
- Exposure & Disappearance Benefit
- Repatriation Benefit
- Safety Equipment Benefit
- Total Loss of Use Benefit
- Travel Assistance
- Dignity Planner
- *Online Employee Assistance Program (EAP) - Go to: NDBH.COM, Login: USAL903.
- *Offered through our partnership with New Directions Behavioral Health

VOLUNTARY GROUP TERM LIFE

EMPLOYER CONTRIBUTION: 0%

Employee: If you are age 69 or younger, you may purchase coverage in units of \$10,000 to a maximum of \$100,000 until age 69, and \$0 after reaching age 70 without evidence of insurability. Coverage over these amounts to a maximum of \$500,000 is available with evidence of insurability. Coverage cannot exceed 5 times your Basic Annual Earnings.

Benefits reduce, based on your age, to 65% at age 65, to 40% at age 70, and to 25% at age 75, and then terminate when you are no longer eligible or your retirement, whichever occurs first.

Spouse: If you have purchased Voluntary GTL for yourself, you may purchase coverage for your eligible spouse, age 69 or younger, in units of \$5,000 to a maximum of \$25,000 until age 69, and \$0 after reaching age 70 without evidence of insurability. Coverage over these amounts to a maximum of \$100,000 is available with evidence of insurability. Coverage cannot exceed 50% of your benefit.

Benefits reduce, based on your age, to 65% at age 65, to 40% at age 70, and to 25% at age 75, and then terminate when you are no longer eligible or your retirement, whichever occurs first.

Child: If you have purchased Voluntary GTL for yourself, you may purchase coverage for your eligible children between the ages of 6 months and 26 years from \$10,000 to \$10,000 in increments of \$10,000. Benefits are reduced to \$1,000 for children from birth to 6 months.

Benefits terminate when they are no longer eligible, or at the termination of your eligibility, whichever occurs first.

VOLUNTARY GROUP TERM LIFE (VGTL) If you need additional term life protection for you and your eligible family members, think about US Able Life's low cost VGTL coverage. You select the benefit amounts to suit your specific situation and premium payments are made through payroll deduction.

VOLUNTARY GROUP TERM LIFE ALSO INCLUDES THE FOLLOWING:

- Accelerated Benefit
- Dignity Planner
- Portability

- Extended Life Insurance Benefit (Waiver of Premium)

VOLUNTARY ACCIDENTAL DEATH AND DISMEMBERMENT**EMPLOYER CONTRIBUTION: 0%**

Employee: Benefit amounts are equal to Voluntary Group Term Life

Benefits reduce, based on your age, to 65% at age 65, to 40% at age 70, and to 25% at age 75, and then terminate when you are no longer eligible or your retirement, whichever occurs first.

Spouse: Benefit amounts are equal to Voluntary Group Term Life

Benefits reduce, based on your age, to 65% at age 65, to 40% at age 70, and to 25% at age 75, and then terminate when you are no longer eligible or your retirement, whichever occurs first.

Child: Benefit amounts are equal to Voluntary Group Term Life

Benefits terminate when they are no longer eligible, or at the termination of your eligibility, whichever occurs first.

VOLUNTARY ACCIDENTAL DEATH & DISMEMBERMENT (VAD&D) coverage allows you to purchase benefits to provide protection in the event of an unexpected loss of accidental death or dismemberment. Protection is issued on a 24-hour basis for you and your eligible family members and covers you as the result of a covered accident anywhere in the world.

VOLUNTARY ACCIDENTAL DEATH AND DISMEMBERMENT ALSO INCLUDES THE FOLLOWING:

- Coma Benefit
- Exposure & Disappearance Benefit
- Repatriation Benefit
- Safety Equipment Benefit
- Total Loss of Use Benefit

VOLUNTARY SHORT TERM DISABILITY**EMPLOYER CONTRIBUTION: 0%**

AMOUNT OF COVERAGE: You may purchase a benefit of 60% of your Basic Weekly Earnings to a maximum of \$600 per week, less offsets for other income. Benefits begin on the 8th day of a covered disability resulting from an accident, and on the 8th day of a covered disability resulting from sickness, and are payable up to a maximum of 12 weeks for any one covered disability.

Benefit does not reduce, and terminates when you are no longer eligible or your retirement, whichever occurs first.

This plan will not cover any disability which is caused or contributed to by, or results from a pre-existing condition for which treatment was received during the 3 month period immediately preceding the effective date of coverage, and which begins in the first 12 months after the effective date of coverage.

VOLUNTARY SHORT TERM DISABILITY (VSTD) is designed to provide partial income replacement should you become disabled as the result of sickness or injury. USABLE Life will pay the weekly benefit if you become disabled while insured and are under the regular care of a physician due to sickness or injury; including pregnancy or complications of pregnancy.

VOLUNTARY SHORT TERM DISABILITY ALSO INCLUDES THE FOLLOWING:

- Recurrent Disability
- Return to Work Incentive
- Waiver of Premium Benefit

Important Note

If you are not actively at work on the date your insurance or any increase in insurance is scheduled to take effect, the coverage or increase in coverage will take effect on the day you return to active work. This benefit summary provides a very brief description of USABLE Life's insurance products. This is not an insurance policy and only the actual provisions of an issued policy control. USABLE Life's policies set forth the rights and obligations of covered persons and USABLE Life. Please be aware that certain limitations and exclusions may apply, and certain coverage may reduce or terminate due to age or lack of eligibility. If you enroll and are approved for coverage, you will be furnished with a certificate of insurance. Please read your insurance documents carefully.

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