

Optional Life Insurance Age-Based Rates

| CIGNA Group Insurance | FOR EMPLOYEES COVERAGE PER \$1,000 OF OPTIONAL TERM LIFE INSURANCE | |
|-----------------------------|--------------------------------------------------------------------|------------------------------------------------------------------|
| | For Employees Classified As Smokers on the Employer's Record | For Employees Classified As Non-Smokers on the Employer's Record |
| Your Age as of January 1 | | |
| Less than age 25 | \$.06 | \$.043 |
| Age 25 but less than 30 | .06 | .043 |
| Age 30 but less than age 35 | .068 | .068 |
| Age 35 but less than age 40 | .085 | .077 |
| Age 40 but less than age 45 | .136 | .094 |
| Age 45 but less than age 50 | .230 | .170 |
| Age 50 but less than age 55 | .417 | .298 |
| Age 55 but less than age 60 | .646 | .417 |
| Age 60 but less than age 65 | 1.003 | .706 |
| Age 65 but less that age 70 | 1.165 | 1.148 |
| Age 70 and over | 2.168 | 1.828 |

- You may elect 1, 2, 3, 4 or 5 times your annual earnings. Optional life insurance contributions for any month will be based upon your age and salary as recorded in HRIS, as of the first day of each calendar year. (Negotiated Union contract pay changes **effective for January 1st** may change the amount of coverage and premium deduction during the year.)
- Dependent Life insurance is \$1.60 per dependent unit (family) per month and covers a legal spouse and dependent children to age 19 for \$5,000.00 each. (Newborns 14 days to 6 months are covered for \$500.00.) You must elect Optional Life insurance in order to enroll in Dependent life coverage.

EXAMPLE OF PREMIUM CALCULATION:

Employee age 41, non-smoker, with an annual salary of \$36,000, enrolled for 2 times their annual salary in coverage.

$\$36,000 \times 2 = \$72,000$ of coverage, divided by $\$1000 = 72$
 Non-smoker rate for age 41 is $\$.094 \times 72$ (thousands) = \$ 6.77 per month

Your Salary \$_____ x (1, 2, 3, 4 or 5) = \$_____ (rounded to next \$1000), divided by \$1000 = \$_____ (thousands) x rate from chart above (smoker or non-smoker) = \$_____ estimated monthly premium.

Pre-tax premium deductions can result in an IRS required imputed income calculation that may decrease tax savings that normally occur with pre-tax premium deductions. In general you will do better with pre-tax deductions if you are under age 60 with less than 3 times your salary in coverage.

Pre-tax enrollments cannot be changed until the end of the year. Increases are subject to Evidence of Insurability application and insurance carrier approval.