Lincoln Financial Group®

Full-Time Employees of Schwartz & Co. Enterprises, LTD dba J.E. Adams Industries, LTD

(Plan Sponsor: Schwartz & Co. Enterprises, LTD dba J.E. Adams Industries, LTD)

Benefits At-A-Glance

Voluntary Term Life and AD&D Insurance

The Lincoln Term Life and AD&D Insurance Plan:

- Provides a cash benefit to your loved ones in the event of your death
- Provides an additional cash benefit to your loved ones if you die — or to you if you lose a limb or your eyesight — in a covered accident
- Features group rates for Schwartz & Co. Enterprises, LTD dba J.E. Adams Industries, LTD employees
- Includes *LifeKeys*® services, which provide access to counseling, financial, and legal support services
- Also includes *TravelConnect*® services, which give you and your family access to emergency medical assistance when you're on a trip 100+ miles from home

Employee	
Newly hired employee guaranteed coverage amount	$100,000
Continuing employee guaranteed coverage annual increase amount	Choice of $10,000 or $20,000
Maximum coverage amount	5 times your annual salary ($500,000 maximum in increments of $10,000)
Minimum coverage amount	$10,000
AD&D coverage amount	Equal to the life insurance amount chosen
Spouse	
Newly hired employee guaranteed coverage amount	$25,000
Continuing employee guaranteed coverage annual increase amount	Choice of $5,000 or $10,000
Maximum coverage amount	50% of the employee coverage amount ($250,000 maximum in increments of $5,000)
Minimum coverage amount	$5,000
AD&D coverage amount	Equal to the life insurance amount chosen
Dependent Children	
6 months to age 19 (to age 26 if unmarried, & a full-time student) guaranteed coverage amount	$20,000
Age 1 day to 6 months guaranteed coverage amount	$2,000

What your benefits cover

Employee Coverage

Guaranteed Life and AD&D Insurance Coverage Amount

- Initial Open Enrollment: When you are first offered this coverage, you can choose a coverage amount up to $100,000 without providing evidence of insurability.
- Annual Limited Enrollment: If you are a continuing employee, you can increase your coverage amount by $10,000 or $20,000 without providing evidence of insurability . If you submitted evidence of insurability in the past and were declined for medical reasons, you may be required to submit evidence of insurability.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required and may be at your own expense.
- You can increase this amount by up to $20,000 during the next limited open enrollment period.

Maximum Life Insurance Coverage Amount

- You can choose a coverage amount up to 5 times your annual salary ($500,000 maximum) with evidence of insurability. See the Evidence of Insurability page for details.
- The maximum coverage amount for employees 70 and older who are electing coverage for the first time is $50,000.
- Your coverage amount will reduce by 35% when you reach age 70; an additional 20% of the original amount when you reach age 75; an additional 15% of the original amount when you reach age 80; and an additional 10% of the original amount when you reach age 85.

Spouse Coverage - You can secure term life and AD&D insurance for your spouse if you select coverage for yourself.

Guaranteed Life and AD&D Insurance Coverage Amount

- Initial Open Enrollment: When you are first offered this coverage, you can choose a coverage amount up to 50% of your coverage amount ($25,000 maximum) for your spouse without providing evidence of insurability.
- Annual Limited Enrollment: If you are a continuing employee, you can increase the coverage amount for your spouse by $5,000 or $10,000 without providing evidence of insurability. If you submitted evidence of insurability in the past and were declined for medical reasons, you may be required to submit evidence of insurability.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required and may be at your own expense.
- You can increase this amount by up to $10,000 during the next limited open enrollment period.

Maximum Life Insurance Coverage Amount

- You can choose a coverage amount up to 50% of your coverage amount ($250,000 maximum) for your spouse with evidence of insurability.
- Coverage amounts are reduced by 35% when an employee reaches age 70, an additional 20% when an employee reaches age 75, an additional 15% when an employee reaches age 80, and an additional 10% when an employee reaches age 85.

Dependent Children Coverage - You can secure term life insurance for your dependent children when you choose coverage for yourself.

Guaranteed Life Insurance Coverage Options: $2,000 and $20,000.

Additional Plan Benefits

Accelerated Death Benefit	Included
Premium Waiver	Included
Conversion	Included
Portability	Included
Seat Belt & Airbag	Included with AD&D
Common Carrier	Included with AD&D

Benefit Exclusions

Like any insurance, this term life and AD&D insurance policy does have exclusions.

For life insurance, a suicide exclusion may apply.

For AD&D, benefits will not be paid if death results from suicide, or death/dismemberment occurs while:

- Inflicting or attempting to inflict injury to one's self
- Participating in a riot or as a result of war or act of war
- Serving as a member of the military, including the Reserves and National Guard
- Committing or attempting to commit a felony
- Deliberately inhaling gas (such as carbon monoxide) or using drugs other than those prescribed by a physician and administered as prescribed
- Flying in a non-commercial airplane or aircraft, such as a balloon or glider
- Driving while intoxicated (with a blood alcohol level of .08 grams or more per 100 milliliters of blood)

In addition, the AD&D insurance policy does not cover sickness or disease, including the medical and surgical treatment of a disease.

A complete list of benefit exclusions is included in the policy. State variations apply.

Questions? Call 800-423-2765 and mention Group ID: JEADAMIND.

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the contract, the contract will govern.

LifeKeys® services are provided by ComPsych® Corporation, Chicago, IL. *TravelConnect*® travel assistance services are provided by On Call International, Salem NH. On Call International must coordinate and provide all arrangements in order for eligible services to be covered. ComPsych® and On Call International are not Lincoln Financial Group companies and Lincoln Financial Group does not administer these Services. Each independent company is solely responsible for its own obligations. Coverage is subject to contract language that contains specific terms, conditions, and limitations.

Insurance products (policy series GL1101) are issued by The Lincoln National Life Insurance Company (Fort Wayne, IN), which does not solicit business in New York, nor is it licensed to do so. Product availability and/or features may vary by state. Limitations and exclusions apply.

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Weekly Voluntary Life and AD&D Insurance Premium
Here's how little you pay with group rates.

Employee Age Range	Life & AD&D Premium Rate Factor
0 - 24	0.0000256
25 - 29	0.0000256
30 - 34	0.0000277
35 - 39	0.0000318
40 - 44	0.0000464
45 - 49	0.0000734
50 - 54	0.0001188
55 - 59	0.0001812
60 - 64	0.0002206
65 - 69	0.0004922
70 - 74	0.0008885
75 - 79	0.0014714
80 - 84	0.0014714
85 - 99	0.0014714

Group Rates for You

The estimated weekly premium for life and AD&D insurance is determined by multiplying the desired amount of coverage (in increments of $10,000) by the employee age-range premium factor.

$_____ X _____ = $_____

coverage amount premium factor weekly premium

Note: Rates are subject to change and can vary over time.

Employee |Weekly Premiums for Select Life and AD&D Insurance Coverage Amounts

Employee Age Range	$10,000	$20,000	$50,000	$100,000	$250,000	$500,000
0 - 24	$0.26	$0.51	$1.28	$2.56	$6.40	$12.81
25 - 29	$0.26	$0.51	$1.28	$2.56	$6.40	$12.81
30 - 34	$0.28	$0.55	$1.38	$2.77	$6.92	$13.85
35 - 39	$0.32	$0.64	$1.59	$3.18	$7.96	$15.92
40 - 44	$0.46	$0.93	$2.32	$4.64	$11.60	$23.19
45 - 49	$0.73	$1.47	$3.67	$7.34	$18.35	$36.69
50 - 54	$1.19	$2.38	$5.94	$11.88	$29.71	$59.42
55 - 59	$1.81	$3.62	$9.06	$18.12	$45.29	$90.58
60 - 64	$2.21	$4.41	$11.03	$22.06	$55.15	$110.31
65 - 69	$4.92	$9.84	$24.61	$49.22	$123.06	$246.12

Employee Age Range	$6,500	$13,000	$32,500
70 - 74	$5.78	$11.55	$28.88

Employee Age Range	$4,500	$9,000	$22,500
75 - 79	$6.62	$13.24	$33.11

Employee Age Range	$3,000	$6,000	$15,000
80 - 84	$4.41	$8.83	$22.07

Employee Age Range	$2,000	$4,000	$10,000
85 - 99	$2.94	$5.89	$14.71

Employee Age Range	Life & AD&D Premium Rate Factor
0 - 24	0.0000256
25 - 29	0.0000256
30 - 34	0.0000277
35 - 39	0.0000318
40 - 44	0.0000464
45 - 49	0.0000734
50 - 54	0.0001188
55 - 59	0.0001812
60 - 64	0.0002206
65 - 69	0.0004922
70 - 74	0.0008885
75 - 79	0.0014714
80 - 84	0.0014714
85 - 99	0.0014714

Group Rates for Your Spouse

The estimated weekly premium for life and AD&D insurance is determined by multiplying the desired amount of coverage (in increments of $5,000) by the employee age-range premium factor.

$_____ X _____ = $_____

coverage amount premium factor weekly premium

Note: Rates are subject to change and can vary over time.

Spouse | Weekly Premiums for Select Life & AD&D Insurance Coverage Amounts

Employee Age Range	$5,000	$10,000	$25,000	$50,000	$150,000	$250,000
0 - 24	$0.13	$0.26	$0.64	$1.28	$3.84	$6.40
25 - 29	$0.13	$0.26	$0.64	$1.28	$3.84	$6.40
30 - 34	$0.14	$0.28	$0.69	$1.38	$4.15	$6.92
35 - 39	$0.16	$0.32	$0.80	$1.59	$4.78	$7.96
40 - 44	$0.23	$0.46	$1.16	$2.32	$6.96	$11.60
45 - 49	$0.37	$0.73	$1.83	$3.67	$11.01	$18.35
50 - 54	$0.59	$1.19	$2.97	$5.94	$17.83	$29.71
55 - 59	$0.91	$1.81	$4.53	$9.06	$27.17	$45.29
60 - 64	$1.10	$2.21	$5.52	$11.03	$33.09	$55.15
65 - 69	$2.46	$4.92	$12.31	$24.61	$73.83	$123.06

Employee Age Range	$3,250	$6,500	$16,250	$32,500	$97,500	$162,500
70 - 74	$2.89	$5.78	$14.44	$28.88	$86.63	$144.38

Employee Age Range	$2,250	$4,500	$11,250	$22,500	$67,500	$112,500
75 - 79	$3.31	$6.62	$16.55	$33.11	$99.32	$165.53

Employee Age Range	$1,500	$3,000	$7,500	$15,000	$45,000	$75,000
80 - 84	$2.21	$4.41	$11.04	$22.07	$66.21	$110.35

Employee Age Range	$1,000	$2,000	$5,000	$10,000	$30,000	$50,000
85 - 99	$1.47	$2.94	$7.36	$14.71	$44.14	$73.57

Dependent Children Weekly Premium for Life Insurance Coverage

Coverage Amount	Weekly Premium
$2,000	$0.06
$20,000	$0.62

Group Rates for Your Dependent Children

One affordable weekly premium covers all of your eligible dependent children.

Note: You must be an active Schwartz & Co. Enterprises, LTD dba J.E. Adams Industries, LTD employee to select coverage for a spouse and/or dependent children. To be eligible for coverage, a spouse or dependent child cannot be confined to a health care facility or unable to perform the typical activities of a healthy person of the same age and gender.