

Critical Illness Insurance

Explore Your Benefits & Costs



vmware®

Group Name: VMware, Inc.
Group Number: 708348
Class: Active Employees working 20+ hours per week

There are more than just medical bills to pay after a heart attack, stroke, or other unexpected covered medical condition. Critical Illness Insurance* provides a benefit payment that can help. This document includes expanded cost and benefit information for Critical Illness Insurance. As you explore, keep in mind:



No medical questions or tests are required for coverage.



Employees get an annual Wellness Benefit of \$75 for completing an eligible health screening test.



Benefit payments go directly to you. Use them however you'd like!

Critical Illness Insurance doesn't replace your medical coverage; instead, it complements it. **The benefit payments don't go out to pay for medical bills or treatments you may need, instead they come in—directly to you—to be used however you'd like.** Choose this supplemental health insurance product for added protection if one of the following covered conditions comes your way.

Critical Illness Insurance is a limited benefit policy. It is not health insurance, and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

ReliaStar Life Insurance Company.
a member of the Voya® family of companies

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How much coverage is available?

You have the option to enroll in coverage in the amount(s) below.

| | Coverage Amount |
|----------------|--|
| For you | Choice of \$10,000, \$20,000 or \$30,000 |
| Your spouse | Choice of \$5,000, \$10,000 or \$15,000 |
| Your children* | Choice of \$5,000, \$10,000 or \$15,000 |

*Child(ren) up to age 26.

What’s covered by Critical Illness Insurance?

Critical Illness Insurance provides benefits for the covered medical conditions and diagnoses shown below. The most common conditions we pay claims for include:

 Heart attack

 Cancer

 Stroke

 Coronary artery bypass

 Kidney failure**

Sample benefit amounts

If one of these common events happens on or after your coverage effective date, and your claim is approved, benefits are payable at 100% of the Critical Illness benefit amount shown above unless otherwise stated. Use your benefit payment however you’d like:

| Covered Condition | % of Benefit |
|------------------------|--------------|
| Heart attack* | 100% |
| Cancer (invasive) | 100% |
| Stroke | 100% |
| Kidney failure** | 100% |
| Coronary artery bypass | 25% |

* A sudden cardiac arrest is not in itself considered a heart attack.

** Listed in the certificate of coverage as “major organ transplant,” which means the irreversible failure of your heart, lung, pancreas, entire kidney or liver, or any combination thereof, determined by a physician specialized in care of the involved organ.

This is only a small preview of the benefits available to you.

See the full Schedule of Benefits toward the end of this document.

How much does Critical Illness Insurance cost?

The table below shows how much you'll pay for Critical Illness Insurance. Rates are dependent on your age and amount of coverage selected.

| Employee Coverage Semi-Monthly Rates (24 pay periods) | | | | Spouse Coverage Semi-Monthly Rates (24 pay periods) | | | |
|--|----------|----------|----------|--|---------|----------|----------|
| Attained Age | \$10,000 | \$20,000 | \$30,000 | Attained Age | \$5,000 | \$10,000 | \$15,000 |
| Under 30 | \$1.60 | \$3.20 | \$4.80 | Under 30 | \$0.80 | \$1.60 | \$2.40 |
| 30-39 | \$2.10 | \$4.20 | \$6.30 | 30-39 | \$1.05 | \$2.10 | \$3.15 |
| 40-49 | \$3.90 | \$7.80 | \$11.70 | 40-49 | \$1.95 | \$3.90 | \$5.85 |
| 50-59 | \$10.35 | \$20.70 | \$31.05 | 50-59 | \$5.18 | \$10.35 | \$15.53 |
| 60-64 | \$19.70 | \$39.40 | \$59.10 | 60-64 | \$9.85 | \$19.70 | \$29.55 |
| 65-69 | \$27.95 | \$55.90 | \$83.85 | 65-69 | \$13.98 | \$27.95 | \$41.93 |
| 70+ | \$36.60 | \$73.20 | \$109.80 | 70+ | \$18.30 | \$36.60 | \$54.90 |

| Children Coverage* Semi-Monthly Rates (24 pay periods) | |
|---|--------|
| Coverage Amount | Rate |
| \$5,000 | \$0.98 |
| \$10,000 | \$1.95 |
| \$15,000 | \$2.93 |

*Child(ren) birth to age 26; no limit to the number of children per family.

Schedule of Benefits

The table below outlines a more detailed list of what's covered. Please note that the covered condition/diagnosis must happen on or after your coverage effective date. Benefits are payable at 100% of the Critical Illness benefit amount unless otherwise stated.

| Covered Condition | % of Benefit |
|--------------------------|--------------|
| Heart attack* | 100% |
| Cancer (invasive) | 100% |
| Stroke | 100% |
| Major organ transplant** | 100% |
| Coronary artery bypass | 25% |
| Carcinoma in situ | 25% |
| Type 1 Diabetes | 25% |

| Covered Condition | % of Benefit |
|---|--------------|
| Transient ischemic attacks (TIA) | 10% |
| Ruptured or dissecting aneurysm | 10% |
| Abdominal aortic aneurysm | 10% |
| Thoracic aortic aneurysm | 10% |
| Open heart surgery for valve replacement or repair | 25% |
| Severe burns | 100% |
| Transcatheter heart valve replacement or repair | 10% |
| Coronary angioplasty | 10% |
| Implantable/internal cardioverter defibrillator (ICD) placement | 25% |
| Pacemaker placement | 10% |
| Benign brain tumor | 100% |
| Skin cancer | 10% |
| Bone marrow transplant | 25% |
| Stem cell transplant | 25% |
| Permanent paralysis | 100% |
| Loss of sight, hearing or speech | 100% |
| Coma | 100% |
| Multiple sclerosis | 100% |
| Amyotrophic lateral sclerosis (ALS) | 100% |
| Parkinson's disease | 100% |
| Advanced dementia, including Alzheimer's disease | 100% |
| Infectious disease | 25% |

* A sudden cardiac arrest is not in itself considered a heart attack.

** Major organ transplant means the irreversible failure of your heart, lung, pancreas, entire kidney or liver, or any combination thereof, determined by a physician specialized in care of the involved organ.

Benefits for insured children

In addition to the covered conditions mentioned above, coverage for your insured children includes:

| Covered Condition | % of Benefit |
|---------------------------------|--------------|
| Cerebral palsy | 100% |
| Congenital birth defects | 100% |
| Cystic fibrosis | 100% |
| Down syndrome | 100% |
| Gaucher disease, type II or III | 100% |
| Infantile Tay-Sachs | 100% |
| Niemann-Pick disease | 100% |

| Covered Condition | % of Benefit |
|----------------------------------|--------------|
| Pompe disease | 100% |
| Type IV glycogen storage disease | 100% |


Multiple benefit payments

You may receive a benefit payment up to 100% of the Critical Illness benefit amount for each different diagnosis, up to the total maximum benefit. (A definition of “different diagnosis” is provided in the certificate of coverage).

Total maximum benefit: The total maximum benefit amount is 2 times the Critical Illness benefit amount for each covered condition. Once the total maximum benefit for a covered condition has been paid, no further benefits are payable for that same covered condition.

What else is included?

The Critical Illness Insurance available through your employer includes the following additional benefits:



**Receive
\$75 to use
however
you'd like**

Wellness Benefit

Complete an eligible health screening test, and we'll send you a benefit payment to use however you'd like.

- Employees receive an annual benefit payment of \$75.
- Spouses receive an annual benefit payment of \$75.
- Children receive 50% of your benefit amount per child, with an annual maximum of \$150 for all children.



Ready to Enroll?

If you have additional questions before you enroll, please call Voya at 1-877-236-7564 or go to <https://presents.voya.com/EBRC/VMwareInc>. You can also visit <https://benefits.vmware.com/>

Exclusions and limitations

Exclusions and limitations vary by state and by your employer's plan. Please review your certificate of coverage for details.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Critical Illness Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form #RL-CI4-POL-16; Certificate form #RL-CI4-CERT-16; Spouse Critical Illness Rider form #RL-CI4-SPR-16; Children's Critical Illness Rider form #RL-CI4-CHR-16; Wellness Benefit Rider form #RL-CI4-WELL-16; Waiver of Premium Rider form #RL-CI4-WOP-16. Form numbers, provisions and availability may vary by state and employer's plan.

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CI2 Only

Acct #0001 Date Prepared: 10/6/2020

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