

## Winn Management Company Inc Benefits At-A-Glance

All Active Full-Time Employees and Owners

### Optional Life Insurance

#### The Lincoln Term Life Insurance Plan:

- Provides a cash benefit to your loved ones in the event of your death
- Features group rates for Winn Management Company Inc employees
- Includes *LifeKeys*<sup>®</sup> services, which provide access to counseling, financial, and legal support services
- Also includes *TravelConnect*<sup>®</sup> services, which give you and your family access to emergency medical assistance when you're on a trip 100+ miles from home

Employee Life	
Coverage Options	Increments of \$10,000
Maximum coverage amount	This amount may not exceed the lesser of five times Annual Earnings or \$500,000
Guaranteed Life coverage amount	\$150,000
Dependent Spouse Life	
The amount of Dependent Life Insurance coverage cannot be greater than 100% of the optional Employee Benefit.	
Coverage Options	Increments of \$5,000
Maximum coverage amount	This amount may not exceed \$250,000
Guaranteed Life coverage amount	\$25,000
Dependent Child(ren) Life	
Live Birth but under 26 years	Increments of \$5,000 to a maximum \$10,000

## What your benefits cover

### Employee Coverage

#### Guaranteed Life Insurance Coverage Amount

- Initial Open Enrollment: When you are first offered this coverage, you can choose a coverage amount not to exceed \$150,000 without providing evidence of insurability.
- Annual Limited Enrollment/Family Status Change: Evidence of insurability is required for any increase. If you have been previously denied coverage, you will be required to submit evidence of insurability.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required and may be at your own expense.

#### Maximum Insurance Coverage Amount

- You can choose a coverage amount up to the lesser of five times Annual Earnings or \$500,000. Evidence of Insurability may be required for optional life coverage. See the Evidence of Insurability page for details.
- When you reach age 70, your Optional Life coverage amount will reduce to 50% of the original amount. When you reach age 75, life benefits reduce to 30% of the original amount. When you reach age 80, life benefits reduce to 20% of the original amount.

**Dependent Spouse Coverage** - You can secure term life insurance for your spouse if you select coverage for yourself.

#### Guaranteed Life Insurance Coverage Amount

- Initial Open Enrollment: When you are first offered this coverage, you can choose a coverage amount up to \$25,000 for your spouse without providing evidence of insurability.
- Annual Limited Enrollment: Evidence of insurability is required for any increase. If you have been previously denied coverage, you will be required to submit evidence of insurability.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required and may be at your own expense.

#### Maximum Insurance Coverage Amount

- You can choose a coverage amount up to \$250,000 for your spouse. Evidence of Insurability may be required.
- When your spouse reaches age 70, your Dependent Spouse Optional Life coverage amount will reduce to 50% of the original amount. When your spouse reaches age 75, life benefits reduce to 30% of the original amount. When your spouse reaches age 80, life benefits reduce to 20% of the original amount.

**Dependent Child(ren) Coverage** - You can secure term life insurance for your dependent children when you choose coverage for yourself.

#### Coverage Amount

- Enrollment: you can choose a coverage amount up to \$10,000 if under 26 years.

## Additional Plan Benefits Included with Life Coverage

Accelerated Death Benefit: Enables you to receive a portion of your policy death benefit while you are living if diagnosed with a terminal illness. Please note that the receipt of an accelerated death benefit may be taxable. A covered employee should consult their tax advisor.	Included
Waiver of Premium: is a provision that allows you to not pay premiums during a period of disability that has lasted for a particular length of time.	Included
Conversion: If all or part of your optional and dependent life coverage ends, you may convert the amount of coverage you had under the group policy to an individual life insurance policy without medical evidence.	Included
Portability: If all or part of your optional and optional dependent life coverage ends, you may continue all or part of the amount that ends, less any amounts converted to an individual policy. Portable group term life insurance is not available if coverage ends because the group policy terminates.	Included

## Benefit Exclusions

Like any insurance, this term life insurance policy does have exclusions. A suicide exclusion may apply. A complete list of benefit exclusions is included in the policy. State variations apply.

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the policy, the policy will govern.

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## Monthly Optional Life Insurance Premium Calculate Your Premium.

### Group Life Rates for You

Employee Age Range	Life Premium Rate
0 - 24	\$0.063
25 - 29	\$0.090
30 - 34	\$0.099
35 - 39	\$0.135
40 - 44	\$0.198
45 - 49	\$0.297
50 - 54	\$0.576
55 - 59	\$1.035
60 - 64	\$1.260
65 - 69	\$2.196
70+	\$3.753

### Calculate Your Cost

Use the appropriate rate provided in the tables to the left to calculate your cost based on the amount of coverage you select. The following example calculates the monthly cost for a 36-year-old employee who would like to purchase \$100,000 in employee optional term life insurance coverage.

Calculation Example		Example	You
Step 1	Using the table above, enter the rate that corresponds with your age.	\$0.135	
Step 2	Enter the desired coverage amount in dollars.	\$100,000	
Step 3	Enter the desired coverage amount in increments of \$1,000. <i>To calculate, divide the coverage amount by \$1,000.</i>	100	
Step 4	Calculate the monthly cost. <i>Multiply Step 1 by Step 3.</i>	\$13.50	

*Note: Rates are subject to change and can vary over time.*

Please see prior page for product information.  
Optional Life Insurance Premium Calculation

## Group Life Rates for Your Spouse

Spouse Age Range	Life Premium Rate
0 - 24	\$0.063
25 - 29	\$0.090
30 - 34	\$0.099
35 - 39	\$0.135
40 - 44	\$0.198
45 - 49	\$0.297
50 - 54	\$0.576
55 - 59	\$1.035
60 - 64	\$1.260
65 - 69	\$2.196
70+	\$3.753

## Group Life Rates for your Dependent Child(ren)

Child(ren) Life Premium Rate, per \$1,000
\$0.100

## Calculate Your Dependent Spouse Cost

Use the appropriate rate provided in the tables to the left to calculate your cost based on the amount of coverage you select. The following example calculates the monthly cost for a 36-year-old who would like to purchase \$100,000 in spouse optional term life insurance coverage.

Calculation Example		Example	You
Step 1	Using the table above, enter the rate that corresponds with your age.	\$0.135	
Step 2	Enter the desired coverage amount in dollars.	\$100,000	
Step 3	Enter the desired coverage amount in increments of \$1,000. <i>To calculate, divide the coverage amount by \$1,000.</i>	100	
Step 4	Calculate the monthly cost. <i>Multiply Step 1 by Step 3.</i>	\$13.50	

*Note: Rates are subject to change and can vary over time.*

One affordable monthly premium covers all of your eligible dependent children.

*Note: To be eligible for coverage, a spouse or dependent child cannot be confined on the date the increase or addition is to take effect, it will take effect when the confinement ends.*

Please see prior page for product information.  
[Optional Life Insurance Premium Calculation](#)