

AAA Carolinas Summary of Benefits

Life and AD&D Insurance – Class 1

Group life insurance coverage can offer important financial protection

Most people agree that protecting their loved ones in the event of death is very important. Consider what would happen to your dependents if they no longer had your income to rely on. Life insurance can help your family maintain its standard of living as well as secure plans for college and retirement. With the right amount of life insurance, you'll know that your family's financial obligations will be covered.

Together with your employer, Lincoln Financial Group offers you an opportunity to purchase Optional Group Term Life and Accidental Death & Dismemberment (AD&D) Insurance for you and your dependents.

Eligibility	All Active Full-Time Employees working a minimum of 30 regularly scheduled hours per week.
Waiting Period	You are eligible on the first of the month following 30 days of continuous, active employment.
Employee Benefit	<p>Employee Basic Term Life and AD&D: Coverage is equal to one times your base annual salary¹ rounded up to the next \$1,000. This amount may not exceed \$200,000. Coverage is employer-paid.</p> <p>Employee Optional Term Life and AD&D: You may purchase increments of \$10,000 to a maximum \$500,000/10 x salary. The monthly rate is based on amount selected and your age.</p>
Dependent Spouse Benefit	<p>Dependent Spouse Basic Life: Spouse coverage is equal to \$10,000. Coverage is employer-paid.</p> <p>Optional Dependent Spouse Life: Optional spouse coverage is equal to 50% of the employee's optional life amount not to exceed \$250,000 and a minimum of \$5,000. The monthly rate is based on amount selected and your age.</p>
Dependent Child Benefit	<p>Dependent Child Basic Life: Child coverage is equal to \$5,000 for children under age 26 years.</p> <p>Optional Dependent Child Life: You may purchase increments of \$2,500 to a maximum \$10,000 for children under age 26 years. The monthly rate is based on amount selected.</p>
Family AD&D Coverage	<p>Employee: The employee must enroll in Family Accidental Death & Dismemberment (AD&D) coverage to elect Spouse or Child(ren) Family AD&D Coverage.</p> <p>Dependents: You may choose to cover your dependent spouse and child(ren) under the Family AD&D plan. All eligible dependents will be covered. The Spouse and Child(ren) Family AD&D Coverage is a percentage of the employee coverage amount and is based on the employee's dependents.</p> <p>Your dependents are eligible for the following coverage:</p> <p>Spouse Coverage without Children: 50% of your coverage amount. Maximum is \$250,000.</p> <p>Spouse Coverage with Children: 40% of your coverage amount. Maximum is \$250,000.</p>

¹For the definition of your base annual salary, please see your plan booklet or contact your Human Resources department.

	<p>Child(ren) Coverage without Spouse: 15% of your coverage amount for each dependent child. Maximum is \$10,000.</p> <p>Child(ren) Coverage with Spouse: 10% of your coverage amount for each dependent child. Maximum is \$10,000.</p>
Evidence of Insurability	<p>Employee Optional Life: A health statement is required if the amount elected is greater than \$100,000 or any increase at each annual enrollment.</p> <p>Spouse: A health statement is required if the amount elected is greater than \$30,000 or any increase at each annual enrollment.</p>
Conversion	<p>Conversion: If all or part of your basic and dependent life coverage ends, you may convert the amount that ends to an individual life insurance policy without medical evidence.</p>
Waiver of Premium	Included with employer policy
Reduction Schedule	<p>Basic Employee Life and AD&D, Employee Optional Life and Spouse Optional Life: When you reach age 70, life benefits reduce to 65% and when you reach age 75, life benefits reduce to 50%.</p> <p>Optional AD&D: When you reach age 75, life benefits reduce to 50% and when you reach age 80, life benefits reduce to 25%.</p>
Employee Assistance Program (EAP)	As an employee covered under your employer's group life policy issued by Lincoln Financial Group, you are eligible for the EAP. These benefits include financial, legal, and family services and are available to you and your immediate family members. Employee Assistance Program ("Services") are provided by Morneau Shepell. Lincoln Financial Group does not insure or administer these services.
Travel Assistance	Travel Assistance provides 24/7/365 access to pre-travel, personal, and emergency help with situations that may arise during travel. Services are available to the covered employee while on business or personal travel more than 100 miles from home and for fewer than 90 consecutive travel days. Dependents traveling with the employee are also covered. Travel assistance services are administered by UnitedHealthcare Global. UnitedHealthcare Global must make all arrangements for Lincoln Financial Group to cover costs of covered events.

Accidental Death & Dismemberment insurance provides a benefit when an injury resulting from an accident causes the death or other covered losses to the insured.

Please Note: Evidence of insurability may be required. Please see your Human Resources department or Benefits department for additional information.

The above information provides highlights of the insurance program. It does not and is not intended to cover the program in detail. Please refer to the policy for a complete description of the coverage, limitations, and exclusions.