

## Optional Life and AD&D Insurance

### The Lincoln Term Life Insurance Plan:

- Provides a cash benefit to your loved ones in the event of your death
- Features group rates for Monte Nido & Affiliates employees
- Includes *LifeKeys*® services, which provide access to counseling, financial, and legal support services
- Also includes *TravelConnect*® services, which give you and your family access to emergency medical assistance when you're on a trip 100+ miles from home

### The Lincoln AD&D Insurance Plan:

- Provides a cash benefit to your loved ones if you die in an accident
- Provides a cash benefit to you if you suffer a covered loss in an accident
- Features group rates for Monte Nido & Affiliates employees

## Monte Nido & Affiliates

### Benefits At-A-Glance

All Active Full-Time Employees

#### Employee Life and AD&D

Coverage Options	Increments of \$10,000
Life Maximum coverage amount	This amount may not exceed the lesser of five times Annual Earnings or \$500,000
AD&D Maximum coverage amount	This amount may not exceed \$500,000
Life Minimum coverage amount	\$10,000
Guaranteed Life coverage amount	\$150,000

AD&D coverage provides a cash benefit to the beneficiary/beneficiaries you name if you die in an accident, or to you if you suffer a covered loss in an accident, such as losing a limb or your eyesight

#### Dependent Spouse Life and AD&D

The amount of Dependent Life Insurance coverage cannot be greater than 100% of the Optional Employee Benefit.	
Coverage Options	Increments of \$5,000
Maximum coverage amount	This amount may not exceed \$250,000
Guaranteed Life coverage amount	\$25,000

AD&D coverage provides a cash benefit to you should your Dependent Spouse die in an accident or suffer a covered loss in an accident, such as losing a limb or eyesight.

#### Dependent Child(ren) Life and AD&D

Live birth but under 26 years	Increments of \$2,000 to a maximum \$10,000
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AD&D coverage provides a cash benefit to you should your Dependent Child(ren) die in an accident or suffer a covered loss in an accident, such as losing a limb or eyesight.

## What your benefits cover

### Employee Coverage

#### Guaranteed Life Insurance Coverage Amount

- Initial open enrollment: When you are first offered this coverage, you can choose a coverage amount not to exceed \$150,000 without providing evidence of insurability (EOI).
- Annual limited enrollment/family status change: If you're a continuing employee, you can increase your coverage amount by one level without providing EOI. If you select coverage in an amount higher than this number, you will be required to submit EOI. If you have been previously denied coverage, you will be required to submit EOI.
- If you decline this coverage now and wish to enroll later, EOI may be required and may be at your own expense.

#### Maximum Insurance Coverage Amount

- You can choose a coverage amount up to the lesser of five times Annual Earnings or \$500,000. EOI may be required for optional life coverage. See the EOI page for details.
- When you reach age 65, your optional life coverage amount will reduce to 67% of the original amount. When you reach age 70, life benefits will reduce to 50% of the original amount.

### Dependent Spouse Coverage - You can secure term life insurance for your spouse if you select coverage for yourself.

#### Guaranteed Life Insurance Coverage Amount

- Initial open enrollment: When you're first offered this coverage, you can choose a coverage amount up to \$25,000 for your spouse without providing EOI.
- Annual limited enrollment: If you're a continuing employee, you can increase the coverage amount for your spouse by one level without providing EOI. If you select coverage in an amount higher than this number, you'll be required to submit EOI. If you've been previously denied coverage, you will be required to submit EOI.
- If you decline this coverage now and wish to enroll later, EOI may be required and may be at your own expense.

#### Maximum Insurance Coverage Amount

- You can choose a coverage amount up to \$250,000 for your spouse. EOI may be required.
- When you reach age 65, your dependent spouse optional life coverage amount will reduce to 67% of the original amount. When you reach age 70, life benefits will reduce to 50% of the original amount.

### Dependent Child(ren) Coverage - You can secure term life insurance for your dependent children when you choose coverage for yourself.

#### Coverage Amount

- Enrollment: You can choose a coverage amount up to \$10,000 if under 26 years.

## Additional Plan Benefits Included with Life Coverage

Accelerated Death Benefit: Enables you to receive a portion of your policy death benefit while you are living if diagnosed with a terminal illness. Please note that the receipt of an accelerated death benefit may be taxable. A covered employee should consult their tax advisor.	Included
Waiver of Premium: is a provision that allows you to not pay premiums during a period of disability that has lasted for a particular length of time.	Included
Conversion: If all or part of your optional and dependent life coverage ends, you may convert the amount of coverage you had under the group policy to an individual life insurance policy without medical evidence.	Included
Portability: If all or part of your optional and optional dependent life coverage ends, you may continue all or part of the amount that ends, less any amounts converted to an individual policy. Portable group term life insurance is not available if coverage ends because the group policy terminates.	Included

**REMINDER: Please review your beneficiary(ies) to ensure they are up to date. It's good practice to review, and if necessary update, your beneficiary(ies) annually.**

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the policy, the policy will govern.

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State limitations apply. Beneficiary Grief counseling is the only benefit available to a beneficiary(ies) of policies issued in the state of New York. Online will prep is the only benefit available to insured employee and dependents of policies issued in the state of Washington.

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The *TravelConnect*® program is not available to insured employees and dependents of policies issued in the state of New York and Washington. Access only program available to insured employees and dependents of policies issued in the state of Missouri and Texas. Benefits provided under the Access Only program exclude payment for paid services. Not for use in New York or Washington.

Insurance products are issued by The Lincoln National Life Insurance Company (Fort Wayne, IN), which does not solicit business in New York, nor is it licensed to do so. In New York, insurance products are issued by Lincoln Life & Annuity Company of New York (Syracuse, NY). Both are Lincoln Financial Group® companies. Product availability and/or features may vary by state. Limitations and exclusions apply. Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates. Affiliates are separately responsible for their own financial and contractual obligations.



## Benefit Exclusions

Like any insurance, this term life and AD&D insurance policy does have exclusions.

**For Life Coverages:** A suicide exclusion may apply. A complete list of benefit exclusions is included in the policy. State variations apply.

**For AD&D coverages:** Benefits will not be paid if death or dismemberment occurs as the result of:

- War, declared or undeclared, or any act of war
- Intentionally self-inflicted injuries, while sane or insane
- Suicide, or suicide attempt, while sane or insane
- Active Participation in a riot
- Committing or attempting to commit a felony or misdemeanor
- Disease, bodily or mental illness (or medical or surgical treatment thereof)
- Infections, except septic infections of and through a visible wound
- Controlled Substances voluntarily taken, ingested or injected, unless prescribed or administered by a Physician
- Serving on full-time active duty in the Armed Forces of any country or international authority
- The presence of alcohol in the Covered Person's blood which raises the presumption that the Covered Person was under the influence of alcohol and contributed to the cause of the accident

\*A complete list of benefit exclusions and descriptions are included in the policy. State variations apply.

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## Bi-weekly Optional Life Insurance Premium

### Calculate Your Premium.

#### Group Life and AD&D Rates for You

Employee Age Range	Life and AD&D Premium Rates
0 - 24	\$0.014
25 - 29	\$0.038
30 - 34	\$0.038
35 - 39	\$0.044
40 - 44	\$0.059
45 - 49	\$0.091
50 - 54	\$0.136
55 - 59	\$0.218
60 - 64	\$0.338
65 - 69	\$0.466
70 - 74	\$0.855
75 +	\$1.429

#### Calculate Your Cost

Use the appropriate rate provided in the tables to the left to calculate your cost based on the amount of coverage you select. The following example calculates the bi-weekly cost for a 36-year-old employee who would like to purchase \$100,000 in employee optional term life and ad&d insurance coverage.

Calculation Example		Example	You
Step 1	Using the table above, enter the rate that corresponds with your age.	\$0.044	
Step 2	Enter the desired coverage amount in dollars.	\$100,000	
Step 3	Enter the desired coverage amount in increments of \$1,000. <i>To calculate, divide the coverage amount by \$1,000.</i>	100	
Step 4	Calculate the bi-weekly cost. <i>Multiply Step 1 by Step 3.</i>	\$4.40	

*Note: Rates are subject to change and can vary over time.*

Please see prior page for product information.  
Optional Life Insurance Premium Calculation

## Group Life Rates for Your Spouse

Employee Age Range	Life and AD&D Premium Rates
0 - 24	\$0.014
25 - 29	\$0.038
30 - 34	\$0.038
35 - 39	\$0.044
40 - 44	\$0.059
45 - 49	\$0.091
50 - 54	\$0.136
55 - 59	\$0.218
60 - 64	\$0.338
65 - 69	\$0.466
70 - 74	\$0.855
75 +	\$1.429

## Calculate Your Dependent Spouse Cost

Use the appropriate rate provided in the tables to the left to calculate your cost based on the amount of coverage you select. The following example calculates the bi-weekly cost for a 36-year-old employee who would like to purchase \$100,000 in spouse optional term life and ad&d insurance coverage.

Calculation Example		Example	You
Step 1	Using the table above, enter the rate that corresponds with your age.	\$0.044	
Step 2	Enter the desired coverage amount in dollars.	\$100,000	
Step 3	Enter the desired coverage amount in increments of \$1,000. <i>To calculate, divide the coverage amount by \$1,000.</i>	100	
Step 4	Calculate the bi-weekly cost. <i>Multiply Step 1 by Step 3.</i>	\$4.40	

*Note: Rates are subject to change and can vary over time.*

## Group Life and AD&D Rates for Your Dependent Child(ren)

Child(ren) Life Premium Rate, per \$1,000	Child(ren) AD&D Premium Rate, per \$1,000
\$0.129	\$0.009

One affordable bi-weekly premium covers all of your eligible dependent children.

Note: To be eligible for coverage, a spouse or dependent child cannot be confined on the date the increase or addition is to take effect, it will take effect when the confinement ends.

Please see prior page for product information.

**Optional Life Insurance Premium Calculation**