

BASIC LIFE / AD&D INSURANCE



Guardian

Life insurance can help provide for your loved ones if something were to happen to you. BAT provides full-time employees with 1x annual compensation in group life and accidental death and dismemberment (AD&D) insurance, payable to your named beneficiary(ies). The minimum benefit amount is \$15,000 and maximum benefit amount is \$250,000.

Rolfson Oil pays for the full cost of this benefit – meaning this benefit is provided at **No Cost** to you. You are responsible for updating your beneficiary information, as needed.



Life insurance

If something happens to you, life insurance can help your family reduce financial stress.

Life insurance helps protect your family's finances by providing a cash benefit if you pass away. This ensures that they'll be financially supported, and can cover important things from bills to funeral costs. With life policies, you can get affordable life insurance protection for a set period of time.

Who is it for?

Everyone's life insurance needs are different, depending on their family situation. That's why group life insurance through an employer is an easier and more affordable option than individual life insurance.

What does it cover?

Life insurance protects your loved ones by providing a benefit (which is usually tax-exempt) if you pass away.

Why should I consider it?

Life insurance is about more than just covering expenses. Depending on your circumstances, it could take your family years to recover from the loss of your income.

With a life insurance benefit, your family will have extra money to cover mortgage and rent payments, legal or medical fees, childcare, tuition, and any outstanding debts.

Guardian, its subsidiaries, agents, and employees do not provide tax, legal, or accounting advice. Consult your tax, legal, or accounting professional regarding your individual situation.

You will receive these benefits if you meet the conditions listed in the policy.



Preparing and planning

Jorge's never considered purchasing life insurance, but after being offered it through work, he decides it's a smart way to protect his family.

Jorge has a mortgage, and because his wife is helping to take care of her mother, she only works part-time. In addition, his daughter is about to start college.

Jorge looks at how his family would be affected by losing him.

Average funeral cost: **\$9,000**

Average mortgage debt: **\$202,000**

Average cost of college: **\$17,000 - \$44,000**

Average household credit card debt: **\$8,500**

With life insurance, Jorge can make sure that part of these costs are covered if something happens to him.

This example is for illustrative purposes only. Your plan's coverage may vary. See your plan's information on the following pages for specific amounts and details.



Your life coverage

| | BASIC LIFE | VOLUNTARY TERM LIFE |
|---|--|--|
| Employee Benefit | Your employer provides Basic Life Coverage for all full time employees in the amount of 100% of your annual salary, to a maximum of \$250,000 with a minimum amount of \$15,000. | \$10,000 increments to a maximum of \$500,000. See Cost Illustration page for details. |
| Accidental Death and Dismemberment | Your Basic Life coverage includes Enhanced Accidental Death and Dismemberment coverage. | Enhanced employee, spouse, and child(ren) coverage. Maximum 1 times life amount. |
| Spouse Benefit | N/A | \$5,000 increments to a maximum of \$250,000. See Cost Illustration page for details.‡ |
| Child Benefit | N/A | Your dependent children age birth† to 23 years (25 if full time student). \$1,000 increments to a maximum of \$10,000. Subject to state limits. See Cost Illustration page for details. |
| Guarantee Issue: The 'guarantee' means you are not required to answer health questions to qualify for coverage up to and including the specified amount, when you sign up for coverage during the initial enrollment period. | Guarantee Issue coverage up to \$250,000 per employee | We Guarantee Issue coverage up to: Employee Less than age 65 \$150,000, 65-69 \$50,000, 70+ \$10,000. Spouse Less than age 65 \$25,000, 65-69 \$10,000, 70+ \$0. Dependent children \$10,000. |
| Premiums | Covered by your company if you meet eligibility requirements | Increase on plan anniversary after you enter next five-year age group |



Your life coverage

| | BASIC LIFE | VOLUNTARY TERM LIFE |
|--|--|--|
| Portability: Allows you to take coverage with you if you terminate employment. | Yes, with age and other restrictions, including evidence of insurability | Yes, with age and other restrictions |
| Conversion: Allows you to continue your coverage after your group plan has terminated. | Yes, with restrictions; see certificate of benefits | Yes, with restrictions; see certificate of benefits |
| Accelerated Life Benefit: A lump sum benefit is paid to you if you are diagnosed with a terminal condition, as defined by the plan. | Yes | Yes |
| Waiver of Premiums: Premium will not need to be paid if you are totally disabled. | For employees disabled prior to age 60, with premiums waived until age 65, if conditions are met | For employees disabled prior to age 60, with premiums waived until age 65, if conditions met |
| Benefit Reductions: Benefits are reduced by a certain percentage as an employee ages. | 35% at age 70, 55% at age 75 | 35% at age 65, 55% at age 70, 70% at age 75, 80% at age 80 |

Subject to coverage limits

† and Voluntary Life: Infant coverage is limited based on age.

‡ **Spouse coverage terminates at age 70.**

Annual Election Option allows employees to increase the amount of their life coverage without a medical exam when they re-enroll in their company's Voluntary Life plan. This option allows employees to step up to an amount of up to \$50,000, up to the Guarantee Issue amount.