Novacore
Benefits At-A-Glance

All eligible hourly and salaried employees working 30 hours or more per week

Employee Life	
Coverage options	Increments of $10,000
Maximum coverage amount	This amount may not exceed $500,000
Minimum coverage amount	$10,000
Guaranteed life coverage amount	$120,000
Dependent Spouse Life The amount of Dependent Life Insurance coverage cannot be greater than 50% of the Optional employee benefit.	
Coverage options	Increments of $5,000
Maximum coverage amount	This amount may not exceed $100,000
Guaranteed life coverage amount	$20,000
Dependent Child(ren) Life	
Live birth but under 15 days	$500
At least 15 days but under 26 years	$10,000 Increments of $1,000 to a maximum

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 Novacore employees
- Includes *LifeKeys*® services, which provide access to counseling, financial, and legal support services
- Includes *TravelConnect*® services, which give you and your family access to emergency medical assistance when you're on a trip 100+ miles from home

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 $120,000 without providing evidence of insurability (EOI).
- Annual limited enrollment/family status change: If you're a continuing employee, you can increase your coverage amount by two levels without providing EOI. If you select coverage in an amount higher than this number, you will be required to submit EOI. If you have been previously denied coverage, you will be required to submit EOI.
- If you decline this coverage now and wish to enroll later, EOI may be required and may be at your own expense. **Maximum Insurance Coverage Amount**
- You can choose a coverage amount up to $500,000. EOI may be required for optional life coverage. See the EOI page for details.
- When you reach age 65, your optional life coverage amount will reduce to 65% of the original amount. When you reach age 70, life benefits will reduce to 50% 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're first offered this coverage, you can choose a coverage amount up to $20,000 for your spouse without providing EOI.
- Annual limited enrollment: If you're a continuing employee, you can increase the coverage amount for your spouse by two levels without providing EOI. If you select coverage in an amount higher than this number, you'll be required to submit EOI. If you've been previously denied coverage, you will be required to submit EOI.
- If you decline this coverage now and wish to enroll later, EOI may be required and may be at your own expense. **Maximum Insurance Coverage Amount**
- You can choose a coverage amount up to$100,000 for your spouse. EOI may be required.
- When you reach age 65, your dependent spouse optional life coverage amount will reduce to 65% of the original amount. When you reach age 70, life benefits will reduce to 50% of the original amount.

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

Coverage Amount

- Enrollment: You can choose a coverage amount of $500 if under 15 days, and up to $10,000 if at least 15 days but 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 you're 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: This is a provision that allows you not to 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.

Reminder: Please review your beneficiary(ies) to ensure they are up to date. It's good practice to review, and if necessary update, your beneficiary(ies) annually.

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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State limitations apply. Beneficiary Grief counseling is the only benefit available to a beneficiary(ies) of policies issued in the state of New York. Online will prep is the only benefit available to insured employee and dependents of policies issued in the state of Washington.

Travel Connect® services are provided by On Call International, Salem, NH. On Call International is not a Lincoln Financial Group® company and Lincoln Financial Group does not administer these services. Each independent company is solely responsible for its own obligations. On Call International must coordinate and provide all arrangements in order for eligible services to be covered. Coverage is subject to contract language that contains specific terms, conditions, and limitations, which can be found in the program description.

The *TravelConnect*® program is not available to insured employees and dependents of policies issued in the state of New York and Washington. Access only program available to insured employees and dependents of policies issued in the state of Missouri and Texas. Benefits provided under the Access Only program exclude payment for paid services.

Not for use in New York or Washington.

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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	$0.052
25 - 29	$0.057
30 - 34	$0.076
35 - 39	$0.086
40 - 44	$0.106
45 - 49	$0.152
50 - 54	$0.251
55 - 59	$0.476
60 - 64	$0.627
65 - 69	$1.206
70 +	$1.957

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.	$0.086	
Step 2	Enter the desired coverage amount in dollars.	$100,000	
Step 3	Enter the desired coverage amount in increments of $1,000. To calculate, divide the coverage amount by $1,000.	100	
Step 4	Calculate the monthly cost. Multiply step 1 by step 3.	$8.60	

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

Employee Age Range	Life Premium Rate
0 - 24	$0.052
25 - 29	$0.057
30 - 34	$0.076
35 - 39	$0.086
40 - 44	$0.106
45 - 49	$0.152
50 - 54	$0.251
55 - 59	$0.476
60 - 64	$0.627
65 - 69	$1.206
70 +	$1.957

Group Life Rates for Your Dependent Child(ren)

Child(ren) Life Premium Rate, per $1,000
$0.190

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 employee who would like to purchase $50,000 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.	$0.086	
Step 2	Enter the desired coverage amount in dollars.	$50,000	
Step 3	Enter the desired coverage amount in increments of $1,000. To calculate, divide the coverage amount by $1,000.	50	
Step 4	Calculate the monthly cost. Multiply step 1 by step 3.	$4.30	

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. The new rate will take effect when the confinement ends.

Please see prior page for product information.
Optional life insurance premium calculation