



Optional Life Insurance Plan Highlights



The voluntary Optional Life Insurance Plan gives eligible clergy and lay employees the option to purchase additional life insurance coverage. Participants may purchase life insurance to supplement coverage provided through:

- the Lay LTD and Life Insurance Plan,
- the Comprehensive Protection Plan (CPP), and/or
- the Clergy Supplemental Life Insurance Plan.

Plan sponsors must elect to sponsor the plan, however, participants elect and pay for the Optional Life Insurance coverage.

Lay plan sponsors can only sponsor the Optional Life Insurance Plan if they also sponsor the Lay LTD and Life Insurance Plan for life coverage. Clergy plan sponsors (for CPP) can offer the Optional Life Insurance Plan in conjunction with the Clergy Supplemental Life Insurance Plan or on its own.

Active participants can only elect Optional Life Insurance coverage if:

- they are enrolled in the Lay LTD and Life Insurance Plan (for life coverage or in CPP),
- if their plan sponsor elects to sponsor the plan, and
- if they meet the eligibility criteria.

(Active clergy participants do not have to be enrolled in the Clergy Supplemental Life Insurance Plan to be eligible.)

Eligibility Criteria

- **Minimum hours of service:** Lay Life and CPP enrollees must work 1,040 hours per year or more or 50% of a general appointment, as determined by the plan sponsor.

Available Coverage Levels

This plan offers the following types and amounts of life insurance benefits, on a guaranteed issue basis (coverage will not be refused for medical reasons during certain enrollment and coverage periods).

Active Lay and Clergy¹

Death Benefit for Active Participant²

- Flat-dollar amounts: in increments of \$10,000, up to \$500,000; minimum coverage of \$10,000
- Guaranteed issue: up to \$100,000
- Maximum coverage: \$500,000

Spousal Death Benefit

- Flat-dollar amounts: in increments of \$5,000, up to \$100,000; minimum coverage of \$5,000
- Guaranteed issue: up to \$25,000
- Maximum coverage: the lesser of \$100,000 or 100% of participant coverage

Child Death Benefit³

- Flat-dollar amounts: in increments of \$1,000, up to \$25,000 minimum coverage of \$1,000
- Guaranteed issue: up to \$25,000
- Maximum coverage: the lesser of \$25,000 or 100% of participant coverage

¹ Participants do not have to elect coverage for a spouse or child, but if they do, they must also elect coverage for themselves.

² An individual cannot be covered as both a participant and as a dependent. The participant's benefit amount must exceed a dependent's benefit amount.

³ A child cannot be covered by more than one participant in the plan

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Additional Plan Features

Accelerated Death Benefit

Provides payment of up to 50% of the insured's face-value coverage amount, for circumstances in which the insured is terminally ill, with a life expectancy of less than 12 months.

Portability

Portable coverage may be elected at group rates, allowing active participants, and their covered spouses and dependents to "take the coverage with them" when participants retire, terminate or reduce hours. Covered dependents may also be able to port in the event of divorce from the participant or the participant's death.

Convertibility

Active participants and their covered spouses and dependents may convert their group coverage to individual whole-life insurance policies without evidence of insurability, if their group coverage ends.

Waiver of Premium

The life insurance premium may be waived if the participant begins receiving disability benefits.

Accidental Death and Dismemberment Benefit (Optional)

Provides up to an additional 100% of the face value of the benefit for participants who suffer accidental death or dismemberment. (Available only to insured participants, not dependents, at an additional cost.)

