

Goshen College, Inc. – All Regular Full-Time Employees**Your Summary of Group Life and AD&D Ultra® Benefits**

Basic Term Life

Basic Accidental Death and Personal Loss Coverage (AD&D Ultra®)

Coverage Effective Date: **01/01/2016****Your Group Life Insurance Benefits**

Protecting your greatest asset - your family

Am I eligible for coverage?

You qualify if you are an active full or part-time employee working **at least 30 hours a week**. You must be working in an eligible group as defined by your employer.

If you are a new hire or have not been previously covered by your employer's plan, your coverage begins on the date of hire.

When does my coverage begin?

When does coverage become effective?*

*You must be actively-at-work for your coverage to begin. Other rules may apply. Please review your policy documents for more information.

How much coverage does my Employer provide?**Employer Paid - Term Life**

Your employer pays for a benefit in the amount of:

You: 1.5 times your basic annual earnings rounded to the next higher \$1,000 to a maximum of \$100,000

Life insurance provides your loved ones with financial protection if you die. It can help pay your final expenses like funeral and burial; everyday living expenses like mortgage or rent, car payments and groceries; future expenses like college tuition payments.

Employer Paid - AD&D Ultra®

Your employer pays for a benefit in the amount of:

You: 1.5 times your basic annual earnings rounded to the next higher \$1,000 to a maximum of \$100,000

AD&D Ultra provides additional financial protection for the unexpected. AD&D Ultra pays a benefit if you are dismembered as the result of an accident, or an additional benefit to your life insurance benefit if you die as the result of an accident. It will also provide benefits for accidental; loss of eyesight, hearing or speech, loss of a limb, loss of limb use due to paralysis, disfiguring third-degree burns, or coma. Your basic coverage may begin to reduce when you reach a certain age.

Reductions that apply to Life Insurance

Your coverage will reduce as you age.

Your coverage will reduce as follows:

At age 65 your coverage will reduce by 35% of the original amount.

At age 70 your coverage will reduce by 50% of the original amount.

Goshen College, Inc.

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What additional features should I know about?

<p>Waiver of Premium Provision for Permanently and Totally Disabled Employees</p>	<p>If you are unable to work at any reasonable job (any which you are suited to perform due to education, training or experience), you may be eligible to have your life insurance coverage extended at no cost.</p>
<p>Accelerated Death Benefit Provision</p>	<p>You may be eligible to receive up to 75% of your (basic) life insurance coverage if diagnosed with a terminal or serious medical condition.</p>
<p>AD&D Ultra® Features A benefit is paid to your surviving spouse/domestic partner or dependent children if you die in an accident.</p>	<p>Seatbelt/airbag benefits: If you or your dependent die from a motor vehicle accident while wearing a seatbelt, a benefit is paid. An added benefit is paid if an airbag inflated. Educational benefit: For your spouse and each eligible dependent child under 23. Childcare Benefit: For each dependent child under 13 to help pay for childcare. Repatriation of Mortal Remains: If you or your dependent die in an accident 200 miles or more from home, a benefit will be paid to transport the body to your hometown funeral home.</p>
<p>Conversion If your coverage ends or is reduced, you can convert your term life policy to a Whole Life Policy.</p>	<p>You may convert your basic and/or supplemental coverage into a Whole Life Policy with rates based on your age at that time by paying premiums directly to Aetna. Whole life insurance is generally more expensive than term insurance so a change in your premium may apply. You will have 31 days to convert your coverage without answering any medical questions.</p>
<p>Aetna Life Essentials® Aetna Life Essentials web address: www.aetna.com/aetnalifeessentials/</p>	<p>Legal: Create a will, living will, health care directive or a durable/financial power of attorney. Financial: Financial planning to help your beneficiaries maximize their life/AD&D Ultra payment. Emotional: Master-level social workers provide emotional support in the event of an advanced illness or disabling condition. Physical: Save on gym memberships, fitness equipment, eyeglasses, contact lenses and hearing aids.</p>
<p>Funeral Planning and Concierge Services</p>	<p>Advisory Assistance to help you and your family make decisions on all funeral-related issues. Planning advice and cost-comparison tools available 24/7 by phone and online. Call 1-800-913-8318 or visit www.everestfuneral.com/aetna (Ask your Human Resources department for your company code.)</p>