

The insurance policy offered by Life Insurance Company of North America provides term life insurance coverage for eligible employees of Southern California Edison Company, including full-time and part-time employees, as well as those on approved union or military leave as of December 31, 2018. Coverage begins immediately for eligible employees, with a maximum guaranteed issue amount of 1.0 times the employee's salary or \$50,000, whichever is lesser. Key features include continuation of coverage during disability for employees aged 60 or over, waiver of premiums for those who become disabled before age 60 after a continuous period of nine months, and an accelerated death benefit for terminal illness, allowing for up to 80% of the life insurance coverage amount or \$500,000, whichever is less, if diagnosed with a life expectancy of 12 months or less by two unaffiliated doctors. Coverage becomes effective based on the program's effective date, eligibility, and active work status, while dependent coverage is contingent on the health status of the dependents on the effective date. Coverage ends upon eligibility for a replacement plan, loss of eligibility, termination of the group policy, or non-payment of premiums. The accelerated death benefit is payable only once and reduces the overall death benefit. The policy explicitly states that it provides limited coverage and does not cover medical expenses, nor does it meet the Affordable Care Act's individual mandate for minimum essential coverage. Complete details, including exclusions and limitations, are outlined in Group Policy No. FLX 980437, and any discrepancies between this summary and the group policy will defer to the group policy itself.