University of North Carolina System (UNCS)
2021 Life Insurance Coverage Overview

Annual Enrollment: October 15 – October 31, 2020

MetLife is pleased to partner with the UNCS to provide a consolidated life insurance plan – any current life insurance coverage you have with your employer will move to this new arrangement. 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, which will be conveniently deducted from your paycheck.

Apply by visiting https://myapps.northcarolina.edu/hr/benefits-leave/annual-enrollment/ by October 31, 2020.

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

<table>
<thead>
<tr>
<th>Who’s Eligible</th>
<th>Coverage Choices</th>
<th>Requirements for this Enrollment Period</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee</strong></td>
<td>1 to 8 times your basic annual earnings, up to a maximum of $1,000,000</td>
<td>Current Participants:</td>
</tr>
<tr>
<td></td>
<td>Includes matching Accidental Death and Dismemberment (AD&amp;D)</td>
<td>Elect to increase current coverage by 1x basic annual earnings, without Evidence of Insurability, up to the lessor of 3x basic annual earnings or $500,000. You may apply for higher coverage amounts by completing a Statement of Health (SOH).*</td>
</tr>
<tr>
<td></td>
<td>*Please note our new plan offers coverage based on your salary. If your prior coverage was equal to a $10,000 increment amount, your new coverage amount will automatically default to the next higher salary multiple.</td>
<td>Non-Participants:</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Apply for any amount of coverage by completing a Statement of Health (SOH).*</td>
</tr>
</tbody>
</table>
| **Spouse / Domestic Partner** | Option 1: $10,000  
Option 2: $25,000 increments up to $250,000, not to exceed 100% of your Supplemental Life coverage amount | Current Participants:                                    |
|                    |                                                                                  | Elect to increase current coverage by one multiple, not to exceed $50,000, without Evidence of Insurability. You may apply for higher coverage amounts by completing a Statement of Health (SOH).* |
|                    |                                                                                  | Non-Participants:                                        |
|                    |                                                                                  | Apply for any amount of coverage by completing a Statement of Health (SOH).* |
|                    |                                                                                  | You must apply for coverage in order to apply for spouse coverage. |
| **Dependent Child(ren)** | Birth to 14 days of age: $500  
15 days to 26 years of age: $10,000 | No health questions are required.  
Any child(ren) born after 1/1/2021 will automatically be covered at birth, but you must enroll within 31 days of birth for coverage to retain coverage.  
You must apply for coverage in order to apply for coverage for your child(ren). |
|                    | *Please note our new plan offers one coverage amount option. If your prior coverage was less than $10,000, your new coverage amount will automatically default to this new option. | |

*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.
What is accidental death & dismemberment insurance?
Accidental death & dismemberment insurance (AD&D) complements your supplemental life insurance with coverage for severe accidents or loss of life on or off the job. AD&D insurance pays benefits if you suffer a covered accident that results in paralysis or the loss of a limb, speech, hearing or sight, or if you suffer a covered fatal accident. When you are approved for supplemental life insurance coverage for yourself, you are each automatically enrolled in AD&D insurance equal to your supplemental life insurance coverage.

How much life insurance is right for you?
To help you get an idea of how much supplemental life insurance to consider, try MetLife’s life insurance calculator at www.lifeonlinecalculator.com.

When will your coverage become effective?
You must be actively at work as of 1/1/2021, 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 1/1/2021 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 later of the first of the month following the date of 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 Services**
Offers you and your spouse/domestic partner unlimited face-to-face or telephone meetings with an attorney, from MetLife Legal Plans’ network of over 18,000 participating attorneys, to prepare or update a will, living will, and Power of Attorney.

For more information, call MetLife Legal Plans at 800-821-6400, Monday – Friday, 8 a.m. to 8 p.m. ET. Advise the Client Service Representative that you are with UNCS (group number 228413) and provide the last four digits of your Social Security number.

**Estate Resolution Services**
Estate representatives and beneficiaries may receive unlimited face-to-face legal assistance with probating you and your spouse's/domestic partner's estates. Beneficiaries can also consult an attorney, from MetLife Legal Plans’ network of more than 18,000 participating attorneys, for general questions about the probate process.

For more information, call MetLife Legal Plans at 800-821-6400, Monday – Friday, 8 a.m. to 8 p.m. ET. Advise the Client Service Representative that you are with UNCS (group number 228413) and provide the last four digits of your Social Security number.

**WillsCenter.com**
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.

Visit www.willscenter.com and register as a new user. Follow the simple instructions to create your online document.

**MetLife Infinity**
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.

Visit metlifeinfinity.com to learn more and to download from the App Store or Google Play.

**Funeral Assistance**
Services designed to simplify the funeral planning process for your loved ones and beneficiaries to assist them with organizing an event that will honor a loved one’s life from a self-paced funeral planning guide to services such as locating funeral homes, florists and local support groups.

Call Dignity Memorial 24 hours a day at 866-853-0954 or visit finalwishesplanning.com. To locate funeral homes and other important service providers, call 866-853-0954.

**Grief Counseling**
Provides you and your dependents up to five private counseling sessions, in-person or by phone, with a professional grief counselor—per event—to help cope with a loss, no matter the circumstances, whether it’s a death, an illness or divorce.

Call LifeWorks US Inc. 24 hours a day, 7 days a week at 888-319-7819.
Beneficiary Grief Counseling
Personalized counseling sessions to meet your beneficiary’s needs. Any beneficiary who receives the life insurance proceeds is eligible for up to 5 counseling sessions. These sessions can be in-person or by phone with one of LifeWorks’ network of counselors who provide professional, confidential support during difficult times.

Call LifeWorks US Inc. 24 hours a day, 7 days a week at 888-319-7819.

Funeral Discount & Planning Services
Helps alleviate the burden of making funeral arrangements for your loved ones. Get access to the largest network of funeral homes and cemeteries to pre-plan with a counselor and receive discounts on funeral services.

Call Dignity Memorial 24 hours a day at 866-853-0954 or visit finalwishesplanning.com. To locate funeral homes and other important service providers, call 866-853-0954.

Total Control Account
The Total Control Account (TCA) is a settlement option that provides your loved ones with a safe and convenient way to manage life insurance proceeds. They'll have the convenience of immediate access to any or all of their proceeds through an interest-bearing account with unlimited check-writing privileges. The Total Control Account also allows beneficiaries time to decide what to do with their proceeds.

Call MetLife at 800-638-7283, Monday – Friday, 8 a.m. to 6 p.m. ET.

Transition Solutions
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.

Call MetLife at 877-275-6387, prompt 2, Monday – Friday, 8 a.m. to 6 p.m. ET.

Portability
Gives you an opportunity to continue your group life insurance coverage with MetLife should you leave UNCS for any reason. Competitive rates apply but will likely be higher than your current rates. MetLife will bill you directly. To take advantage of this feature, you must have coverage of at least $10,000 up to a maximum of $2,000,000. Generally, there is no minimum time for you to be covered by the plan before you can take advantage of the portability feature. Please see your plan administrator for specific details. Portability is also available on coverage you’ve selected for your spouse/domestic partner. Dependents’ amounts are contingent on the employee’s amount. Increases, decreases and maximums are subject to state availability.

Call MetLife at 888-252-3607, Monday – Friday, 8 a.m. to 11 p.m. ET.

Additional plan features:

Waiver of Premiums for Total Disability (Continued Protection)
You may be eligible to have your supplemental life insurance premium waived until you reach age 65 or recover from your disability, whichever is sooner, should you become unable to work due to total disability. Total disability or totally disabled means your inability to do your job and any other job for which you are fit by education, training or experience, due to injury or sickness. The total disability must begin before age 60, and your waiver will begin after you have satisfied a 9 month waiting period of continuous disability.

Call MetLife at 800-300-4296, prompt 2, Monday – Friday, 8 a.m. to 8 p.m. ET.

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. Please note that conversion is not available on AD&D coverage.

Call MetLife at 877-275-6387, prompt 2. Monday – Friday, 8 a.m. to 6 p.m. ET.

Accelerated Benefits Option
You can receive up to 80% of your supplemental life insurance proceeds to a maximum of $500,000, in the event that you become terminally ill and are diagnosed with less than 12 months to live. Or you can receive up to 80% of your dependent life insurance proceeds for your spouse/domestic partner to a maximum of $100,000, 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.

Call MetLife at 800-638-6420, prompts 2, 3. Monday – Thursday, 8 a.m. to 8 p.m. ET and Friday, 8 a.m. to 5 p.m. ET.
Cost of coverage:

Good News! Rates decreased effective 9/1/2020 and are guaranteed until 12/31/2025.

Cost is based on the amount of coverage you elect, your age as of 12/31/2020. Spouse/domestic partner coverage is based on your age as of 12/31/2020. The rates shown are the monthly cost per $1,000 of coverage. Monthly cost for dependent child(ren) covers all eligible child(ren).

**Employee & Spouse/Domestic Partner Monthly Cost Per $1,000 of Coverage:**

<table>
<thead>
<tr>
<th>AGE</th>
<th>Employee Supplemental Life / AD&amp;D</th>
<th>Spouse/Domestic Partner Dependent Life</th>
</tr>
</thead>
<tbody>
<tr>
<td>24 &amp; Younger</td>
<td>$0.043</td>
<td>$0.026</td>
</tr>
<tr>
<td>25-29</td>
<td>$0.048</td>
<td>$0.031</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.053</td>
<td>$0.036</td>
</tr>
<tr>
<td>35-39</td>
<td>$0.060</td>
<td>$0.043</td>
</tr>
<tr>
<td>40-44</td>
<td>$0.069</td>
<td>$0.052</td>
</tr>
<tr>
<td>45-49</td>
<td>$0.096</td>
<td>$0.079</td>
</tr>
<tr>
<td>50-54</td>
<td>$0.151</td>
<td>$0.134</td>
</tr>
<tr>
<td>55-59</td>
<td>$0.249</td>
<td>$0.232</td>
</tr>
<tr>
<td>60-64</td>
<td>$0.397</td>
<td>$0.380</td>
</tr>
<tr>
<td>65-69</td>
<td>$0.717</td>
<td>$0.700</td>
</tr>
<tr>
<td>70-74</td>
<td>$1.135</td>
<td>$1.118</td>
</tr>
<tr>
<td>75-79</td>
<td>$1.421</td>
<td>$1.404</td>
</tr>
<tr>
<td>80 &amp; Above</td>
<td>$2.077</td>
<td>$2.060</td>
</tr>
</tbody>
</table>

Coverage is paid through convenient payroll deductions.

**How to calculate your premium:**

**Example: 40-year-old employee applying for $100,000 of supplemental life insurance coverage.**

<table>
<thead>
<tr>
<th>Steps</th>
<th>Example</th>
<th>Calculate for Yourself</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Find your age-based rate in the chart above:</td>
<td>$0.069</td>
<td>$______________</td>
</tr>
<tr>
<td>B. Choose how much coverage you are applying for:</td>
<td>$100,000</td>
<td>$______________</td>
</tr>
<tr>
<td>C. Divide that coverage amount by 1,000:</td>
<td>100 ($100,000 ÷ 1,000)]</td>
<td>$______________</td>
</tr>
<tr>
<td>D. Multiply A x C for estimated monthly cost:</td>
<td>$6.90 ($0.069 x 100)</td>
<td>$______________</td>
</tr>
</tbody>
</table>

Repeat the easy steps above to determine the cost for Dependent Life coverage for your spouse/domestic partner.

**What’s not covered?**

**Supplemental Life:** Like most insurance plans, this plan has exclusions. For instance, Supplemental and Dependent Life 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.
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 is subject to terms and conditions for keeping them in force. Please see your certificate for complete details.

Material provided is intended to be advice for a particular situation or individual. Like most group life insurance policies, MetLife group policies contain exclusions, limitations, insurability.

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.

This summary provides an overview of the University of North Carolina System’s Life Insurance plans. These benefits are subject to the terms and conditions of the contract between MetLife and University of North Carolina System 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.

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