

GROUP TERM LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

For many employees, Group Term Life insurance may be the only life insurance they have.

Coverage

Life Insurance and AD&D Insurance

Group Term Life Insurance

\$15,000

AD&D Insurance

Included (see above)

BENEFIT REDUCTION

	Percent Reduction	At Age
Benefits will reduce by:	35%	65
	50%	70
	75%	75

- Benefits terminate at retirement unless provided for in the Schedule of Benefits
- Basic Life Insurance includes waiver of premium

ADDITIONAL BENEFITS

AD&D Insurance Benefits

The full AD&D Insurance benefit is payable for the following losses if such loss is the result of an accident: loss of both hands or both feet, loss of sight in both eyes, loss of a hand and a foot, loss of a hand or a foot and the sight in one eye. Half of the AD&D Insurance benefit is payable for the following losses if such loss is the result of an accident: loss of a hand, loss of a foot, loss of the sight in one eye. The loss must occur within 180 days of the date of the accident. Total payment arising out of one accident may not exceed the amount for which the employee is insured.

Waiver of Premium

If an employee is totally disabled prior to age 60, Group Term Life Insurance coverage will be continued without payments of premium subject to any scheduled reductions and terminations. The employee may apply for this benefit after 12 months of total and continuous disability. Coverage continues for eligible employees whether or not the master policy remains in force but terminates at the earlier of retirement or age 65.

Conversion Privilege

Employees may convert to an individual Life Insurance policy within 31 days of leaving active employment. No evidence of insurability will be required.

Accelerated Benefit

For Basic Group Term Life Insurance policies with employee coverage amounts of \$10,000 or more, an eligible employee as of the policy effective date who becomes terminally ill while covered by Companion Life can immediately access 75% of their benefit (maximum \$100,000) without administrative or interest charges. Employees enrolled after the initial policy effective date become eligible for this benefit after one year of continuous coverage.

This Benefits Highlights document explains the general purpose of the insurance described, but in no way changes or affects the policy as actually issued. In the event of a discrepancy between this document and the policy, the terms of the policy apply. Benefits are subject to state availability. Policy terms and conditions vary by state. Complete details are in the Certificate of Insurance issued to each insured individual and the Master Policy as issued to the policyholder.

These benefits are effective January 1, 2024.

These benefits are provided by Policy Form No. ICC22-CL-LIFE-1200-P.

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GROUP TERM LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Group Term Life Insurance

Suicide Exclusion

With respect to the Life Insurance Benefit, in the event an Insured dies through intentionally self-inflicted injuries or any such attempt, while sane or insane, within two years from the Effective Date of coverage, a benefit will not be paid. Our liability shall be only to return premiums paid under the Policy as to such Insured.

The Suicide Exclusion will not apply to the Insured who was insured for Group Life insurance under the prior carrier's policy on its termination date,

If an Insured commits suicide within two years from the date an increase in life insurance (other than a scheduled or automatic increase) took effect, the Company will pay to the Beneficiary the amount of insurance that was in effect before the increase. Any premium paid by the Insured for the increase will be returned to the Beneficiary, and any premium paid by the Policyholder will be returned to the Policyholder

Accidental Death & Dismemberment Insurance

Benefits

If You suffer any of the following losses We will pay the indicated percentage of the benefit amount. The loss must: (1) result from an Accidental Injury and independent of all other causes. The Accidental Injury must be caused by an accident that occurs while this benefit is in force as to the Insured; and (2) occur within 180 days of that accident. The benefit amount is shown in the Schedule of Benefits.

Accidental Loss of Life	100% of AD&D Benefit
Accidental Loss of Both Hands or Both Feet	100% of AD&D Benefit
Accidental Loss of Entire Sight of Both Eyes	100% of AD&D Benefit
Accidental Loss of One Hand and One Foot	100% of AD&D Benefit
Accidental Loss of One Hand and the Entire Sight of One Eye	100% of AD&D Benefit
Accidental Loss of One Foot and the Entire Sight of One Eye	100% of AD&D Benefit
Accidental Loss of One Hand or One Foot	50% of AD&D Benefit
Accidental Loss of Entire sight of One Eye	50% of AD&D Benefit
Accidental Loss of Arm	50% of AD&D Benefit
Accidental Loss of Leg	50% of AD&D Benefit

"Loss" as used above means:

- (1) arm, which means actual severance at or above the elbow;
- (2) leg, which means actual severance at or above the knee;
- (3) hand, which means: a. actual severance at or above the wrist, but below the elbow; or b. loss of a thumb and index finger on the same hand where the thumb and index finger are permanently severed through or above the third joint from the tip of the index finger and the second joint from the tip of the thumb;
- (4) foot, which means actual severance at or above the ankle but below the knee; and
- (5) sight, which means: a. removal of the eye; or b. the permanent, uncorrectable loss of sight in at least one eye defined as either the corrected visual acuity of less than 20/200 or a visual field restriction of 20° or less which has persisted for 180 days from the date of loss. No benefit will be paid for loss of sight if, in the Physician's opinion, partial or total restoration of sight could occur naturally, or as a result of surgery or a device or implant.

If You suffer more than one of the above losses as a result of the same accident, the benefit provided under this provision will be paid only for the greatest loss.

The Employee Accidental Death Benefit is payable to the Beneficiary, the Dependent Accidental Death Benefit is payable to the Employee, and the Employee and Dependent Accidental Dismemberment Benefits are payable to the Employee. The benefits are also payable to other persons or entities as designated by the Employee.

GROUP TERM LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

AD&D Benefits continue on Page 3

GROUP TERM LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Accidental Death & Dismemberment Insurance

Benefits *(continued from Page 2)*

The Accidental Death and Dismemberment Benefit will end at the earliest of:

1. Upon written request from an Employee, unless prohibited by federal or state law or the Policyholder's plan;
2. The date a Policyholder's group term life insurance coverage ends under the Certificate;
3. The end of the period for which the last Premium has been paid for a Policyholder, in accordance with the provisions of the Certificate;
4. The date the group term life insurance Policy ends;
5. The date a Policyholder ceases to be in an eligible class under the Certificate; or
6. The date a Policyholder retires

When the Accidental Death and Dismemberment Benefit ends, this will not prejudice the payment of benefits for any accident that occurred while the benefit was in force.

The Accidental Death and Dismemberment Benefit includes the following provisions for insured Employees electing both Employee and family coverage:

Seat Belt Benefit

an additional \$10,000 will be paid if the Employee and/or the Employee's insured Dependents die or are dismembered as the result of a covered accident. The covered accident must occur while the Employee or one of the Employee's insured Dependents is driving an automobile and/or riding in an automobile; and all of the following apply:

1. the automobile must be equipped with seat belts;
2. the seat belt must have been in actual use and properly fastened at the time of the accident;
3. the position of the seat belt must be certified in the official report of the accident or by the investigating police officer;
4. the driver of the automobile must be properly licensed and must not have been driving while impaired, intoxicated or under the influence of drugs, unless prescribed by a licensed Physician, at the time of the accident;
5. "Automobile" means a four wheel passenger car, station wagon, jeep, pickup truck and van-type car; and
6. "Seat Belt" means the belts that form an occupant restraint system and includes infant and child restraint systems when properly used with a seat belt.

Accidental Death & Dismemberment Insurance

Exclusions

The Policy does not provide benefits for any loss caused by or resulting from:

1. declared or undeclared war or any act of war;
2. service in the armed forces of any country or international authority;
3. suicide or intentionally self-inflicted injury whether the Insured was sane or insane at the time of the suicide or injury;
4. flying in an aircraft owned, operated, leased or chartered by the Policyholder;
5. participation in, or in consequence of having participated in, the commission of any felony;
6. sickness or disease, ptomaine or bacterial infection (except infections occurring through an accidental cut or wound);
7. loss caused or contributed to by intoxication as defined by the jurisdiction where the accident occurred and intentionally taking a narcotic, drug, barbiturate, hallucinogenic drug, alcohol or any combination of these when not part of a professional medical treatment plan; or
8. participation in a riot or insurrection, or commission of, or attempt to commit an assault or felony, or while engaged in an illegal occupation.

GROUP TERM LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Accelerated Death Benefit

Exclusions and Limitations

1. to any self-inflicted injuries or suicide attempts;
2. to any life insurance benefits for Dependent Children;
3. if an Insured person is Totally Disabled on his or her Effective Date of coverage under the Policy;
4. to a group term life insurance benefit that has been assigned;
5. to a group term life insurance benefit payable to an irrevocable Beneficiary;
6. to a group term life insurance benefit with a face amount of less than \$10,000; or
7. if the required group term life insurance premium is due and unpaid.

The Accelerated Benefit does not apply to the Accidental Death and Dismemberment Benefit.