

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.

Who's Eligible	Coverage Choices	Requirements for this Enrollment Period
Employee	<p>1 to 8 times your basic annual earnings, up to a maximum of \$1,000,000</p> <p>Includes matching Accidental Death and Dismemberment (AD&D)</p> <p><i>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.</i></p>	<p><u>Current Participants:</u></p> <p>Elect to increase current coverage by 1x basic annual earnings, without Evidence of Insurability, up to the lesser of 3x basic annual earnings or \$500,000. You may apply for higher coverage amounts by completing a Statement of Health (SOH).*</p> <p><u>Non-Participants:</u></p> <p>Apply for any amount of coverage by completing a Statement of Health (SOH).*</p>
Spouse / Domestic Partner	<p>Option 1: \$10,000</p> <p>Option 2: \$25,000 increments up to \$250,000, not to exceed 100% of your Supplemental Life coverage amount</p> <p><i>Please note if your current coverage amount is a \$10,000 increment, your new coverage will automatically default to the next higher \$25,000 increment.</i></p>	<p><u>Current Participants:</u></p> <p>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).*</p> <p><u>Non-Participants:</u></p> <p>Apply for any amount of coverage by completing a Statement of Health (SOH).*</p> <p>You must apply for coverage in order to apply for spouse coverage.</p>
Dependent Child(ren)	<p>Birth to 14 days of age: \$500</p> <p>15 days to 26 years of age: \$10,000</p> <p><i>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.</i></p>	<p>No health questions are required.</p> <p>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.</p> <p>You must apply for coverage in order to apply for coverage for your child(ren).</p>

*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.



Navigating life together

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 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 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 Services¹

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.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.

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

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.

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

Funeral Assistance⁴

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 Counseling⁵

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 Counseling⁵

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 Services⁶

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 Account⁷

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 Solutions⁸

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.

Portability⁹

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 Option¹⁰

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:

Child(ren) Monthly Flat Cost:

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

Child(ren) Dependent Life	
\$10,000	\$0.57

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.

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

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.

- 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 Funeral Assistance is not available in New York. Funeral Assistance services are provided through an agreement with LifeWorks. US Inc. LifeWorks is not an affiliate of MetLife, and the services LifeWorks provides are separate and apart from the insurance provided by MetLife.
- ⁵ Grief Counseling services and Beneficiary Grief Counseling are provided through an agreement with LifeWorks. US Inc. LifeWorks is not an affiliate of MetLife, and the services LifeWorks provides are separate and apart from the insurance provided by MetLife. LifeWorks 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. The Beneficiary Grief Counseling 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.
- ⁶ Services and discounts are provided through a member of the Dignity Memorial® Network, a brand name used to identify a network of licensed funeral, cremation and cemetery providers that are affiliates of Service Corporation International (together with its affiliates, "SCI"), 1929 Allen Parkway, Houston, Texas. The online planning site is provided by SCI Shared Resources, LLC. SCI is not affiliated with MetLife, and the services provided by Dignity Memorial members are separate and apart from the insurance provided by MetLife. Not available in some states. SCI offers planning services, expert assistance, and bereavement travel services to anyone regardless of affiliation with MetLife. Discounts through Dignity Memorial's network of funeral providers have been pre-negotiated. Not available where prohibited by law. If the group policy is issued in an approved state, the discount is available for funeral services held in any state except KY and NY, or where there is no Dignity Memorial presence (AK, MT, ND, SD, and WY). For MI and TN, the funeral services discount is available for "At Need" services only. Not approved in AK, FL, KY, MT, ND, NY and WA.
- ⁷ Subject to state law, and/or group policyholder direction, the Total Control Account is provided for all Life and AD&D benefits of \$5,000 or more. The TCA is not insured by the Federal Deposit Insurance Corporation or any government agency. The assets backing TCA are maintained in MetLife's general account and are subject to MetLife's creditors. MetLife bears the investment risk of the assets backing the TCA, and expects to receive a profit. Regardless of the investment experience of such assets, the interest credited to TCAs will never fall below the guaranteed minimum rate. Guarantees are subject to the financial strength and claims paying ability of MetLife.
- ⁸ MetLife administers the Transition Solutions program, but has arranged for specially-trained third party financial professionals to offer financial education and, upon request, provide personal guidance to employees and former employees of companies providing Transition Solutions through MetLife.
- ⁹ To take advantage of this benefit, coverage of at least \$10,000 must be elected. Increases, decreases, minimum and maximum coverage amounts are subject to state availability. Please contact your plan administrator or refer to your certificate for specific details.
- ¹⁰ 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 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.