

BASIC LIFE INSURANCE/AD&D



A DESCRIPTION OF BENEFITS FOR EMPLOYER MEMBERS OF THE MICHIGAN MANUFACTURERS ASSOCIATION

WHAT'S AVAILABLE

Insurance Schedules	<ul style="list-style-type: none"> • Flat amount of coverage • Occupational based coverage • Multiple of "Basic Annual Salary" (1X, 1.5X, 2X, or 3X)
Maximum Benefit	<ul style="list-style-type: none"> • \$120,000 Standard (up to \$150,000 with underwriting approval)
Minimum Benefit	<ul style="list-style-type: none"> • \$10,000
Employer Member Contribution	<ul style="list-style-type: none"> • Contributory plans – at least 25% of premium • Non-contributory plans – 100% of premium
Age Reduction Formula	<ul style="list-style-type: none"> • Benefits reduce 40% at age 70; and at age 75 to 50% of the amount in force immediately prior to age 70
Continued Death Benefit for Total Disability for Basic Life	<ul style="list-style-type: none"> • Continuous protection for eligible employee's lifetime
Underwriting Requirements	<ul style="list-style-type: none"> • Under 10 employees – medically underwritten

DEFINITIONS

EMPLOYER MEMBER

Employer Member means an employer who is a member of the Michigan Manufacturers Association.

FEATURES

CONTINUED DEATH BENEFITS FOR TOTAL DISABILITY FOR LIFE INSURANCE

Continued Protection (standard)

For eligible employees who are totally disabled before age 60, **premiums are waived** and death benefit protection is continued. The total disability must continue at least nine months and proof of total disability must be provided annually thereafter. No death benefits are payable if a death benefit is payable under a personal policy issued in accordance with the conversion privilege provision. This benefit terminates on the date total disability ends, or the date MetLife does not receive required proof of total disability. *Retirees are not eligible for this benefit.*

CONVERSION PRIVILEGE

Conversion privilege gives a covered employee, whose life insurance coverage ceases, the right to convert all or part of the group life coverage to a personal policy without evidence of insurability. A covered person may apply for a personal life insurance policy without disability or accidental death benefits during the 31-day application period, which begins after the earliest of the following dates (subject to applicable state law requirements):

- Life benefits end because an employee is no longer employed or in a class eligible for benefits; or
- Life benefits end because the plan ends and if an employee's life benefits had been in effect with MetLife for at least 5 years; or
- Life benefits end because the plan is amended to eliminate these benefits for the employee's class and his/her life benefits had been in effect for at least 5 years; or
- Death benefits end under continued death benefits for total disability and the employee does not again become eligible for the plan's life benefits.

The personal life insurance policy will be in a form normally issued by MetLife (excluding term insurance) and will take effect the day after the application period ends. The premium will be based on the class of risk the employee belongs to, the employee's age on the policy effective date, and the form and amount of the policy issued.

The amount of the conversion policy depends on the reason benefits end:

- If life benefits end because an employee's employment ends, or because an employee is no longer in an eligible class, the policy amount cannot be more than the amount of life benefits on the date life benefits end.

FEATURES

(Continued)

- If life benefits end because the plan ends or is amended to end coverage for the employee's class, and the employee's life benefits have been in effect for at least 5 years, the policy amount cannot exceed the smaller of:
 - the amount of life benefits on the date these benefits end, less any amount of life insurance for which the employee is eligible under any group policy issued or reinstated within 31 days after life benefits end;
 - or \$2,000.
- If death benefits under the continued death benefits for total disability clause end, the amount of the conversion policy cannot be more than the amount of death benefits on the date death benefits end.

TOTAL CONTROL ACCOUNT® (TCA)

The TCA Money Market Account is an optional settlement method for all life and AD&D benefits of \$7,500 or more. The TCA helps to provide financial flexibility and security to employee's beneficiaries through immediate access to, and control of, their insurance proceeds. These benefits are paid through an interest-bearing account with the principal and interest guaranteed by MetLife and with free check writing privileges. All or some of the funds held in a TCA can be transferred into other available settlement options, such as a guaranteed interest certificate which "locks in" competitive interest rates for periods of six months up to seven years. Annuity and monthly income plan settlement options are also available.

LIST BILLING SERVICES

The employer member receives a monthly premium statement which shows the amount of premium due and provides a list of insured employees and premium by coverage.

ACCIDENTAL DEATH OR DISMEMBERMENT

AD&D coverage provides 24-hour-a-day, 365-day-a-year protection in addition to basic life insurance coverage. Coverage is provided for the covered losses shown below, which are caused solely by an accident, occur on or off the job, and occur within 90 days of the accident. No more than the full amount will be paid for all covered losses caused by injuries which an employee sustains in one accident. The full amount is equal to the life benefit payable for loss of life.

Covered Loss	Benefit Amount
Life	Full amount
A hand	One-half of the full amount
A foot	One-half of the full amount
Sight of an eye	One-half of the full amount
Loss of more than one of the above in any one accident	Full amount

RATES

INITIAL RATE GUARANTEE

The initial rates, provided on the quote date, are guaranteed for the period stated on the cost and benefit summary, provided that:

- The plan of benefits and eligibility remains unchanged;
- There are no additions or deletions of subsidiaries or affiliates; and
- The census, volume or geographic distribution does not change by 25% or more.

Final rates will be based on actual enrollment and contribution levels.

ELIGIBILITY

FULL-TIME EMPLOYEES

Only active full-time employees who work at least 20 hours per week are eligible for coverage.

ACTIVELY AT WORK REQUIREMENT

An employee must be actively at work with the employer member in order for benefits to become effective. If the employee is not actively at work with the employer member on the date benefits would otherwise become effective, the employee's benefits will become effective on the first day of the month after the date the employee returns to active work with the employer member.

RETIREES

Retirees are not eligible for life or accidental death or dismemberment benefits.

EVIDENCE OF INSURABILITY IS REQUIRED FOR:

- Employees who were eligible under the prior plan, but did not elect coverage;
- Late enrollees; and
- Groups with less than 10 eligible employees.

MetLife®

MINIMUM PARTICIPATION REQUIREMENTS

CONTRIBUTORY PLANS

The employer member's contribution must equal at least 25% of the cost of the insurance and at least 75% of all eligible employees must enroll.

NON-CONTRIBUTORY PLANS

The employer member's contribution must equal 100% of the cost of the insurance and 100% of all eligible employees must enroll.

EXCLUSIONS

FOR AD&D COVERAGE ONLY, NO BENEFIT WILL BE PAID FOR LOSSES RESULTING FROM OR CAUSED BY:

- Physical or mental illness, diagnosis of or treatment for the illness;
- An infection, unless it is caused by an external wound that can be seen and which was sustained in an accident;
- Suicide or attempted suicide;
- Injuring oneself on purpose;
- The use of any drug or medicine, unless used on the advice of a licensed medical practitioner;
- War or war-like action in time of peace; or
- Committing or trying to commit a felony or other serious crime or an assault.

CANCELLATION/TERMINATION

Coverage is provided through employer member participation in the Michigan Manufacturers Association (MMA) Master Group Policy (Form G.2130-S) situated in the State of Michigan, with certificates of insurance (Form G.23000) issued to each insured employee. In any state validly exercising extraterritorial jurisdiction, the plan will be modified to meet applicable laws.

COVERAGE TERMINATES:

- On the last day of the month in which the employee's employment ceases;
- When the employee's contributions cease (if such contributions are required);
- When the employer member's contributions cease;
- Upon termination of the employer member agreement by the employer member, with prior written notice to MetLife;
- If the group life insurance plan is discontinued by MetLife for non-payment of premium or if participation requirements or minimum lives covered requirements are not met;
- If MMA terminates the group life insurance policy, with prior written notice to MetLife;
- If the plan ends in whole or in part the employee's benefits which are affected will end; or
- When the employer stops being an employer member of the Michigan Manufacturers Association.
- An employee's basic life and AD&D coverage terminates at retirement.

Note:

Your MetLife, MMA-dedicated representative can answer any questions about costs and details of coverage. A full description of the benefits will be provided in the certificate.

Coverage provided by Metropolitan Life Insurance Company. Like most group insurance policies, MetLife group policies contain certain exclusions, limitations, reductions of benefits and terms for keeping them in force. To the extent permitted by applicable law, MetLife reserves the right to refuse coverage to any group which we believe will cause an underwriting risk not supported by our standard rates or for any other reason.



620 S. Capitol Avenue, Lansing MI 48933
Phone: 800-842-6513 Fax: 517-372-2507



Metropolitan Life Insurance Company, New York NY 10010