

Summary of Voluntary Life Insurance Benefit Changes for 2021

	2020 Benefits	2021 Benefits
Vendor	Lincoln Financial	Standard
Plan Details (Employee)		
Benefit (Increments of):	\$10,000	\$10,000
Not to Exceed:	5x's Salary	\$350,000*
Maximum Benefit:	\$350,000	\$350,000
Guarantee Issue:	\$200,000 (Newly Eligible), up to 2 increments	\$200,000 (Newly Eligible), up to 2 increments
Plan Details (Dependent)		
Spouse Benefit (Increments of):	\$10,000	\$10,000
Maximum Benefit:	\$100,000	\$100,000
Guarantee Issue:	\$100,000 (Newly Eligible), up to 2 increments	\$50,000 (Newly Eligible), up to 2 increments
Not to Exceed:	100% of the employees amount	100% of the employees amount
Child(ren) Benefit:	1 Day - 6 months \$10,000	
Child(ren) Benefit:	1 Day - 26 years \$10,000	Live Birth - 26 years \$10,000
Full-Time Student:	26 Years*	26 Years*
Reduction Schedule:	35% at age 65	35% at age 65
Waiver of Premium:	Included	Included (EE Only)
Portability:	Included	Included
Accelerated Death Benefit:	Included	Included (EE Only)
Seatbelt/Safe Driver Benefit:	<i>Not Included</i>	Included
Actively at Work Provision:	Included	Included

Plan Rates per \$1,000	2020 Benefits		2021 Benefits	
	Employee	Spouse	Employee	Spouse
Under 20	\$0.050	\$0.050	\$0.050	\$0.050
Age 20 - 24	\$0.050	\$0.050	\$0.050	\$0.050
Age 25 - 29	\$0.050	\$0.050	\$0.050	\$0.050
Age 30 - 34	\$0.060	\$0.060	\$0.060	\$0.060
Age 35 - 39	\$0.070	\$0.070	\$0.070	\$0.070
Age 40 - 44	\$0.100	\$0.100	\$0.100	\$0.100
Age 45 - 49	\$0.180	\$0.180	\$0.180	\$0.180
Age 50 - 54	\$0.300	\$0.300	\$0.300	\$0.300
Age 55 - 59	\$0.470	\$0.470	\$0.470	\$0.470
Age 60 - 64	\$0.730	\$0.730	\$0.730	\$0.730
Age 65 - 69	\$1.300	\$1.300	\$1.300	\$1.300
Age 70 - 74	\$2.090	\$2.090	\$2.090	\$2.090
Age 75 - 79	\$3.300	\$3.300	\$3.300	\$3.300
Age 80 - 84	\$5.150	\$5.150	\$5.150	\$5.150
Age 85 - 89	\$7.860	\$7.860	\$7.860	\$7.860
Age 90+	\$13.860	\$13.860	\$13.860	\$13.860
AD&D	<i>N/A (see below)</i>	<i>N/A (see below)</i>	\$0.020	\$0.020
Child	\$1.89 per month		\$1.89 per month	
AD&D	N/A		\$0.30 per month	

Notes: *Spouse rate based on EE's Age

 *Dependent child(ren) are covered until end of calendar year in which child turns 26

*Basic life + Voluntary life cannot exceed 8x's annual earnings

*Offering an initial True Open Enrollment up to Guarantee Issue limits

*Dependent child(ren) are covered until end of calendar year in which child turns 26