

Associated Universities, Inc. Summary of Benefits

Life and AD&D Insurance

Group life insurance coverage can offer important financial protection

Most people agree that protecting their loved ones in the event of death is very important. Consider what would happen to your dependents if they no longer had your income to rely on. Life insurance can help your family maintain its standard of living as well as secure plans for college and retirement. With the right amount of life insurance, you'll know that your family's financial obligations will be covered.

Together with your employer, Lincoln Financial Group offers you an opportunity to purchase Optional Group Term Life and Accidental Death & Dismemberment (AD&D) Insurance for you and your dependents.

Eligibility	All Active Benefit Eligible Employees working a minimum of 20 regularly scheduled hours per week.
Waiting Period	You are eligible on your date of hire.
Employee Benefit	<p>Employee Basic Term Life and AD&D: Coverage is equal to one times your base annual salary¹ rounded up to the next \$1,000. This amount may not exceed \$200,000. Coverage is employer-paid.</p> <p>Employee Optional Term Life and AD&D: Coverage is equal to 1, 2, 3, 4, or 5 times your base annual salary¹ rounded up to the next \$1,000. This amount may not exceed \$1,000,000. The monthly rate is based on amount selected and your age (see rate table for additional information).</p>
Dependent Spouse Benefit	<p>Optional Dependent Spouse Life and AD&D: You may purchase increments of \$5,000 to a maximum \$300,000. The monthly rate is based on amount selected and your spouse's age (see rate table for additional information). The amount of Dependent Life and AD&D Insurance coverage cannot be greater than 50% of the Employee Benefit.</p>
Dependent Child Benefit	<p>Optional Dependent Child Life and AD&D: \$500 if under age 6 months. You may purchase increments of \$2,000 to a maximum of \$10,000 for children at least age 6 months but under age 26. The monthly rate is based on amount selected (see rate table for additional information).</p>
Evidence of Insurability	<p>Employee: A health statement is required if the amount of the increase is greater than the lesser of 3 times your base annual salary¹ or \$600,000 or any increase at each annual enrollment.</p> <p>Spouse: A health statement is required if the amount of the increase is greater than \$30,000 or any increase at each annual enrollment.</p>
Conversion	<p>Conversion: If all or part of your Basic, Optional, and Optional Dependent life coverage ends, you may convert the amount that ends to an individual life insurance policy without medical evidence.</p>
Waiver of Premium	Included with employer policy

¹For the definition of your base annual salary, please see your plan booklet or contact your Human Resources department.

Reduction Schedule	Employee: When you reach age 65, life benefits reduce to 67%. When you reach age 70, life benefits reduce to 45%. When you reach age 75, life benefits reduce to 30%. When you reach age 80, life benefits reduce to 20%.
MyLibertyAssist	As an employee covered under your employer's group life policy issued by Lincoln Financial Group, you are eligible for MyLibertyAssist Employee Assistance Program (EAP). These benefits include financial, legal, and family services and are available to you and your immediate family members. Employee Assistance Program ("Services") available under MyLibertyAssist are provided by Morneau Shepell. Lincoln Financial Group does not insure or administer these services.
Travel Assistance	Travel Assistance provides 24/7/365 access to pre-travel, personal, and emergency help with situations that may arise during travel. Services are available to the covered employee while on business or personal travel more than 100 miles from home and for fewer than 90 consecutive travel days. Dependents traveling with the employee are also covered. Travel assistance services are administered by UnitedHealthcare Global. UnitedHealthcare Global must make all arrangements for Lincoln Financial Group to cover costs of covered events.

Accidental Death & Dismemberment insurance provides a benefit when an injury resulting from an accident causes the death or other covered losses to the insured.

Please Note: Evidence of insurability may be required. Please see your Human Resources department for additional information.

The above information provides highlights of the insurance program. It does not and is not intended to cover the program in detail. Please refer to the policy for a complete description of the coverage, limitations, and exclusions.