

CORE BUY-UP LIFE INSURANCE*



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

WHAT'S AVAILABLE

CORE	Insurance Schedules	<ul style="list-style-type: none"> • Flat Amount of Coverage — \$1,000 increments • Occupational based coverage • Multiple of “Basic Annual Salary” (1X, 1.5X, 2X, or 3X)
	Minimum Benefit	<ul style="list-style-type: none"> • \$10,000
	Minimum Participation	<ul style="list-style-type: none"> • 100% of all eligible employees
	Employer Member Contribution	<ul style="list-style-type: none"> • Non-contributory Plans Only – 100% of premium
	Age Reduction Formula	<ul style="list-style-type: none"> • Benefits reduce to 60% of Original Benefit at age 70 and to 50% of Original Benefit at age 75
	Continued Death Benefit in the Event of Total Disability for Basic Life	<ul style="list-style-type: none"> • Continuous Protection for eligible employee’s lifetime
BUY-UP	Insurance Schedules	<ul style="list-style-type: none"> • Flat Amount of Coverage — \$10,000 increments
	Non-Medical Maximum	<ul style="list-style-type: none"> • All employees electing Buy-Up Life coverage are guaranteed \$10,000.
	Maximum Benefit	<ul style="list-style-type: none"> • \$120,000 (combined with Core)
	Minimum Benefit	<ul style="list-style-type: none"> • \$10,000
	Minimum Participation	<ul style="list-style-type: none"> • 10% of eligible employees
	Employer Member Contribution	<ul style="list-style-type: none"> • 0% (employee pay all)
	Age Reduction Formula	<ul style="list-style-type: none"> • Benefits reduce to 60% of Original Benefit at age 70 and to 50% of Original Benefit at age 75
	Continued Death Benefit in the Event of Total Disability for Buy-Up Life	<ul style="list-style-type: none"> • Continuous Protection for eligible employee’s lifetime

* Available to groups of 10 or more employees

FEATURES

CONTINUED DEATH BENEFITS IN THE EVENT OF 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 provided after life insurance ends. 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 proof of total disability. Retirees are not eligible for this benefit.

CONVERSION PRIVILEGE

The conversion privilege allows a covered person whose life insurance coverage ends to obtain an individual policy at his/her own expense, without providing evidence of insurability. The premiums will be based on the amount of coverage and the covered person's age and class of risk at the time of conversion. (Subject to state requirements.) Refer to the certificate of insurance for more information regarding conversion.

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.

CORE ACCIDENTAL DEATH AND DISMEMBERMENT

Core AD&D coverage provides protection in addition to the Core Buy-Up Life insurance coverage. Coverage is provided for the covered losses shown below, if they are caused solely by an accident, occur on or off the job, and occur within one year 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.

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 on the date benefits begin 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.

EVIDENCE OF INSURABILITY (applies to buy-up coverage only)

Any employee who has been hospitalized within 90 days of his/her application, or any employee eligible but not covered under the employer's prior group insurance, is not eligible for guaranteed issue and must provide evidence of insurability.

Late enrollees who join the plan between the initial application period and the annual enrollment period must also provide evidence of insurability.

EXCLUSIONS

For Core AD&D coverage, no benefit will be paid for losses resulting from or caused by:**

- x Physical or mental illness or diagnosis or treatment for the illness; or
- x An infection, unless it is caused by an external wound that can be seen and which was sustained in an accident; or
- x Suicide or attempted suicide (certain states may have restrictions); or
- x Injuring oneself on purpose; or
- x The use of any drug or medicine; or
- x War or war-like action in time of peace, including terrorist acts; or
- x 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 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 in 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.

** Subject to certain state imitations.



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