MetLife | Benefit Overview

RICH'S

Continue to be there for your loved ones with Life Insurance

Life Insurance helps to provide a more financially secure future.

Have extra comfort knowing that your loved ones can be better prepared to meet financial obligations, should something unforeseen happen to you.

If you have a spouse/domestic partner and/or children, they may rely on your help in running the household. It's important to take steps to make sure your family would be more financially prepared without you to handle expenses like:

- Food
- Utilities
- Transportation
- Mortgage/rent payments
- Insurance premiums
- Childcare/education fees

Why should I enroll?

- Competitive[1] employee rates
- Convenient payroll deduction
- Value-added services at no additional cost to you

With group life insurance, you can receive a wide range of coverage options to fit your needs and budget, death benefit proceeds that are income tax free to your beneficiary, and underwriting requirements waived for certain amounts.

In general, industry experts recommend having enough life insurance to replace 10-15 years of income.[2]

Taking care of everyday living costs is just one thing to consider. Nearly one in three Americans think they need more life insurance.[2] Families without adequate life insurance could struggle with long-term expenses like:

- College tuition
- Retirement
- Child or aging parent care
- Wedding expenses

Supplemental Term Life Insurance

You can better prepare for these longer-term expenses by purchasing additional term life insurance that goes above your employer-provided coverage. It's important to review your life insurance coverage often, as you experience different life events. Getting married, having children, and buying a home could require adding more life insurance protection to your portfolio as your financial commitments change.

Your plan also gives you access to MetLife Advantages℠ — services at no additional cost to you, including:

- **Will Preparation**[3] offers you and your spouse/domestic partner face-to-face meetings or phone calls with a MetLife Legal plan attorney to prepare or update a will, living will or power of attorney.
- **Estate Resolution Services**[3] provides you and the beneficiaries of your estate with face-to-face meetings or phone consultations with a participating MetLife Legal plan attorney to help settle your or your spouse's/domestic partner's estate.
- **Portability**[4] gives you the flexibility to take your MetLife coverage with you if you change jobs.
- **Grief Counseling**[5] provides you and your family up to five private counseling sessions with a licensed grief counselor to help cope with a loss or major event.
- **Beneficiary Grief Counseling**[6] provides personalized counseling sessions to meet your beneficiary's needs. Any beneficiary who receives the life insurance proceeds is eligible for up to five counseling sessions. These sessions can be in-person or by phone with one of TELUS Health network of counselors who provide professional, confidential support during difficult times.

Get extra protection by adding accidental death and dismemberment (AD&D) insurance.[7]

RICH'S®

This protection is in addition to your life insurance coverage and can give you and your family extra financial security should a sudden accident take your life or cause you serious loss or harm. AD&D coverage complements your life insurance with protection that covers you for:

- Paralysis
- Loss of limb, speech, hearing or sight
- Brain damage or coma
- Fatal accident

Some additional payouts that may be included in your AD&D insurance coverage:

- Air bag benefit
- Hospitalization benefit
- Childcare center benefit
- Seat belt benefit

(Please see your Plan Summary for details.)

Enroll at benefits.rich.com or contact your HR representative to **learn more**.

1. Cost of insurance rates are determined using methodologies that vary by company. These rates can vary and will generally increase with age. Rates for active employees may be different than those available to terminated or retired employees. It's important to look at all factors when evaluating the overall competitiveness of rates and the value of life insurance coverage.
2. "How Much Life Insurance Do I Need?" Life Happens. https://lifehappens.org/life-insurance-101/how-much-life-insurance-do-i-need/. Accessed 02/19/2021
3. Included with Supplemental Life Insurance. Will Preparation and Estate Resolution Services are offered by MetLife Legal Plans, Inc., Cleveland, Ohio. In certain states, legal services benefits are provided through insurance coverage underwritten by Metropolitan General Insurance Company, Warwick, Rhode Island. For New York sitused or principally located cases, the Will Preparation service is an expanded offering that includes office consultations and telephone advice for certain other legal matters beyond Will Preparation. Tax Planning and preparation of Living Trusts are not covered by the Will Preparation Service. Certain services are not covered by Estate Resolution Services, including matters in which there is a conflict of interest between the executor and any beneficiary or heir and the estate; any disputes with the group policyholder, MetLife and/ or any of its affiliates; any disputes involving statutory benefits; will contests or litigation outside probate court; appeals; court costs, filing fees, recording fees, transcripts, witness fees, expenses to a third party, judgments or fines; and frivolous or unethical matters.
4. All coverage amounts are subject to applicable state laws. To take advantage of this benefit, coverage of at least $20,000 must be elected.
5. Grief Counseling and Funeral Assistance services are provided through an agreement with TELUS Health, TELUS Health is not an affiliate of MetLife, and the services TELUS Health provides are separate and apart from the insurance provided by MetLife. TELUS Health has a nationwide network of over 30,000 counselors. Counselors have master's or doctoral degrees and are licensed professionals. The Grief Counseling program does not provide support for issues such as: domestic issues, parenting issues, or marital/relationship issues (other than a finalized divorce). For such issues, members should inquire with their human resources department about available company resources. This program is available to insureds, their dependents, and beneficiaries who have received a serious medical diagnosis or suffered a loss. Events that may result in a loss are not covered under this program unless and until such loss has occurred. Services are not available in all jurisdictions and are subject to regulatory approval. Not available on all policy forms.
6. Beneficiary Grief Counseling services are provided through an agreement with TELUS Health. TELUS Health is not an affiliate of MetLife, and the services TELUS Health provides are separate and apart from the insurance provided by MetLife. TELUS Health has a nationwide network of over 30,000 counselors. Counselors have master's or doctoral degrees and are licensed professionals. This program is available only to beneficiaries of MetLife Group Life Insurance programs. Events that may result in a loss are not covered under this program unless and until such loss has occurred.
7. AD&D insurance does not include payment for certain losses as described in more detail in your certificate. Specific information pertaining to your insurance can be obtained by contacting MetLife.

Nothing in these materials is intended to be advice for a particular situation or individual. Please consult with your own advisors for such advice. Like most group insurance policies, insurance policies offered by MetLife contain certain exclusions, exceptions, waiting periods, reductions, limitations and terms for keeping them in force. Please contact your benefits administrator or MetLife for costs and complete details.

MetLife Group Term Life insurance and AD&D is issued by Metropolitan Life Insurance Company, 200 Park Avenue, New York, NY 10166 under Policy Form GPN99/G2130-S.