

SecureCarePlus© Life Insurance Summary

Summary of Benefits

This summary is for information purposes only. It only highlights major provisions of the Plan and is not intended to replace or interpret the Guardian Life Plan Document. The Guardian Life Plan Document may contain additional provisions pertaining to the information contained herein and must be referenced for a complete understanding of benefits.

Enrollment

Employees may enroll for group life and AD&D coverage during the employee's probationary period. Employees who do not enroll during the probationary period may enroll at anytime as a late enrollee subject to the Guardian Life's health underwriting requirements, including approval of the employee's application and satisfactory evidence of insurability the employee may have to provide.

The amount of insurance coverage is determined by the employer.

The amount of insurance coverage is reduced to 65% of the original value at age 65; 35% of the original value at age 70; 20% of the original value at age 75 and 10% of the original value at age 80.

Voluntary Life Insurance

Voluntary Life Benefits are available to all employees in multiples of \$10,000 with a minimum of \$10,000 and a maximum of \$500,000. Coverage is subject to underwriting standards. Premium Rate is based upon the covered employee's age.

A spouse of a participating employee may apply for Voluntary Life coverage in increments of \$5,000 to a maximum of \$50,000. The coverage may not exceed 50% of the employee's coverage. Premium Rate is based upon the covered employee's age.

Coverage on both the employee and spouse reduces to 65% of the original amount when the individual attains age 65. Employee's coverage reduces to 50% of the original amount at age 70. Spouse coverage terminates when the spouse attains age 70.

An employee with Voluntary Life coverage may elect to add \$2,500, \$5,000 or \$10,000 of coverage to each of his dependent children (14 or more days old until they reach age 26). The coverage chosen may not exceed 50% of the employee's Voluntary Life Coverage. The premium is \$.50, \$1.00 or \$2.00, respectively, per month no matter how many children qualify.

All Coverage terminates at the earlier of the insured's termination of employment, retirement, or the date coverage terminates for any other reason. Portability of coverage is available.

Monthly Premium Rates

<u>Age</u>	<u>Rate per \$1,000</u>
under 30	\$.08
30 ó 34	.10
35 ó 39	.13
40 ó 44	.20
45 ó 49	.32
50 ó 54	.49
55 ó 59	.79
60 ó 64	1.25
65 ó 69	2.20
70 ó 74	3.20
Over 74	5.55