



PEOPLE rewards



| COVERAGE TYPE | COVERAGE AMOUNT | PLAN FEATURES |
|---|--|--|
| Basic Group Term Life Insurance, Accidental Death & Dismemberment (AD&D) | 1x base salary up to \$500,000 Rounded to the next one thousand | <ul style="list-style-type: none"> - Automatic enrollment - Company paid - no cost to you, however, a portion may be taxable - Coverage is automatically provided - Accelerated death benefit applies - Coverage amount reduces to 65% at age 65 |
| Voluntary Life Insurance Voluntary Death & Dismemberment | Coverage available in increments of \$10,000 up to 5x your annual salary or \$500,000 maximum Guaranteed Issue amount for newly eligible Associates up to the maximum | <ul style="list-style-type: none"> - Associate paid with after-tax contributions - Evidence of Insurability is required for: - Newly eligible participants electing more than the Guaranteed Issue Amount - Participants electing coverage for the first time after new hire eligibility period - Participants with coverage who increase coverage at any time including Open Enrollment - Accelerated death benefit applies - Coverage amount reduces to 65% at age 65 - Must have Voluntary Life to elect AD&D |
| Spouse Voluntary Life Spouse Accidental Death & Dismemberment | Coverage available in increments of \$5,000 up to the lesser of \$250,000 or 50% of the Associate Supplemental Life Insurance Election. \$75,000 Guaranteed Issue for newly eligible Associates. Minimum of \$10,000 required | <ul style="list-style-type: none"> - Associate paid - Evidence of Insurability is required for: - Newly eligible participants electing more than the Guaranteed Issue Amount - Participants electing coverage for the first time after new hire eligibility period - Participants with coverage who increase coverage at any time including Open Enrollment - Must have Associate Voluntary Life to elect Spouse Life - Must have Voluntary Spouse Life to elect AD&D |
| Child Voluntary Life | Coverage available in the amount of \$10,000 | <ul style="list-style-type: none"> - Associate paid - One premium covers all eligible children up to age 26 - Must have Associate Voluntary Life to elect |