

Term Life & Supplemental Term

BENEFITS AT A GLANCE

LIFE INSURANCE PLAN

This life insurance plan provides financial protection for your beneficiary(ies) by paying a benefit in the event of your death. The amount your beneficiary(ies) receive(s) is based on the amount of coverage in effect just prior to the date of your death according to the terms and provisions of the plan. You also have the opportunity to have coverage for your dependents.

THE TRUST'S ORIGINAL PLAN

EFFECTIVE DATE: July 1, 2014

PLAN YEAR: July 1, 2014 to July 1, 2015 and each following July 1 to July 1

IDENTIFICATION NUMBER: 466877 299

ELIGIBLE GROUP(S): All full-time employees of City of Brevard in active employment in the United States with the Employer

MINIMUM HOURS REQUIREMENT:

Employees must be working at least 30 hours per week.

WAITING PERIOD:

For employees in an eligible group on or before the Employer's effective date:

On completion of 30 days of continuous active employment unless your governmental unit has a waiting period longer than 30 days, if so coverage will become effective on the first day of satisfactory completion of your governmental unit's waiting period.

For employees entering an eligible group after the Employer's effective date:

On completion of 30 days of continuous active employment unless your governmental unit has a waiting period longer than 30 days, if so coverage will become effective on the first day of satisfactory completion of your governmental unit's waiting period.

You must be in continuous active employment in an eligible group during the specified waiting period.

REHIRE: If your employment ends and you are rehired within 7 days, your previous work while in an eligible group will apply toward the waiting period. All other Summary of Benefits' provisions apply.

CREDIT PRIOR SERVICE:

Unum will apply any prior period of work with your Employer toward the waiting period to determine your eligibility date.

WHO PAYS FOR THE COVERAGE:

For You:

If you participate in a supplemental Unum group life insurance plan with the Employer:

You and your Employer must make contributions for your coverage.

If you do not participate in a supplemental Unum group life insurance plan with the

Employer: Your Employer must make contributions for your coverage.

For Your Dependents:

You must make contributions for your dependent coverage.

LIFE INSURANCE BENEFIT:

AMOUNT OF LIFE INSURANCE FOR YOU

\$50,000

AMOUNT OF LIFE INSURANCE AVAILABLE IF YOU BECOME INSURED AT CERTAIN AGES OR HAVE REACHED CERTAIN AGES WHILE INSURED

If you have reached age 65, but not age 70, your amount of life insurance will be:

- 65% of the amount of life insurance you had prior to age 65; or
- 65% of the amount of life insurance shown above if you become insured on or after age 65 but before age 70.

Your reduced amount will be rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

There will be no further increases in your amount of life insurance.

If you have reached age 70, but not age 75, your amount of life insurance will be:

- 45% of the amount of life insurance you had prior to your first reduction; or
- 45% of the amount of life insurance shown above if you become insured on or after age 70 but before age 75.

Your reduced amount will be rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

There will be no further increases in your amount of life insurance.

If you have reached age 75 or more, your amount of life insurance will be:

- 30% of the amount of life insurance you had prior to your first reduction; or
- 30% of the amount of life insurance shown above if you become insured on or after age 75.

Your reduced amount will be rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

There will be no further increases in your amount of life insurance.

AMOUNT OF LIFE INSURANCE FOR YOUR DEPENDENTS

Plan B

Spouse: \$2,500

Children:

14 days to 6 months: \$1,000

6 months to age 19 or to 26
if a full-time student: \$2,500

THE AMOUNT OF LIFE INSURANCE FOR A DEPENDENT WILL NOT BE MORE THAN 100% OF YOUR AMOUNT OF LIFE INSURANCE.

OTHER FEATURES:

Accelerated Benefit

Conversion

Continuity of Coverage

The above items are only highlights of this plan. For a full description of your coverage, continue reading your certificate of coverage section.

B@G-LIFE-2 (7/1/2014) REV

BENEFITS AT A GLANCE

ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE PLAN

This accidental death and dismemberment insurance plan provides financial protection for your beneficiary(ies) by paying a benefit in the event of your death or for you in the event of any other covered loss. The amount you or your beneficiary(ies) receive(s) is based on the amount of coverage in effect just prior to the date of your death or any other covered loss according to the terms and provisions of the plan.

THE TRUST'S ORIGINAL PLAN

EFFECTIVE DATE: July 1, 2014

PLAN YEAR: July 1, 2014 to July 1, 2015 and each following July 1 to July 1

IDENTIFICATION

NUMBER: 466877 299

ELIGIBLE GROUP(S):

All full-time employees of City of Brevard in active employment in the United States with the Employer

MINIMUM HOURS REQUIREMENT:

Employees must be working at least 30 hours per week.

WAITING PERIOD:

For employees in an eligible group on or before the Employer's effective date:

On completion of 30 days of continuous active employment unless your governmental unit has a waiting period longer than 30 days, if so coverage will become effective on the first day of satisfactory completion of your governmental unit's waiting period.

For employees entering an eligible group after the Employer's effective date:

On completion of 30 days of continuous active employment unless your governmental unit has a waiting period longer than 30 days, if so coverage will become effective on the first day of satisfactory completion of your governmental unit's waiting period.

You must be in continuous active employment in an eligible group during the specified waiting period.

REHIRE:

If your employment ends and you are rehired within 7 days, your previous work while in an eligible group will apply toward the waiting period. All other Summary of Benefits' provisions apply.

CREDIT PRIOR SERVICE:

Unum will apply any prior period of work with your Employer toward the waiting period to determine your eligibility date.

WHO PAYS FOR THE COVERAGE:

Your Employer pays the cost of your coverage.

ACCIDENTAL DEATH AND DISMEMBERMENT BENEFIT:

**AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE FOR YOU
(FULL AMOUNT)**

\$50,000

**AMOUNT OF ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE AVAILABLE IF YOU
BECOME INSURED AT CERTAIN AGES OR HAVE REACHED CERTAIN AGES WHILE INSURED**

If you have reached age 65, but not age 70, your amount of AD&D insurance will be:

- 65% of the amount of AD&D insurance you had prior to age 65; or
- 65% of the amount of AD&D insurance shown above if you become insured on or after age 65 but before age 70.

Your reduced amount will be rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

There will be no further increases in your amount of AD&D insurance.

If you have reached age 70, but not age 75, your amount of AD&D insurance will be:

- 45% of the amount of AD&D insurance you had prior to your first reduction; or
- 45% of the amount of AD&D insurance shown above if you become insured on or after age 70 but before age 75.

Your reduced amount will be rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

There will be no further increases in your amount of AD&D insurance.

If you have reached age 75 or more, your amount of AD&D insurance will be:

- 30% of the amount of AD&D insurance you had prior to your first reduction; or
- 30% of the amount of AD&D insurance shown above if you become insured on or after age 75.

Your reduced amount will be rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

There will be no further increases in your amount of AD&D insurance.

REPATRIATION BENEFIT FOR YOU

Maximum Benefit Amount:

Up to \$5,000

The Repatriation Benefit is separate from any accidental death and dismemberment benefit which may be payable. To receive the Repatriation Benefit, your accidental death benefit must be paid first.

SEATBELT(S) AND AIR BAG BENEFIT FOR YOU

Benefit Amount:

Seatbelt(s): 10% of the Full Amount of your accidental death and dismemberment insurance benefit.

Air Bag: 5% of the Full Amount of your accidental death and dismemberment insurance benefit.

Maximum Benefit Payment:

Seatbelt(s): \$25,000

Air bag: \$5,000

B@G-AD&D-2 (7/1/2014) REV

The Seatbelt(s) and Air Bag Benefit is separate from any accidental death and dismemberment benefit which may be payable. To receive the Seatbelt(s) and Air Bag Benefit, your accidental death benefit must be paid first.

EDUCATION BENEFIT

Each Qualified Child

Benefit Amount per Academic Year for which a Qualified Child is enrolled:

6% of the Full Amount of the employee's accidental death and dismemberment insurance to a maximum of \$6,000.

Maximum Benefit Payments:

4 per lifetime

Maximum Benefit Amount:

\$24,000

Maximum Benefit Period:

6 years from the date the first benefit payment has been made.

The Education Benefit is separate from any accidental death and dismemberment benefit which may be payable. In order for your Qualified Child to receive the Education Benefit, your accidental death benefit must be paid first.

EXPOSURE AND DISAPPEARANCE BENEFIT FOR YOU

Maximum Benefit Amount: The Full Amount

SOME LOSSES MAY NOT BE COVERED UNDER THIS PLAN.

Continuity of Coverage is available under this plan - refer to the **ACCIDENTAL DEATH AND DISMEMBERMENT OTHER BENEFIT FEATURES** for further details.

The above items are only highlights of this plan. For a full description of your coverage, continue reading your certificate of coverage section.

Supplemental Life & AD&D Insurance



Municipal Insurance Trust | 1-800-228-0986 | P.O. Box 1310 | Raleigh, NC 27602

- Underwritten by Unum
- No disability premium waiver.
- \$10,000 increments up to \$100,000 maximum. After initial enrollment, annual increase of \$10,000 will be allowed without evidence of insurability.
- Portable upon termination of employment or retirement unless employer provides retiree life benefits.
- Benefits reduce at ages 65, 70 and 75 (see benefit booklet).
- Premium based on age.

AGE	DOLLARS PER \$1,000 COVERAGE
less than 35	\$.10 per month
35-39	\$.13
40-44	\$.20
45-49	\$.34
50-54	\$.54
55-59	\$.87
60-64	\$1.31
65-69	\$1.97
70-74	\$3.72
75-79	\$6.00
80-85	\$9.28