

Life Benefit Summary

Group Number: 408767

About Your Benefits:

Life insurance provides crucial financial protection for your family if something were to ever happen to you. Benefits can be used towards income replacement, a mortgage, tuition, outstanding debt, and more — allowing you to take care of your loved ones even if you are not there. Better yet, this important coverage is being made available to you at economical group rates. Take advantage and enroll today!

What Your Benefits Cover:

	VOLUNTARY TERM LIFE
Employee Benefit	\$25,000 increments to a maximum of \$200,000. See Cost Illustration page for details.
Spouse ‡ Benefit	50% of employee coverage to a max of \$25,000
Child benefit: —children age 14 days to 23 years (25 if full time student) for Voluntary Life	10% of employee coverage to a max of \$10,000. Coverage limits are based on child age.
Guarantee Issue: The 'guarantee' means you are not required to answer health questions to qualify for coverage up to and including the specified amount, when you sign up for coverage during the initial enrollment period.	We Guarantee Issue coverage for enrollees less than age 65 up to \$200,000 per employee, \$25,000 for a spouse and \$10,000 for dependent children
Premiums	Increase on plan anniversary after you enter next five-year age group
Portability: Allows you to take your coverage with you if you terminate employment.	Yes, with age and other restrictions
Conversion: Allows you to continue your coverage after your group plan has terminated.	Yes, with restrictions; see certificate of benefits
Accelerated Life Benefit: A lump sum benefit is paid to you if you are diagnosed with a terminal condition, as defined by the plan.	Yes
Waiver of Premiums: Premium will not need to be paid if you are totally disabled.	For employees disabled prior to age 60, with premiums waived until age 65, if conditions met
Life Assist: Provides supplemental income that equals 1% of your Life benefit to a maximum of \$2,000 if you are ADL disabled. Benefits are paid to the lesser of 100 months or to when waiver of premium ends.	Yes
Benefit Reductions: Benefits are reduced by a certain percentage as an employee ages.	35% at age 65, 60% at age 70, 75% at age 75, 85% at age 80

Subject to coverage limits

‡ Spouse coverage terminates at age 70.

Voluntary Life Cost Illustration:

To determine the most appropriate level of coverage, as a rule of thumb, you should consider about 6 - 10 times your annual income, factoring in projected costs to help maintain your family's current life style. To help you assess your needs, you can also go to Guardian Anytime and view a video: <https://www.guardiananytime.com/gafd/wps/portal/fdhome/employees/products-coverage/life>

		Weekly premiums displayed.								
		Policy Election Cost Per Age Bracket								
		< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69 [†]
\$25,000 Policy Election Amount										
Employee	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Spouse	\$12,500	\$.23	\$.32	\$.38	\$.55	\$.92	\$ 1.36	\$ 2.31	\$ 3.61	\$ 7.36
Child	\$2,500	\$.10	\$.10	\$.10	\$.10	\$.10	\$.10	\$.10	\$.10	\$.10
\$50,000 Policy Election Amount										
Employee	\$50,000	\$.92	\$ 1.27	\$ 1.50	\$ 2.19	\$ 3.69	\$ 5.42	\$ 9.23	\$ 14.42	\$ 29.42
Spouse	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Child	\$5,000	\$.20	\$.20	\$.20	\$.20	\$.20	\$.20	\$.20	\$.20	\$.20
\$75,000 Policy Election Amount										
Employee	\$75,000	\$ 1.39	\$ 1.90	\$ 2.25	\$ 3.29	\$ 5.54	\$ 8.14	\$ 13.85	\$ 21.64	\$ 44.14
Spouse	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Child	\$7,500	\$.29	\$.29	\$.29	\$.29	\$.29	\$.29	\$.29	\$.29	\$.29
\$100,000 Policy Election Amount										
Employee	\$100,000	\$ 1.85	\$ 2.54	\$ 3.00	\$ 4.39	\$ 7.39	\$ 10.85	\$ 18.46	\$ 28.85	\$ 58.85
Spouse	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Child	\$10,000	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39
\$125,000 Policy Election Amount										
Employee	\$125,000	\$ 2.31	\$ 3.17	\$ 3.75	\$ 5.48	\$ 9.23	\$ 13.56	\$ 23.08	\$ 36.06	\$ 73.56
Spouse	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Child	\$10,000	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39
\$150,000 Policy Election Amount										
Employee	\$150,000	\$ 2.77	\$ 3.81	\$ 4.50	\$ 6.58	\$ 11.08	\$ 16.27	\$ 27.69	\$ 43.27	\$ 88.27
Spouse	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Child	\$10,000	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39
\$200,000 Policy Election Amount										
Employee	\$200,000	\$ 3.69	\$ 5.08	\$ 6.00	\$ 8.77	\$ 14.77	\$ 21.69	\$ 36.92	\$ 57.69	\$ 117.69
Spouse	\$25,000	\$.46	\$.64	\$.75	\$ 1.10	\$ 1.85	\$ 2.71	\$ 4.62	\$ 7.21	\$ 14.71
Child	\$10,000	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39	\$.39

Refer to Guarantee Issue row on page above for Voluntary Life GI amounts.

Premiums for Voluntary Life Increase in five-year increments

‡Spouse/DP coverage premium is based on Employee age. Coverage for the spouse terminates at spouse's age 70.

†Benefit reductions apply.

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

LIMITATIONS AND EXCLUSIONS:

A SUMMARY OF PLAN LIMITATIONS AND EXCLUSIONS FOR LIFE COVERAGE:

You must be working full-time on the effective date of your coverage; otherwise, your coverage becomes effective after you have completed a specific waiting period. Employees must be legally working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding one year; or (b) in an area under travel warning by the US Department of State. Subject to state specific variations. Evidence of Insurability is required on all late enrollees. This coverage will not be effective until approved by a Guardian underwriter. This proposal is hedged subject to satisfactory financial evaluation. Please refer to certificate of coverage for full plan description.

Dependent life insurance will not take effect if a dependent, other than a newborn, is confined to the hospital or other health care facility or is unable to perform the normal activities of someone of like age and sex.

A person is ADL-disabled if he or she is (a) physically unable to perform two or more ADLs without continuous physical assistance; or (b) cognitively impaired, and requires verbal cueing to protect himself/herself or others. ADLs are bathing, dressing, toileting, transferring, continence, and eating.

Accelerated Life Benefit is not paid to an employee under the following circumstances: one who is required by law to use the benefit to pay creditors; is required by court order to pay the benefit to another person; is required by a government agency to use the payment to receive a government benefit; or loses his or her group coverage before an accelerated benefit is paid.

We pay no benefits if the insured's death is due to suicide within two years from the insured's original effective date. This two year limitation also applies to any increase in benefit. This exclusion may vary according to state law. Late entrants and benefit increases require underwriting approval.

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Guarantee Issue/Conditional Issue amount applies for ages less than 65. Ages 65-69 maximum issue underwriting amounts \$10,000 for employee and \$5,000 spouse. Ages 70 and older must be individually underwritten for all amounts.

This handout is for illustration purposes only and is an approximation, premium amounts may be amended.