

Voluntary term life insurance

Help preserve your family's lifestyle

Eligible Employees have the opportunity to purchase voluntary term life insurance to provide additional financial protection to help ensure your home, family, and finances can be protected in the event of premature death.



Available coverage	Benefit amount	Maximum amount	Guaranteed issue ¹
Employee	1-6 times your covered earnings (as paid by Insperity), rounded to the next higher \$1,000, (if not already an even multiple)	6 times your covered earnings or \$2,500,000, whichever is less	3 times your covered earnings, rounded to the next higher \$1,000, or \$500,000, whichever is less.
Spouse/Domestic Partner ²	Choice of \$10,000, \$20,000, \$30,000, \$40,000, \$50,000, \$100,000, \$150,000, or \$200,000, as long as the coverage does not exceed 100% of the Employee's eligible coverage amount	Up to \$200,000 as long as the coverage does not exceed 100% of the Employee's eligible coverage amount	Choice of \$10,000 or \$20,000
Children ^{2,3}	Choice of \$5,000 or \$10,000	Up to \$10,000	Choice of \$5,000 or \$10,000

If you provide Proof of Good Health, you can:

- › Purchase more coverage than the guaranteed issue amount
- › Increase your life insurance coverage at any time, up to the maximum allowed

¹ Guaranteed Issue amount is available within 30 days of your Benefits Eligibility Date without Proof of Good Health. Guaranteed Issue amount is also available for your new Spouse/Domestic Partner within 60 days of your event date without Proof of Good Health.

² For coverage to become effective, you must be actively at work and your Spouse/Domestic Partner must not be hospitalized, confined at home under the care of a doctor, receiving disability benefits, or unable to perform the normal daily activities of a person of the same age or gender. For your Dependent Children's coverage to be effective, they must not be hospitalized, confined at home under the care of a doctor, or unable to perform the normal daily activities of a person of the same age and gender.

³ If you elect voluntary term life for yourself or your Spouse/Domestic Partner, you may also purchase insurance for all of your Dependent Children from live birth to age 26 (or Dependent Children 26 years of age or older, who are primarily supported by you and incapable of self-sustaining employment because of a mental or physical disability).

Life status change

If you experience a life status change, you may be eligible to increase your coverage amount without satisfying Proof of Good Health. More information, including a list of these events, can be found in your Certificate of Insurance. You will have 60 days from the date of your life status change to apply.

Automatic coverage amount adjustments

Your voluntary term life coverage will automatically adjust (not to exceed the minimum/maximum allowed) to account for any salary increases or decreases. Your deduction amount will also adjust based on the coverage amount.

Accelerated payment benefit

If you or your covered Spouse/Domestic Partner become terminally ill and the life expectancy is a year or less, you can receive a maximum of 50% of your coverage amount, potentially tax-free.⁴ The money is paid out in a lump sum directly to you or anyone you designate to use however you wish. To qualify to receive the benefit, you must provide medical certification that your life expectancy or that of your Spouse/Domestic Partner is 12 months or less. NYL GBS will send payment as soon as your request, medical certification and supporting evidence are reviewed and approved.

This benefit is only available one time, and is not available on Dependent Child coverage.

Your premium obligation continues on the full amount of coverage if this benefit is exercised.

Coverage start and end dates

For you (and your dependent(s), if applicable), coverage will begin on the later of your Benefits Eligibility Date or the date NYL GBS receives the completed and signed application if:

- › You meet the eligibility requirements
- › You enroll within 30 days of your Benefits Eligibility Date
- › You do not apply for more than the Guaranteed Issue amount

Otherwise, coverage will start on the date NYL GBS agrees in writing to cover you and your dependents, if applicable. Proof of Good Health is required if you apply more than 30 days after your Benefits Eligibility Date or you apply for more than the Guaranteed Issue amount.

For you (and your Spouse/Domestic Partner, if applicable), coverage will end on whichever comes first:

- › You no longer satisfy the eligibility requirements for coverage
- › You cancel the coverage
- › Insperity cancels the group policy
- › You don't pay the premiums
- › For your Spouse/Domestic Partner, the date they reach age 99



⁴ You may want to seek advice from your personal legal or tax advisor before exercising this option.

Dependent Children coverage will end on whichever comes first:

- › Your coverage ends (or, when your Spouse's/Domestic Partner's coverage ends, if the Child's coverage is on the Spouse's/Domestic Partner's Certificate)
- › You surrender or cancel their coverage
- › They are no longer eligible for coverage

Monthly cost of insurance

Help preserve your family's lifestyle

To determine the cost of coverage, find your age or your Spouse's/Domestic Partner's age in the left column of the chart below, then read across to find the monthly cost of insurance for each \$1,000 of coverage[†]. Rates are subject to change. If you leave, retire or change Employers, higher rates may apply. You pay your premiums through payroll deduction unless you are on an unpaid leave of absence, in which case you will be required to pay via check.

Age of Employee or Spouse/Domestic Partner		Dependent Children coverage rates	
Under 25	\$0.030	\$5,000 of coverage for all your Dependent Children	\$0.90 per month
25-29	\$0.040		
30-34	\$0.053		
35-39	\$0.066		
40-44	\$0.094		
45-49	\$0.148		
50-54	\$0.269		
55-59	\$0.438		
60-64	\$0.660		
65-69	\$1.153		
70+	\$1.449		
		\$10,000 of coverage for all your Dependent Children	\$1.80 per month

[†] Your age for calculating monthly cost of insurance will be updated on each January 1. Voluntary term life insurance premiums are paid for with after-tax dollars.

Voluntary accidental death & dismemberment insurance

Because accidents happen

Eligible Employees have the opportunity to take advantage of voluntary accidental death & dismemberment (AD&D) insurance, which provides additional financial protection for covered injuries that are the result of a covered serious accident. It also covers the accidental loss of life.



Accidental death & dismemberment insurance (AD&D) can help to pay for unexpected costs, such as:

- › Child care and education
- › Spouse job training
- › Rehabilitation or trauma counseling
- › Home alterations and vehicle modification

Keep in mind, this coverage shouldn't be a replacement for life insurance or major medical insurance as it provides accident-only coverage.

Below are the coverage and amounts available. If you elect family coverage, each family member's coverage is a percentage of the benefit amount you select. It will depend on who your insured family members are at the time of a covered accidental loss.

Coverage available	Benefit amount	Maximum amount
Employee	1-6 times your covered earnings (as paid by Insperity), rounded to the next higher \$1,000, (if not already an even multiple)	6 times your covered earnings or \$2,500,000, whichever is less
Family – Spouse/Domestic Partner with no Children ⁵	60% of the Employee's eligible coverage amount	\$1,500,000
Family – Dependent Children with no Spouse/Domestic Partner ⁵	15% of the Employee's eligible coverage amount	\$50,000 per covered Child
Family – Spouse/Domestic Partner with Children ⁵	Spouse – 50% of the Employee's eligible coverage amount Child(ren) – 10% of the Employee's eligible coverage amount	Spouse - \$1,500,000 Child(ren) - \$50,000 per covered Child

Benefit reductions

When a covered Employee reaches age 70, benefits will be reduced to 70% of the benefit amount selected; at age 75, 45%, at age 80, 30% and at age 85, 15%. Coverage for your Spouse/Domestic Partner ends when he or she reaches age 70.

⁵ For coverage to become effective, you must be actively at work and your Spouse/Domestic Partner must not be hospitalized, confined at home under the care of a doctor, receiving disability benefits, or unable to perform the normal daily activities of a person of the same age or gender. For your Dependent Children's coverage to be effective, they must not be hospitalized, confined at home under the care of a doctor, or unable to perform the normal daily activities of a person of the same age and gender.

Monthly cost of insurance

Use this chart to help you figure out the monthly cost of AD&D coverage. You pay your premiums through payroll deduction unless you are on an unpaid leave of absence, in which case you will be required to pay via check. The total depends on how much coverage you select.

Employee only	Employee and family
\$0.016 per \$1,000 of coverage	\$0.026 per \$1,000 of coverage

| Note: AD&D is paid for with after-tax dollars. Rates are subject to change.

Schedule of covered losses

If, within 365 days of a covered accident, bodily injuries result in:	NYL GBS will pay this percentage of the benefit amount:	
	You and your Spouse/ Domestic Partner	Your Children
Loss of life	100%	100%
Dismemberment		
Loss of two or more hands or feet	100%	200%
Loss of one hand or one foot and sight in one eye	100%	200%
Loss of one hand or foot	50%	100%
Loss of all four fingers of the same hand	25%	50%
Loss of thumb and index finger of the same hand	25%	50%
Sensory loss		
Loss of sight of both eyes	100%	200%
Loss of speech and hearing (in both ears)	100%	200%
Loss of sight in one eye	50%	100%
Loss of speech	50%	100%
Loss of hearing (in both ears)	50%	100%
Paralysis		
Quadriplegia	100%	200%
Paraplegia	50%	100%
Hemiplegia	50%	100%

Information about coverage

Coverage start and end dates

Coverage for you (and your Dependent(s), if applicable,) will start on the date we receive your completed and signed application form. If you are not actively at work on the date coverage would become effective, coverage will become effective on the first day the Employee returns to active service.

Your coverage will end on whichever comes first:

- › Insperity cancels the group policy
- › You are no longer an eligible Employee
- › You don't pay the premiums

Spouse/Domestic Partner or Dependent Children coverage will end on whichever comes first:

- › Your coverage ends
- › Their premiums are not paid
- › They're no longer eligible

Changing from group to individual coverage

If your coverage ends before you reach age 70 for any reason except nonpayment of premium, you can convert to an individual policy. Proof of Good Health is not required. To continue your coverage, you must apply for the conversion policy and pay the first premium within 31 days after your group coverage ends. Family members may convert their coverage as long as they have not reached the maximum age limitation. Converted policies are subject to certain benefits and limits as outlined in your policy.