

# Life and Accident Insurance

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## Life and Accident Insurance

### Peace of Mind for You and Your Family

*You and your family depend on your paycheck to meet day-to-day expenses. But in the event of your serious injury or death, what would happen to your financial security?*

That is why Infineum offers Life and Accident Insurance that provides financial protection in the event you suffer a serious injury or die. Infineum Life and Accident Insurance is flexible to help you choose the coverage that's right for you:

- Basic Group Life and Occupational Accidental Death and Dismemberment (AD&D) Insurance is provided at no cost to you.
- You may purchase Optional Life Insurance. You also may purchase Optional AD&D coverage that pays a benefit for any covered accidental death or severe injury.

**Note:** *This plan description is a summary of the provisions of the Life and Accident benefits sponsored by Infineum. It is not a contract of insurance. United of Omaha Life Insurance Company is the Carrier. The policy number for Basic Group Life and Occupational AD&D is GLUG61T7 and GVTL61T7 for the Optional Life and AD&D insurance.*

We encourage you to take the time to become familiar with the benefits that are described herein.

#### Optional Life Insurance and AD&D Benefits

Optional Life and AD&D Insurance are separate benefits from the Basic Group Life and Occupational AD&D Insurance benefits. Infineum pays the full cost of Basic Group Life and Occupational AD&D coverage. If you elect to purchase Optional Life and AD&D coverage, you pay the full cost through after-tax deductions from your pay. For more information on purchasing these benefits, please visit your local Benefits Counter.

This summary plan description contains a plain-language overview of this Infineum benefit program. Additional required information is contained in [An Overview of Your Infineum Benefits](#) on the USA-HR Benefits page of the Infinet. While Infineum has made every effort to ensure the accuracy of this summary, the formal plan documents, as well as the United of Omaha Policy, are the controlling descriptions for the Infineum benefit plans. The formal plan documents and the United of Omaha Policy govern in the event of a discrepancy between information in this summary and those documents. The formal plan documents and the policy are available for your review if you have questions concerning your benefits not answered by this summary.

## Insurance Benefits

This table shows the principal amount of benefits available to you under the Basic Group Life, Occupational AD&D, Optional Life, and Optional AD&D Insurance plans.

### ***Basic Group Life Benefits***

<b>Amount of Basic Group Life Insurance (Principal sum)</b>	
<b>All Eligible Colleagues</b>	Two times Covered Compensation rounded to the next higher \$1,000, if not an even \$1,000 multiple. <b>LIMIT: \$650,000</b>
<b>Retirees</b>	One times Covered Compensation rounded to the next higher \$1,000, if not an even \$1,000 multiple. <b>LIMIT: \$200,000</b>

### ***Occupational AD&D Benefits***

<b>Amount of Occupational AD&amp;D Insurance (Principal sum)</b>	
<b>All Eligible Colleagues</b>	One times Covered Compensation rounded to the next higher \$1,000, if not already an even multiple, plus \$250,000. This is in addition to Basic Group Life benefits. <b>LIMIT: \$1,200,000</b>

### ***Optional Life Insurance Benefits***

<b>Amount of Optional Life Insurance (Principal sum)</b>	
<b>All Eligible Colleagues</b>	You may elect to purchase Optional Life Insurance in amounts from one to six times Covered Compensation, but in no event less than \$10,000 or more than \$1,500,000, combined with your Basic Group Life Benefit.

### ***Optional AD&D Benefits***

<b>Amount of Optional AD&amp;D Insurance (Principal sum)</b>	
<b>All Eligible Colleagues</b>	You may elect to purchase Optional AD&D in amounts from \$10,000 to \$250,000, in increments of \$10,000. <b>LIMIT: \$1,500,000</b>

## Basic Group Life and Occupational AD&D Insurance

*Infineum pays the full cost of Basic Group Life and Occupational AD&D coverage. You decide whether to purchase optional coverage.*

The Basic Group Life Insurance Plan pays a benefit to your designated beneficiary in the event of your death, regardless of the cause.

The Occupational Accidental Death and Dismemberment Plan pays an additional benefit—to you or to a designated beneficiary—should you suffer a covered occupational accidental death, dismemberment, or paralysis due to an Infineum work-connected accident caused directly and independently of all other causes while you are covered by the plan (except as limited by the Exclusions). See “[AD&D Exclusions](#)”.

See “[Insurance Benefits](#)” for benefits under these plans.

### ***Who Is Eligible?***

You are eligible immediately upon employment for Basic Life and Occupational AD&D Insurance coverage if you are a regular U.S. dollar-paid colleague of Infineum. Infineum retirees are not eligible for Occupational AD&D coverage.

There is no waiting period. The effective date for new colleagues is their date of employment.

### **Questions?**

**If you have any questions about Life and Accident Insurance Plan benefits, please call:**

**1-800-775-8805**

### **Covered Compensation**

Covered compensation is your regular annual rate of pay. It includes base pay, premium pay for shift work, pay for regularly scheduled overtime, and pre-tax contributions you make for other Infineum benefits such as Medical, Dental, and the Flexible Benefit Plan. For purposes of calculating life insurance premium and benefit amounts, this rate is updated at the end of each calendar year. References in this plan description to your pay exclude all other forms of compensation.

### ***Reduction Schedule—Basic Group Life and Occupational AD&D Coverage***

Beginning with the year following your 65<sup>th</sup> birthday, the principal sum amount of your benefit is reduced as follows:

<b><u>Colleague's Age</u></b>	<b><u>Percentage of Principal Sum Payable</u></b>
Age 65	95%
Age 66	90%
Age 67	85%
Age 68	80%
Age 69	75%
Age 70	70%
Age 71	65%
Age 72	60%
Age 73	55%
Age 74	50%

The maximum reduction is 50 percent. The reduction schedule also applies to retired colleagues for Basic Group Life Insurance.

### ***Accelerated Death Benefit***

The Accelerated Death Benefit allows you to receive an advance Life Insurance payment if it has been determined that you are terminally ill while you are insured under the plan. It is equal to 50 percent of the amount of your total Life Insurance in force or \$100,000— whichever is less. The Accelerated Death Benefit is not a long-term care policy and may require spousal consent. This benefit does not apply to Occupational AD&D coverage.

### **Benefit Payment**

The Accelerated Death Benefit proceeds are paid in one lump sum unless you request an alternate payment arrangement (in writing) that is approved. The minimum payment under such an arrangement is \$500 per payment.

To receive the Accelerated Death Benefit, all of the following conditions must be met. You must:

- Request this benefit in writing while you are living;
- Be insured as a colleague/retiree for Life Insurance benefits;

- Provide a physician's statement, which gives the diagnosis of your medical condition and states that because of the nature and severity of such condition, your life expectancy is no more than 12 months. The Carrier may require that you be examined by a physician of its choosing. If this is required, the Carrier pays for the exam; and
- Provide written consent from any beneficiary, assignee, and, in community property states, your spouse.

### **Accelerated Death Benefit Exclusions and Limitations**

Benefits for a terminal condition are not paid if any of the following apply:

- The terminal condition is directly or indirectly caused by attempted suicide or intentionally self-inflicted injury, whether sane or insane;
- Your Life Insurance benefits under this policy have been assigned;
- Your coverage under this policy is not in force;
- Every irrevocable beneficiary, if any, has not approved payment of this benefit; or

### **Effects on Coverage**

When this benefit is paid, your coverage is affected in the following ways:

- Your Life Insurance Benefit is reduced by the amount of the Accelerated Death Benefit that is paid.
- The Infineum-provided Life Insurance Benefit amount that you may convert to a personal policy (see "[Conversion Rights for Life Insurance](#)") is reduced by the amount of the Accelerated Death Benefit that's paid.
- Your remaining Life Insurance Benefit is subject to future age reductions.
- You are not able to reinstate your coverage to its full amount in the event of a recovery from a terminal condition.

### ***Changes in Your Insurance***

Changes in the amount of insurance, because of age or pay, are updated annually as of December 31st of the prior plan year.

### ***Payment of Claims***

Policy benefits will be paid in accordance with the Life Insurance Policy as soon as we receive acceptable proof of loss.

### ***Additional Information for Occupational AD&D coverage***

There are certain guidelines that apply to Occupational AD&D contained in the next section under Optional Life and AD&D Insurance, which include:

- [“Accidental Death Benefit”](#)
- [“Accidental Dismemberment Benefit”](#)
- [“Other Benefits under the Plan”](#)
- [“AD&D Exclusions”](#)

## Optional Life and AD&D Insurance

*This coverage protects you and your family from loss of your income if you are severely injured or die in an accident.*

### Who Is Eligible?

You are eligible to enroll in Optional Insurance coverage immediately upon employment if you are a regular, U.S. dollar-paid colleague of Infineum. Infineum retirees are not eligible for AD&D benefits. There is no waiting period for newly hired colleagues. Any current colleagues that elect the benefit are covered as of the first of the month following the date their completed enrollment form is received by the Administrator.

### Evidence of Insurability

To purchase Optional Life Insurance Coverage in excess of \$650,000, a colleague is required to complete an Evidence of Insurability (EOI) Form and submit to the Carrier for determination and approval. Upon approval from the Carrier, an effective date of coverage is provided.

### Coverage

If you enroll, you are covered 24-hours a day, 365 days a year if you are injured or die as a result of a covered accident (except as limited by the Exclusions; see "[AD&D Exclusions](#)").

### Reduction Schedule—Optional Life and AD&D Coverage

Beginning with the year following your 65<sup>th</sup> birthday, the principal sum amount of your benefit is reduced as follows:

Colleague's Age	Percentage of Principal Sum Payable
Age 65	95%
Age 66	90%
Age 67	85%
Age 68	80%
Age 69	75%
Age 70	70%
Age 71	65%
Age 72	60%
Age 73	55%
Age 74	50%

### Limitation on Multiple Benefits

If you suffer more than one covered loss from the same accident, the maximum amount payable under all of the benefits combined cannot exceed the amount payable for the largest of the covered losses. For example, if the same accident results in loss of a limb and a coma, the loss of limb benefit is larger than the coma benefit, so only the loss of limb benefit is paid.



### ***Accidental Death Benefit***

If your injury results in death within 365 days of the date of the covered accident that caused the injury, the plan pays 100 percent of the principal sum.

### ***Accidental Dismemberment Benefit***

If your injury results (within 365 days of the date of the covered accident that caused the injury) in any one of the losses specified below, the plan pays the percentage of the principal sum shown below for that loss:

<b>For Loss of:</b>	<b>Percentage of Principal Sum Payable</b>
<b>Both Hands or Both Feet</b>	<b>100%</b>
<b>Sight of Both Eyes</b>	<b>100%</b>
<b>One Hand and One Foot</b>	<b>100%</b>
<b>One Hand and Sight of One Eye</b>	<b>100%</b>
<b>One Foot and Sight of One Eye</b>	<b>100%</b>
<b>Speech and Hearing in Both Ears</b>	<b>100%</b>
<b>One Hand or One Foot</b>	<b>50%</b>
<b>Sight of One Eye</b>	<b>50%</b>
<b>Speech or Hearing in Both Ears</b>	<b>50%</b>
<b>Thumb and Index Finger of Same Hand</b>	<b>25%</b>

"Loss" of a hand or foot means complete severance through or above the wrist or ankle joint. "Loss" of sight of an eye means total and irrecoverable loss of the entire sight in that eye. "Loss" of hearing in an ear means total and irrecoverable loss of the entire ability to hear in that ear. "Loss" of speech means total and irrecoverable loss of the entire ability to speak. "Loss" of thumb and index finger means complete severance through or above the metacarpophalangeal joint of both digits. "Injury" means bodily injury caused by an accident while the plan is in force for the person whose injury is the basis of the claim and resulting directly and independently of all other causes.

### ***Other Benefits under the Plan***

The plan also covers certain other losses. In all cases, the injury **must be the result of a covered accidental bodily injury, and you must be covered by the plan at the time of the accident.** The loss must be direct and independent of any other cause.

#### **Exposure**

If you are unavoidably exposed to the elements, and as a result of such exposure you suffer a loss for which a benefit is payable under the plan, the loss is covered under the terms of the plan.

#### **Disappearance**

If your body has not been found within one year of your disappearance resulting from forced landing, stranding, sinking, or wrecking of a conveyance in which you were an occupant, then it is deemed, subject to all other terms and provisions of the plan, that you have suffered accidental death within the meaning of the plan.

## Coma

If injury renders you comatose within 90 days of the date of a covered accident that caused the injury, and if the coma continues for a period of 30 consecutive days, the policy pays a monthly benefit of 1 percent of the principal sum. No benefit is provided for the first 30 days of coma, and your principal sum benefit is reduced by the amount of monthly benefit that is paid. The benefit is payable monthly as long as you remain comatose due to that injury, but ceases on the earliest of the date:

- You cease to be comatose due to that injury;
- The total amount of monthly coma benefits paid for all injuries caused by the same accident equals 100 percent of the principal sum. The plan pays benefits calculated at a rate of 1/30th of the monthly benefit for each day if you are comatose for less than a full month. Only one benefit is provided for any one month of coma, regardless of the number of injuries causing the coma; or
- You die.

## Paralysis Benefit

Type of Paralysis	Percentage of Principal Sum Payable
Quadriplegia	100%
Paraplegia	75%
Hemiplegia	50%

If your injury results (within 365 days of the date of a covered accident that caused the injury) in any one of the types of paralysis specified below, the plan pays the percentage of the principal sum shown below for that type of paralysis:

"Quadriplegia" means the complete and irreversible paralysis of both upper and both lower limbs. "Paraplegia" means the complete and irreversible paralysis of both lower limbs. "Hemiplegia" means the complete and irreversible paralysis of the upper and lower limbs of the same side of the body. "Limb" means entire arm or entire leg.

If you suffer more than one type of paralysis as a result of the same accident, only one amount, the largest, is paid.

## ***Waiver of Premium Benefit—Optional AD&D Insurance***

Waiver of premium benefit provides for premium payments by the Carrier under certain circumstances. For example, the Carrier waives your premiums for this plan while you are receiving Long-term Disability Plan benefits provided by Infineum. The principal sum amount that applies during the time premiums are waived is the principal sum in force on the date the disability began. The first exclusion in the AD&D Exclusions section does not apply with respect to this benefit.

### ***AD&D Exclusions***

The plan does not cover any loss caused in whole or in part by, or resulting in whole or in part from, the following:

- Sickness, disease, or infections of any kind; except bacterial infections due to an accidental cut or wound, botulism, or ptomaine poisoning;
- Travel or flight in or on (including getting in or out of, or on or off of) any vehicle used for aerial navigation, if you are:
  - Riding as a passenger in any aircraft not intended or licensed for the transportation of passengers;
  - Performing, learning to perform, or instructing others to perform as a pilot or crew member of any aircraft; or
    - Racing
    - Endurance tests
    - Acrobatic or stunt flying; or
  - Riding as a passenger in an aircraft owned, leased, or operated by Infineum;
- Declared or undeclared war, or any act of declared or undeclared war;
- Full-time active duty in the armed forces of any country or international authority, except the National Guard or organized reserve corps duty (unearned premium is returned if you enter military service);
- Your being intoxicated or under the influence of a narcotic, unless taken under the advice of a physician;
- Suicide or any attempt at suicide or intentionally self-inflicted injury or any attempt at intentionally self-inflicted injury; or
- Your participation in a riot or in the commission of or attempt to commit a felony.

### ***Waiver of Premium Benefit—Optional Life Insurance***

Waiver of premium benefit provides for premium payments by the Carrier under certain circumstances. If you become totally disabled, as defined by the policy, before age 60, you may submit a Life Waiver of Premium claim to the Carrier. This claim may only be submitted after you satisfy the nine month elimination period. During the nine month elimination period you must be continually disabled, you must continue paying premiums and coverage must be kept in force. At or around the ninth month (but before the 12<sup>th</sup> month since the disability began) you, as the disabled colleague, must submit your Life Waiver claim along with any required medical documentation. The insurance carrier reviews the claim for approval or denial. If the claim is approved, you are put on “Waiver of Premium” status and coverage remains in force from the approval date without future premium payments.

Termination of this benefit occurs for any of the following reasons:

- attaining age 70,
- recovery from the disability,
- failure to provide proof of disability documentation in a timely manner,
- refusal to attend an examination or cooperate with an insurance examiner.

## **Beneficiaries**

*You may choose who receives your benefits in the event of your death.*

If you die, benefits under these plans are paid to the beneficiaries you name. If you are injured and are eligible for benefits (other than death benefits) under the Occupational or Optional AD&D policies, benefits are paid to you.

You may designate your beneficiary when you complete the enrollment form and it is effective upon receipt by the Administrator. You may change your beneficiary at any time by completing a new form, available at your local Benefits Counter.

If you do not designate a beneficiary or your beneficiary does not survive you, insurance benefits are paid to your estate.

## **Filing Claims**

*In order to receive benefits under these plans, a claim must be filed in a timely manner.*

Your beneficiary should contact the Administrator within 15 days, or as soon as possible, after your death. For AD&D benefits, you or your beneficiary should contact the Administrator within 20 days (or as soon as possible) after your accident. Once notified, the Administrator forwards proof of loss forms to you or your beneficiary within 10 days. You or your beneficiary must complete and return the forms (with the necessary attachments) within 90 days of the loss.

Benefits are paid as soon as the Carrier receives proper written proof. The Carrier requires that authentic proof of death, dismemberment, and/or paralysis be supplied.

## **Claims Review Process**

If a claim for benefits is denied in whole or in part, the beneficiary receives a written explanation of the reason for the denial. See "[If a Claim is Denied](#)" in *An Overview of Your Infineum Benefits* for more information on your rights if a claim is denied.

## **Payment of Claims**

Indemnity for loss of life is paid in accordance with the beneficiary designations. If no such designation is in effect, then the indemnity is paid to your estate. Indemnity for other losses is paid to you. If any benefit under the plan becomes payable to:

- Your estate;
- A minor beneficiary; or
- You, or your beneficiary, if the payee is not competent to give valid release;
- Any relative by blood; or
- Any person related by marriage;

who is deemed by the Carrier to be equitably entitled. Any payment made by the Carrier in good faith under this provision fully discharges the Carrier to the extent of the payment.

## **When Coverage Ends**

*Generally your coverage ends when you separate from employment or you no longer meet the plan eligibility and coverage requirements.*

The Accelerated Death Benefit stops on the date your Life Insurance coverage ends or at the beginning of the period in which you are eligible to convert your Life Insurance (see below).

However, if you stop active work because of sickness, accidental injury, or unpaid leave of absence, you may be able to continue your coverage.

Coverage also ends if the plan is terminated.

## **Conversion Rights for Life Insurance**

You may convert the group coverage to an individual life insurance policy if coverage ends because:

- You are no longer actively at work;
- You are no longer eligible for coverage; or
- The plan is changed or canceled, and you have been covered for five years in a row.

To convert to an individual policy, you must apply in writing and pay the first premium for an individual policy within 31 days after the Infineum-provided coverage ends.

## **The Amount of Converted Insurance**

The amount of individual insurance available depends on the reason coverage stopped under the Infineum plan.

If the plan is changed or canceled and you have been covered for at least five years in a row, the amount of the individual policy is limited to the lesser of:

- \$10,000; or
- The amount of your Infineum Life Insurance coverage minus the amount of any other group insurance coverage (for which you become eligible within 31 days of the end of your Infineum coverage).

If coverage ends for any other reason, the converted amount may be any amount up to the coverage level under the Infineum plan.

## **Conversion Rules**

A conversion is subject to the following:

- A written application for the conversion policy must be received by the Carrier within 31 days after the Infineum insurance ends. The first premium must be sent with the application; and
- The premium for the policy is at the Carrier's usual rates. This rate is based on the amount of insurance, class of risk, and age of the colleague on the date the policy is issued; and

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- The policy may be any life plan the Carrier currently uses, except term insurance; and
- Proof of good health is not required; and
- The policy issued is for an amount not to exceed all the coverage (both Basic Life and Optional Life) that the colleague had before coverage ended under the plan; and
- The policy issued does not have accidental death and dismemberment, disability or supplemental benefits.

The individual policy becomes effective 31 days after the Infineum coverage ends. However, if the covered person dies before the individual policy takes effect, the benefit payable is the amount payable under the Infineum plan (whether or not an application was made and premiums paid for an individual policy). If this occurs, any premium paid for an individual policy is refunded.

Contact the Administrator for more information on converting your insurance to a personal policy.