

Teamsters Local 237

2020 Plan Overview and Cost of Coverage

Enrollment Period May 26 – July 24, 2020

You have a special opportunity to enroll for additional life insurance. This document has important information about what's available to you. Use it to:

Learn more about the coverage options available to you, special plan features and services and costs for coverage.

Calculate your estimated monthly premium payment.

Enroll by visiting www.metlife.com/mybenefits by July 24, 2020.

Coverage options: MetLife Optional Life Insurance

Specific details regarding these provisions can be found in the booklet certificate.

| Who's Eligible | Coverage Choices | Special Requirements for this Enrollment Period |
|-------------------------------------|--|---|
| Member | \$10,000 \$20,000 \$25,000 \$30,000 \$40,000 \$50,000 \$60,000 \$70,000 \$80,000 \$90,000 \$100,000 Coverage will be reduced at age 70 to 65% and age 75 to 50% | Enroll up to \$25,000 of coverage without answering any health questions. You may also apply for higher coverage amounts by answering just five health questions.* |
| Spouse/ Domestic Partner | \$10,000 up to \$50,000 in \$10,000 increments Not to exceed 100% of Member Optional Life Insurance benefits Coverage will be reduced at age 70 to 65% and age 75 to 50% | Enroll for \$10,000 of coverage without answering any health questions. You may apply for higher coverage amounts by answering just five health questions.* You must apply for coverage in order to apply for spouse/domestic partner coverage. For dependent coverage the spouse cannot be insured under the group policy as an employee. |
| Dependent Child(ren) | \$10,000 | No health questions are required. Child(ren)'s eligibility is from age 15 days to age 26. You must apply for coverage in order to apply for child(ren) coverage. If a member and spouse/domestic partner are both employed under the group policy, only one member can cover dependent child(ren). |

*MetLife will review your information and evaluate your request for coverage based upon your answers to the health questions, MetLife's underwriting rules and other information you authorize us to review. In certain cases, MetLife may request additional information to evaluate your request for coverage.

When your coverage will become effective:

You must be actively at work on the date your coverage becomes effective, and your spouse/domestic partner and eligible child(ren) must not be confined to a hospital on the enrollment date, or at home for any medical reason or be receiving or entitled to receive disability income for any medical reason on the date the coverage is scheduled to become effective. Coverage will become effective on July 1, 2020 if enrolled by June 18, 2020 otherwise, coverage will become effective August 1, 2020 following the receipt of your completed application for all requests that do not require additional medical information. Requests for amounts that require additional medical information and are not approved by the date listed above will not be effective until the first of the month following approval from MetLife or the date that the policy's active at work requirements are met, and for spouse/domestic partner and eligible child(ren) coverage, the date that they are no longer confined to a hospital or at home for any medical reason or receiving or entitled to receive disability income for any medical reason.

MetLife AdvantagesSM:

Your plan includes access to MetLife AdvantagesSM—a comprehensive suite of valuable services for support, planning and protection when you need it most at no cost to you. Services include:

Will Preparation Services¹

Offers you and your spouse/domestic partner unlimited face-to-face or telephone meetings with an attorney, from MetLife Legal Plans' network of over 14,000 participating attorneys, to prepare or update a will, living will, and Power of Attorney.

Estate Resolution Services¹

Estate representatives and beneficiaries may receive unlimited face-to-face legal assistance with probating your and your spouse's/domestic partner's estates. Beneficiaries can also consult an attorney, from MetLife Legal Plans' network of more than 14,000 participating attorneys, for general questions about the probate process.

WillsCenter.com²

Helps you or your spouse/domestic partner prepare a will, living will, Power of Attorney and HIPAA Authorization form on your own, at your own pace, 24 hours a day, 7 days a week.

MetLife Infinity³

Helps you create a digital legacy for your beneficiaries, estate administrators and others who play important roles in your major life events. MetLife Infinity offers a unique way to capture and securely store your important documents including deeds, wills and life stage planning documents, as well as photos and videos. You can also share important life events, milestones and other memorable activities for future use.

Delivering the Promise^{®4}

This service is designed to help beneficiaries sort through the details and serious questions about claims and financial needs during a difficult time. MetLife has arranged for Massachusetts Mutual Life Insurance Company (Mass Mutual) to have specially-trained financial professionals available for assistance in person or by telephone to help with filing life insurance claims, government benefits and help with financial questions.

Transition Solutions⁴

Focuses on guidance and services around insurance and other financial products to help you and your family better prepare for your future in response to benefit changing events.

Travel Assistance⁵

Traveling with peace of mind. Access to medical, travel, and concierge services - 24 hours a day, 365 days a year when traveling internationally or domestically.

Additional Plan Features:

Conversion

You can generally convert your group term life insurance benefits to an individual whole life insurance policy if your coverage terminates in whole or in part due to your retirement, termination of employment, or a change in your employee class.

Accelerated Benefits Option⁶

You can receive up to 75% of your optional life insurance proceeds to a maximum of \$75,000 in the event that you become terminally ill and are diagnosed with less than 12 months to live. This can go a long way toward helping your family meet medical and other related expenses at this difficult time.

Cost of Coverage:

Note: Rates are guaranteed until July 1, 2024.

Cost is based on the amount of coverage you elect and your age as of December 31, 2019. Spouse/domestic partner coverage is based on your age as of December 31, 2019. The rates shown are the monthly cost per \$1,000 of coverage. Monthly cost for dependent child(ren) covers all eligible child(ren).

Member & Spouse/Domestic Partner Monthly Cost Per \$1,000 of Coverage:

| | Member/Spouse/Domestic Partner |
|--------------|--------------------------------|
| AGE | |
| 24 & Younger | \$0.050 |
| 25-29 | \$0.060 |
| 30-34 | \$0.080 |
| 35-39 | \$0.090 |
| 40-44 | \$0.100 |
| 45-49 | \$0.150 |
| 50-54 | \$0.230 |
| 55-59 | \$0.430 |
| 60-64 | \$0.660 |
| 65-69 | \$1.270 |
| 70 & Above | \$2.060 |

| Dependent Child(ren) Flat Monthly Cost of Coverage: | |
|---|--------|
| \$10,000 | \$1.50 |

Calculate Your Premium:

How to calculate your member optional life insurance monthly cost:

Example: 40-year-old applying for \$80,000 of coverage.

| Steps | Example | Calculate for Yourself |
|---|--------------------------|------------------------|
| A. Find your age-based rate in the chart above: | \$ 0.100 | \$ _____ |
| B. Choose how much coverage you are applying for: | \$80,000 | \$ _____ |
| C. Divide that coverage amount by 1,000 | 80 (\$80,000 ÷ 1,000) | \$ _____ |
| D. Multiply A x C for estimated Monthly Cost: | \$8.00 (\$0.100 x 80) | \$ _____ |

Calculate your premium online at

<http://metonlinecalc.com/teamsters-local-237/landing.html?lang=en>

What's Not Covered:

Optional Life: Like most insurance plans, this plan has exclusions. For instance, optional and dependent insurance do not provide payment of benefits for death caused by suicide within the first two years (one year in North Dakota) of the effective date of the certificate, or payment of increased benefits for death caused by suicide within two years (one in North Dakota or Colorado) of an increase in coverage.

There is a two-year contestability period during which any material misstatements made by you can be used by MetLife to deny a claim.

For questions call 1-866-492-6983.

¹ Will Preparation Services and Estate Resolution Services are offered by MetLife Legal Plans, Inc., Cleveland, Ohio. In certain states, Will Preparation Services and Estate Resolution Services are provided through insurance coverage underwritten by Metropolitan Property and Casualty Insurance Company and its affiliates, Warwick, RI. These services are provided at no additional cost to those who purchase Supplemental Life Insurance only. 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.

² WillsCenter.com is a document service provided by SmartLegalForms, Inc., an affiliate of Epoq Group, Ltd. SmartLegalForms, Inc. is not affiliated with MetLife and the WillsCenter.com service is separate and apart from any insurance or service provided by MetLife. The WillsCenter.com service does not provide access to an attorney, does not provide legal advice, and may not be suitable for your specific needs. Please consult with your financial, legal, and tax advisors for advice with respect to such matters. WillsCenter.com is available to anyone with internet access regardless of affiliation with MetLife.

³ MetLife Infinity is offered by MetLife Consumer Services, Inc., an affiliate of Metropolitan Life Insurance Company. MetLife Infinity is available to anyone regardless of affiliation with MetLife.

⁴ MetLife administers the Transition Solutions and Delivering the Promise programs, but has arranged for Massachusetts Mutual Life Insurance Company (MassMutual) to have specially-trained financial professionals offer financial education and, upon request, provide personal guidance to employees and former employees of companies providing Transition Solutions and Delivering the Promise through MetLife.

⁵ Travel Assistance services are administered by AXA Assistance USA, Inc. Certain benefits provided under the Travel Assistance program are underwritten by Certain Underwriters at Lloyd's London (not incorporated) through Lloyd's Illinois, Inc. Neither AXA Assistance USA Inc. nor the Lloyd's entities are affiliated with MetLife, and the services and benefits they provide are separate and apart from the insurance provided by MetLife.

⁶ The Accelerated Benefits Option is subject to state regulation and is intended to qualify for favorable federal income tax treatment, in which case the benefits will not be subject to federal income taxation. This information was written as a supplement to the marketing of life insurance products. Tax laws relating to accelerated benefits are complex and limitations may apply. You are advised to consult with and rely on an independent tax advisor about your own particular circumstances. Receipt of accelerated benefits may affect your eligibility, or that of your spouse or your family, for public assistance programs such as medical assistance (Medicaid), Temporary Assistance to Needy Families (TANF), Supplementary Social Security Income (SSI) and drug assistance programs. You are advised to consult with social service agencies concerning the effect that receipt of accelerated benefits will have on public assistance eligibility for you, your spouse or your family.

This summary provides an overview of your plan's benefits. These benefits are subject to the terms and conditions of the contract between MetLife and Teamsters Local 237 and are subject to each state's laws and availability. Specific details regarding these provisions can be found in the certificate. If you have additional questions regarding the Life Insurance program underwritten by MetLife, please contact your benefits administrator or MetLife. Nothing in these materials is intended to be advice for a particular situation or individual. Like most group life insurance policies, MetLife group policies contain exclusions, limitations, terms and conditions for keeping them in force. Please see your certificate for complete details.

Life coverage is provided under a group insurance policy (Policy Form GPNP99/G2130-S) issued to your employer by MetLife. Life coverage under your employer's plan terminates when your employment ceases, when your Life contributions cease, or upon termination of the group contract. Should your life insurance coverage terminate for reasons other than non-payment of premium or voluntary cancellation, you may convert it to a MetLife individual permanent policy without providing medical evidence of insurability.

