

SUPPLEMENTAL LIFE / AD&D INSURANCE

GUARDIAN

While Butch's Propane and Guardian offer basic life insurance, some employees may want to purchase additional coverage. Consider your personal circumstances. Are you the sole provider for your household? What other expenses do you anticipate in the future (for example, college tuition)? Depending on your needs, you may want to consider supplemental coverage.

The company also provides benefit-eligible employees the opportunity to purchase Voluntary Life/AD&D Insurance coverage. Employees may also choose to purchase Life/AD&D Insurance for their spouse and dependent child(ren). The premium for this additional coverage is 100% paid for by the employee and is offered at negotiated group rates through the company. These rates may be challenging to obtain on your own.

NEW HIRE NOTICE – If you are a new hire, this is your chance to receive Guarantee Issue for yourself and your dependents. If you do not take advantage of this benefit now, but then wish to enroll later, you will be subject to evidence of insurability (answer medical questions).

BENEFITS AT-A-GLANCE

VOLUNTARY SUPPLEMENTAL LIFE/AD&D COVERAGE HIGHLIGHTS

| | |
|---|---|
| Term Life and AD&D Coverage Amounts Capped at 5x salary | Employee: \$500,000 max (in \$10,000 increments) Spouse: \$250,000 max (in \$5,000 increments) up to 50% of employee benefit Child(ren): \$10,000 max (in \$1,000 increments) 6 months – 26 years |
| Guarantee Issue Amount | Employee: \$150,000 / Spouse: \$25,000 <i>*If you enroll when first offered at the time of on-boarding, you receive up to the listed amount without having to answer medical questions. However, this amount is capped at 5x salary.</i> |
| Reduction Schedule | 35% at age 65 / 55% at age 70 / 70% at age 75 / 80% at age 80 |
| Additional Features | Employees pay 100% of cost. Login to the Ease to view your age-based rates. |



Watch our video
How life insurance protects
families and covers critical costs.

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

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

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

The Guarantee Issue amount may be subject to reductions by percentage at the ages shown in this summary.

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.