

Basic and Optional Group Life and AD&D Insurance

Summary of Benefits Standard Insurance Company

Provision	Policy Coverage								
<i>Benefit Amounts</i>	<p>Basic Life and AD&D: \$5,000; \$7,500; \$10,000; \$15,000; \$20,000; \$25,000; \$30,000; \$35,000; \$40,000; \$50,000; \$100,000; \$110,000; \$200,000; \$300,000; 1 times Annual Earnings (\$300,000 maximum); 2 times Annual Earnings (\$300,000 maximum)</p> <p>Optional Employee Life and AD&D: Any multiple of \$10,000 up to \$500,000</p> <p>Spouse Life and AD&D: Any multiple of \$10,000 up to \$500,000 (not to exceed the amount of Optional Employee Life or Optional Employee AD&D)</p> <p>Child Life and AD&D: Any multiple of \$2,000 up to \$10,000 (not to exceed the amount of Optional Employee Life or Optional Employee AD&D)</p>								
<i>Age Reductions</i>	<p>Coverage for employee and spouse reduces to a percentage of the original amount at the following ages:</p> <table style="margin-left: 40px;"> <thead> <tr> <th style="text-align: left;">Employee/Spouse Age</th> <th style="text-align: left;">Percentage</th> </tr> </thead> <tbody> <tr> <td>65 through 69</td> <td>65%</td> </tr> <tr> <td>70 through 74</td> <td>50%</td> </tr> <tr> <td>75 or older</td> <td>35%</td> </tr> </tbody> </table> <p>Changes in coverage due to changes in age are effective on the first day of the calendar month coinciding with or next following the person's birthday.</p>	Employee/Spouse Age	Percentage	65 through 69	65%	70 through 74	50%	75 or older	35%
Employee/Spouse Age	Percentage								
65 through 69	65%								
70 through 74	50%								
75 or older	35%								
<i>When Employee May Apply</i>	<p>Application for coverage or an increase in coverage will be allowed only:</p> <ul style="list-style-type: none"> - Within 31 days following eligibility. - During OEGB's annual enrollment period. - Within 31 days following a family status change. 								
<i>Guarantee Issue Amounts</i>	<p>Evidence of insurability is not required to become insured for the following amounts (provided application is made within 31 days of becoming eligible for employee-paid coverage):</p> <ul style="list-style-type: none"> - Basic Life: All Guarantee Issue - Optional Employee Life: \$200,000 - Spouse Life: \$30,000 - Child Life: All Guarantee Issue - AD&D Insurance: All AD&D amounts are Guarantee Issue, 								

	<p>regardless of when application is made.</p> <p>Evidence of insurability is not required to become insured for coverage over Guarantee Issue amounts, with respect to the employee's coverage amounts in effect under the Employer's prior plan.</p> <p>Late application: If the employee applies more than 31 days after becoming eligible, evidence of insurability is required to become insured for any amount of Voluntary coverage or increase in Voluntary coverage, except as provided during Annual Open Enrollment or a Family Status Change, shown below.</p>
<i>Annual Open Enrollment</i>	If employee is insured for Optional Employee Life, evidence of insurability is not required to increase Optional Employee Life coverage by up to \$30,000 (not to exceed the Guarantee Issue amount) during an annual enrollment period.
<i>Family Status Changes</i>	Evidence of insurability is not required to become insured for Optional Employee Life, Spouse Life, and Child Life amounts (up to the Guarantee Issue amounts) for which the employee applies within 31 days following a family status change.
<i>Continuity of Coverage</i>	Continuity of Coverage ensures that employees not actively at work will not lose coverage as a result of a change from their current plan to the OEGB plan.
<i>Repatriation Benefit</i>	If an employee dies due to any cause while 200 miles or more away from home, an additional benefit will be paid the person who incurs expenses to transport the body, up to the lesser of \$5,000 or 10% of the Life benefit amount.
<i>Accelerated Benefit</i>	Pays up to 90% of the employee's Basic and Optional Employee Life amount if the employee becomes terminally ill with 12 or fewer months to live. (Not available to retirees.)
<i>Waiver of Premium</i>	Basic and Optional Employee Life, Spouse Life and Child Life coverage may be continued if the employee becomes totally disabled, up to age 65, following a 6 month waiting period. Premiums are not charged while coverage is continued under this provision. (Not available to retirees.)
<i>Portability</i>	<p>If employment terminates, employee may port in force coverage amounts to another group life policy with The Standard, subject to the following minimums and maximums:</p> <ul style="list-style-type: none"> - Employee Basic and Optional Life: \$10,000 minimum; \$300,000 combined maximum. - Employee Basic and Optional AD&D: \$10,000 minimum; \$300,000 combined maximum. - Spouse Life: \$5,000 minimum; \$100,000 maximum. - Child Life: \$1,000 minimum; \$5,000 maximum.
<i>Conversion</i>	If Life coverage ends or is reduced (for reasons other than payment of an Accelerated Benefit), the amount which ended can be converted to an individual Life insurance policy.

<i>Life Exclusions</i>	If death results from suicide or intentionally self-inflicted injury, the benefit amount of Optional Employee Life, Spouse Life and Child Life will be limited to the amount that has been in effect for at least two years.
<i>AD&D Exclusions</i>	<ul style="list-style-type: none"> - War - Suicide/self-inflicted injury - Committing assault or felony or active participation in a riot - Use of poison, chemical compound or drug (unless under direction of physician) - Being under the influence of liquor as defined by Oregon laws - Sickness or pregnancy - Heart attack or stroke - For Optional AD&D only: Boarding, leaving or being in or on any aircraft (except as a fare-paying passenger on a commercial aircraft) - Medical or surgical treatment for the above
<i>AD&D Table of Losses</i>	<p>Percentage of AD&D amount payable for losses:</p> <p>Life.....100%</p> <p>One hand or foot.....50%</p> <p>Sight in one eye, speech or hearing.....50%</p> <p>Two or more of above losses....100%</p> <p>Thumb and index finger.....25%</p> <p>Quadriplegia.....100%</p> <p>Paraplegia.....75%</p> <p>Hemiplegia.....50%</p> <p>Coma.....1% per month for up to 100 months</p>
<i>Optional AD&D Benefits</i>	<p>Seat Belt Benefit – Pays the lesser of \$10,000 or AD&D amount if covered employee, spouse or child dies in an accident while wearing a seat belt.</p> <p>Air Bag Benefit – Pays the lesser of \$5,000 or AD&D amount if covered employee, spouse or child dies in an accident while wearing a seat belt and an air bag deployed.</p> <p>Career Adjustment Benefit for employee – If the employee suffers a covered loss in an accident, the employee will be reimbursed for tuition expenses incurred within the following 36 months, up to \$5,000 per year or a cumulative total of \$10,000 or 25% of the AD&D insurance amount, whichever is less.</p> <p>Career Adjustment Benefit for spouse – If the employee dies in an accident, the spouse will be reimbursed for tuition expenses incurred within the following 36 months, up to \$5,000 per year or a cumulative total of \$10,000 or 25% of the AD&D insurance amount, whichever is less.</p> <p>Child Care Benefit – Reimburses spouse for child care expenses incurred within 36 months following employee’s accidental death, up to \$5,000 per year or a cumulative total of \$10,000 or 25% of the</p>

	<p>AD&D insurance amount, whichever is less.</p> <p>Higher Education Benefit – Reimburses children for tuition expenses within 48 months following employee’s accidental death, up to \$5,000 per year or a cumulative total of \$20,000 or 25% of the AD&D insurance amount, whichever is less.</p> <p>Occupational Assault Benefit – Pays up to the lesser of \$25,000 or 50% of the AD&D amount, if the employee suffers a loss due to an assault while at work.</p> <p>Public Transportation Benefit – Pays double the AD&D benefit if the employee dies in an accident while on public transportation, up to an additional \$200,000.</p> <p>Adaptive Home and Vehicle Benefit – If an employee suffers a covered accidental loss and the home or automobile is adapted to accommodate the loss, the employee will be paid the lesser of \$5,000 or 5% of the AD&D amount.</p>
<i>Assignment of Insurance</i>	If employee’s Life amount exceeds \$25,000, absolute assignment of coverage is allowed.
<i>Beneficiaries</i>	<p>If employee dies, benefits will be paid to named beneficiary(ies). If no named beneficiaries, benefits will be paid to the first surviving of the following classes: spouse; children; parents; siblings; employee’s estate.</p> <p>If spouse or child dies, benefits will be paid to employee.</p> <p>AD&D benefits for losses other than loss of life are paid to the person suffering the loss.</p>
<i>Annual Earnings Definition</i>	For purposes of determining the Basic Life benefit amount under Option 15 or 16, Annual Earnings means the employee’s annual rate of earnings in effect on the employee’s last full day of active work, and includes deferred compensation, shift differential pay, and amounts contributed to fringe benefits under a Section 125 plan. Earnings do not include bonuses, commissions, overtime pay, stock options or stock bonuses, employer contributions to deferred compensation or any other extra compensation.
<i>Age-Graded Rates</i>	A change in premium rate due to a change in the employee’s or spouse’s age is effective on October 1.
<i>Notice of Rate Change</i>	The Standard will provide a 210-day notice to OEGB of any change in premium rates.