

Union Labor Life Insurance Company

Summary of Benefits

Life Insurance Benefits

Benefits- If you die from any cause while you are insured, the proceeds, as shown below, will be paid to your beneficiary:

Active Employees	(who die on or after July 1, 2012)	\$40,000
Retirees	(who die on or after August 1, 2010)	\$ 5,000

Beneficiary- You may name anyone you wish as your beneficiary. You may change your beneficiary at any time by completing the proper form. The change will be effective when the completed form is received by the Plan Administrator.

Continuation of Life Insurance if You Become Total and Permanently Disabled

- *If you become Totally and Permanently Disabled* before age 60, your life insurance will continue at no cost to you for 12 months from the date to which premiums were paid on your behalf. Coverage will further continue during such disability, without payment of premium, if:
 - You send written proof of your disability to the Union Labor Life Insurance Company (the “Company”) no later than 12 months after the start of your disability; and
 - the proof shows that you were Totally and Permanently Disabled for at least nine months; and that such disability will presumably continue to exist.
 - Premiums will be waived every 12 months if you submit proof of continuing total and permanent disability each year, within three months before the anniversary of the date the initial proof of your disability was received by the Plan Administrator.
- *The Amount of Insurance that is continued* while you are Totally and Permanently Disabled, will be the amount which was in force at the time premium payments were discontinued on your behalf as a result of your disability.
- *The Meaning of Totally and Permanently Disabled* means that, due solely to a bodily injury or illness; you are prevented from engaging in any business, occupation or employment for remuneration or profit.

Termination of Coverage

Coverage will automatically terminate:

- on the date you are no longer Totally and Permanently Disabled; or
- on the date you fail to furnish the Company with proof of your continued disability (which must be within three months before the anniversary of the date the initial proof of disability was received by the Company); or
- upon your failure to be examined by a Physician designated by the Company, when so requested by the Company. Such an examination will not be required more than once a year after your insurance has been continued under this extension for two full years.

Conversion Privilege- If you are no longer eligible for group life insurance because you no longer belong to an eligible insured class or if you terminate your employment, you may convert that benefit to any form of individual life insurance usually offered by the Company, except for term insurance or insurance which provides disability or other supplemental benefits.

- You will not need a medical examination. But you must complete the application form and send it with the first premium payment to the Company no later than 31 days after your group life insurance has terminated.
- The face value of your new policy cannot be more than the amount you had under the group plan. The rate you pay will depend upon your age (at the nearest birthday to the date of issue of the individual policy), your class of risk at the time of your conversion, and the form and amount of your

new policy.

You may also convert if your life insurance benefits terminate because the policy terminates, or because life insurance benefits for your class terminate. In this case, however, you must have been covered under the group plan for at least five years. You may convert the LESSER of the following amounts:

- the amount of life insurance you had under this Plan, less any new amount you may have or for which you may become eligible under another group plan within 31 days of the termination; or
- \$2,000.00.

If you should die during the 31-day period after your group life insurance has terminated, the Company will pay the amount of life insurance you could have converted to the last beneficiary you named, whether or not you applied for an individual life insurance policy.

Accidental death and dismemberment benefits (Active Employees Only)

The Benefits-This benefit will be payable if, while insured, you sustain any of the losses listed below as a result of an accident. For benefits to be payable, the loss must take place within 90 days from the date of the Injury. This benefit is in addition to any other benefits under this Plan. For loss of life, benefits will be paid to the beneficiary you name for any other loss, the benefits will be paid to you.

- The Benefit is: The Principal Sum for Loss of:
 - Life
 - Two Hands
 - Two Feet
 - Sight of Two Eyes
 - One Hand and One Foot
 - One Hand and Sight of One Eye
 - One Foot and Sight of One Eye
- The Benefit is: One-Half The Principal Sum for Loss of:
 - One Hand
 - One Foot
 - Sight of One Eye

If you suffer more than one loss in any one accident, payment will be made only for that loss for which the largest amount is payable.

Definitions

- Loss of hand or foot means that the entire hand or foot is severed at or above the wrist or ankle joint, respectively.
- Loss of sight means the total and irrecoverable loss of sight.
- Principal Sum is \$20,000, effective July 1, 2012.

Beneficiary

You may name anyone you wish as your beneficiary. You may change your beneficiary at any time by completing the proper form. The change will be effective when the form is received by the Plan Administrator.

Losses That Are Not Covered

No benefit is payable under this section if your death or any loss is caused directly or indirectly, wholly or partly, by:

- Bodily or mental illness, or disease of any kind, or medical or surgical treatment thereof;
- Ptomaine or bacterial infections (except infections caused by phylogenic organisms which occur with and through an accidental cut or wound);
- Intentional self-destruction or self-inflicted injury, while sane or insane;
- Participation in the commission of a felony;
- War or an act of war, whether declared or undeclared;
- Service in any military, naval or air force of any country while such country is engaged in war; or police duty as a member of any military, naval or air organization.