

Group Term Life Insurance

Enrollment at a glance

For the non-bargaining employees of: WireCo WorldGroup, Inc.

What is Group Term Life Insurance?

- Offered through your employer
- Pays a benefit to your beneficiary if you pass away during a specific period of time (“term”)
- Term is generally one year, renewing annually with other employer-offered benefits
- Your employer offers Basic Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance, which is the amount they provide at no cost to you.
- You also have the option to elect additional coverage called Supplemental Life Insurance.

What is Accidental Death and Dismemberment (AD&D) Insurance?

AD&D Insurance pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. This coverage is part of the Group Term Life Insurance offered through your employer.

Eligibility and coverage options

	For you	For your spouse*	For your children
Eligibility	All active employees working 30 hours per week.	If your spouse is covered under the policy as an employee, then your spouse is not eligible for coverage under the spouse benefit. Coverage is available only if Employee Supplemental Life Insurance is elected.	From Live Birth to age 26. Coverage is available only if employee Supplemental Life Insurance is elected.
Basic Life and AD&D Insurance coverage options	Your employer provides you with Basic Life Insurance and AD&D Insurance of 1.5 times your annual salary to a maximum of \$200,000. There is no cost to you for this insurance.	Not applicable.	Not applicable.
Supplemental Life Insurance coverage options	Eligible employees may elect Supplemental Life Insurance of \$10,000 to \$500,000 in \$10,000 increments, not to exceed 5 times your annual salary.	Eligible employees may elect spouse Supplemental Life Insurance of \$10,000 to \$100,000 in \$10,000 increments. Spouse coverage cannot exceed your approved employee Supplemental Life Insurance amount.	Eligible employees may elect Children Supplemental Life Insurance of \$10,000.

Guaranteed issue (GI) limit for new hires	You may elect \$140,000 or 3 times your annual salary, whichever is less without providing evidence of insurability when you elect the coverage within 31 days of becoming eligible. If you elect higher amount(s), you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.	You may elect up to \$20,000 without providing evidence of insurability when you elect the coverage within 31 days of becoming eligible. If you elect higher amount(s), you will need to submit evidence of insurability to the insurance company for approval before coverage becomes effective.	You may elect up to \$10,000 without providing evidence of insurability when you elect the coverage within 31 days of becoming eligible or at annual enrollment.
Age reductions Note: Your payroll deductions will be adjusted to pay premium based on the new benefit amount(s).	Benefit amount reduces to 75% of original coverage at age 65 and to 50% of original coverage at age 70.	Benefit amount reduces to 75% of original coverage at employee age 65 and to 50% of original coverage at employee age 70.	Not applicable

*The use of “spouse” in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.

What does my life insurance include?

The benefits listed below are included with your life insurance coverage.

- **Accelerated Death Benefit:** If you have a medical condition that requires permanent continuous confinement in an institution or are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living.
- **Accidental Death and Dismemberment (AD&D) Insurance:** Pays a benefit to you or your beneficiary, separate from the life insurance benefit, if you are severely injured or die as the result of a covered accident. The proceeds can be used however you or your beneficiary would like. This benefit is included with the employer paid Basic Life only.
- **Conversion*:** You may convert life insurance coverage to an individual whole life insurance policy when you leave your employer or due to loss of eligibility under the employer’s group policy.
- **Portability*:** You may apply to continue your Basic and Supplemental coverage when you leave your current employer, and pay premiums to the insurance company directly.
- **Waiver of Premium:** If you become unable to work due to total disability, your Basic and Supplemental Life Insurance can be continued without premium payment.
- **Convenient Payroll Deductions:** Premium deductions for Supplemental coverages are taken directly from your paycheck, so you never have to worry about late payments or lapse notices.

*Coverage on your spouse and children is available if they are enrolled for Life Insurance.

A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders.

Are there additional non-insurance services included?

- **Funeral Planning and Concierge Services**
Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX.
- **Employee Assistance Program**
Employee Assistance Program (EAP) services are provided by ComPsych® Corporation, Chicago, IL.
- **Voya Travel Assistance**
Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD.

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How much does my life insurance cost?

The cost for Supplement Life is calculated based on the start of the plan's current policy year. Rates shown are guaranteed until July 1, 2021.

Employee and Spouse Supplemental Life Insurance Rates	
Employee Age	Monthly Rate per \$1,000 of Coverage
Under 25	\$0.105
25-29	\$0.105
30-34	\$0.119
35-39	\$0.154
40-44	\$0.231
45-49	\$0.356
50-54	\$0.549
55-59	\$0.699
60-64	\$0.699
65-69	\$0.699
70 +	\$0.699
The rates are per individual.	

Children Life Insurance Rates	
Monthly cost for all eligible children	
Coverage Levels	Monthly Cost
\$10,000	\$1.33
The monthly premium is the same whether you are covering one child or several.	

Use the steps below to calculate your premium for you and your spouse based on the amount of insurance you elected:

Step 1: Enter the rate per \$1,000 based on age: _____

Step 2: Take the amount of insurance and divide it by 1,000: _____

(Example: For \$150,000 of coverage, enter "150")

Step 3: Multiply lines 1 and 2 (this is your monthly cost): _____

Monthly cost for your children: (covers all eligible children)

Enter the monthly cost for the amount of coverage from the table above: _____

Who do I contact with questions?

For more information you can reference the WireCo WorldGroup Resource Center at www.WireCoResourceCenter.com or click on this URL to site the WireCo microsite created by Voya: <https://presents.voya.com/EBRC/WireCo>

To enroll for this benefit please call (800) 668-2065 to speak with an enrollment representative or contact Human Resources.

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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. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company, a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

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WireCo WorldGroup, Inc., Group #70331-1

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