

# Basic Life Insurance

|                                      | Basic Life<br>2 to 9 Employees   | Basic Life<br>10 to 50 Employees   | Basic Life<br>51+ Employees  |
|--------------------------------------|--|--|--|
| <b>Employee Participation</b>        | <b>Mandatory for all medical enrollees</b><br><b>If non-contributory:</b> 100% of employees<br><b>If employee contributes:</b> minimum is greater of 2 enrolled employees or 75% | <b>Mandatory for all medical enrollees</b><br><b>If non-contributory:</b> 100% of employees<br><b>If employee contributes:</b> minimum is greater of 3 enrolled employees or 75% | <b>If non-contributory:</b> 100% of employees<br><b>If employee contributes:</b> minimum is greater of 3 enrolled employees or 75% |
| <b>Eligibility</b>                   | All active full-time employees working 20+ hours/week  | All active full-time employees working 20+ hours/week  | All active full-time employees working 20+ hours/week  |
| <b>Minimum Benefit</b>               | \$10,000   | \$10,000   | \$10,000   |
| <b>Maximum Benefit</b>               | \$50,000   | <b>Flat Amounts:</b> up to \$50,000<br><b>Earnings-based schedules - 10 to 24 employees:</b> up to \$100,000; 25 to 50 employees: up to \$300,000                                | <b>Flat Amounts:</b> up to \$100,000<br><b>Earnings-based schedules:</b> up to \$400,000   |
| <b>Benefit Schedules</b>             | <b>Standard:</b> Flat amounts in \$1,000 increments; <b>Option:</b> 1x salary  | <b>Standard:</b> Flat amounts in \$1,000 increments; <b>Option:</b> multiples of salary  | <b>Standard:</b> Flat amounts in \$1,000 increments; <b>Option:</b> multiples of salary  |
| <b>Guaranteed Issue</b>              | \$50,000   | Volume-based   | Volume-based   |
| <b>Reduction Options</b>             | <b>Standard:</b> 35% at 65; 50% of original at 70; <b>Other options available</b>  | <b>Standard:</b> 35% at 65; 50% of the original at 70; <b>Other options available</b>  | <b>Standard:</b> 35% at 65; 50% of original amount at age 70; <b>can match current age reduction if different</b>                  |
| <b>Disability Provision</b>          | Waiver to Social Security normal retirement age if disabled prior to age 60  | Waiver to Social Security normal retirement age if disabled prior to age 60  | Waiver to Social Security normal retirement age if disabled prior to age 60  |
| <b>Conversion</b>                    | Included   | Included   | Included   |
| <b>Portability</b>                   | Not Included   | Available  | Available  |
| <b>Retiree Options</b>               | \$1,000 - \$10,000 flat<br>Not to exceed 10% of group  | \$1,000 - \$10,000 flat<br>Not to exceed 10% of group  | \$1,000 - \$10,000 flat<br>Not to exceed 10% of group  |
| <b>Initial Rate Guarantee</b>        | 2 years  | 2 years  | 2 years  |
| <b>Living Benefit Option</b>         | Included   | Included   | Included   |
| <b>AD&amp;D Benefit and Schedule</b> | Benefit mirrors Basic Life. Includes additional benefits (e.g. seatbelt, airbag, and repatriation)   | Benefit mirrors Basic Life. Includes additional benefits (e.g. seatbelt, airbag, and repatriation)   | Benefit mirrors Basic Life. Includes additional benefits (e.g. seatbelt, airbag, and repatriation)                                 |

## CBIA Service Corp.