

Voluntary Group Term Life and Accidental Death & Dismemberment Insurance For Greenbush Health

FEATURING

- Competitive Group Rates¹
- Convenient Payroll Deductions
- Coverage for You and Your Family
- Guaranteed Issue Amounts

Am I eligible for coverage?

You're eligible to participate in this plan if you are a permanent, year-round employee of Greenbush Health, working in the United States. You must work at least 20 hours weekly to be eligible for benefits. Temporary or seasonal workers are not eligible.

How much can I buy?

Voluntary Life comes in \$10,000 units. You can buy as many as you need, from a minimum of \$20,000 (2 units) up to a maximum of \$350,000 (35 units), not to exceed five times your basic annual earnings. You may elect a matching amount of Accidental Death and Dismemberment (AD&D) coverage subject to a maximum of \$350,000.

What is AD&D coverage?

If you choose to elect it, 24-hour Accidental Death and Dismemberment (AD&D) coverage provides a payment in the event of your loss of life, limb or eyesight, as a direct result of an accident, provided the loss occurs within 365 days of the accident. This limit is extended if you are in a coma or on life support. The amount payable in the event of an accidental death is equal to your Voluntary Life insurance amount. In the event of an accidental dismemberment, it is based on the nature of the loss:

- ◆ *One hand, one foot or the sight of one eye*.....
50% of the amount of AD&D;
- ◆ *Any two or more of the above*.....
100% of the amount of AD&D

The AD&D option includes the following features which pay an additional amount of benefit if accidental death occurs:

- ◆ *Higher Education Benefit* -- \$3,000 per year up to four consecutive years for eligible dependent students.
- ◆ *Automobile Accident Benefit* -- 20% of the scheduled AD&D benefit to a maximum of \$70,000 if you die from an automobile accident injury while wearing a seat belt.

What about coverage for my family?

If you buy coverage for yourself, you may buy units of \$5,000 up to \$175,000 for your lawful spouse. You may also purchase coverage for your children, in amounts of \$1,000, \$5,000, or \$10,000. The amount of coverage for any dependent may not exceed 50% of your own amount.

Eligible children include your unmarried children, from live birth through age 19 (through age 25 if a full-time student). If you and your spouse both work for the same employer and are both eligible for this insurance as employees, you cannot cover each other as dependents and only one of you may insure any dependent children. Accidental Death and Dismemberment (AD&D) is not available for dependents.

What about medical questions?

If you apply for coverage within 31 days of your initial eligibility, you may purchase, without proof of good health, up to \$100,000 of employee Voluntary Life and AD&D coverage. This amount is known as the "Guarantee Issue" amount. The amount of Guarantee Issue available for your spouse is \$50,000 for Voluntary Life coverage. The amount of Guarantee Issue available for your child is \$10,000 of Voluntary Life coverage. Guarantee Issue is only available if you apply within 31 days of eligibility. Insurance coverage in excess of these amounts is subject to proof of good health and approval of your application. Until you are approved for the excess amount, only the guarantee issue amounts shown above (or the amount you enrolled for, if less) will become effective. Coverage for your dependent children is also available without proof of good health provided they are enrolled within 31 days of eligibility. Proof of good health will be required for any amount of coverage if application is not made within 31 days of eligibility. Late applicants may only apply during the annual enrollment period and will be required to provide proof of good health.

Will my coverage reduce as I get older?

Your coverage will reduce by 33%, rounded to the next higher \$10,000, at age 70. The reduced amount will be further reduced an additional 33% at age 75, similarly rounded.

¹ Rates subject to change

What happens if I get sick?

The Disability Benefit provision of the policy addresses this situation. If you become disabled prior to age 60 while insured for Voluntary Life and remain continuously disabled as defined in the policy for the qualifying period, your coverage (including any Dependent Life coverage) will continue without further premium payment until the earlier of the date you recover, attain age 65 or retire. Your AD&D coverage, if you elect it, will also continue for up to one year from the date of disability. The qualifying period is six months. For disabilities beginning between age 60 and 65, the insurance can be continued for up to one year, but not past the earlier of age 65, or the date you retire.

Is there an accelerated benefit?

Yes. If you or your insured spouse have at least \$10,000 of coverage, and have a medical condition which has been diagnosed by a doctor as life-threatening and which results in an expected life span of 12 months or less, you can request up to 80% of your Voluntary Life coverage be paid immediately, to a maximum of \$250,000 (\$125,000 for your spouse). The written consent of the beneficiary must be obtained for any request over 50% of the death benefit. The remainder of your or your spouse's benefit (minus an interest charge) is still payable to the beneficiary after the insured person's death.

What if I leave Greenbush Health?

If you terminate your employment you may continue Life coverage for yourself and your dependents up to 3 years by paying premiums to Assurant Employee Benefits via direct billing to your home. Proof of good health isn't required, but you must apply within 31 days of the date your group coverage ends. This portable coverage is for Life and Dependent Life only and has no cash value or disability benefit. The portable certificate can be converted to an individual policy that will accumulate cash value.

Is there a conversion privilege?

Your Voluntary Life coverage can be converted to an individual policy without proof of good health if you apply and pay the premium within 31 days of the date coverage terminates. If benefits are terminated because of non-payment of premium, conversion is not available. AD&D coverage is not eligible for conversion.

Are there any limitations or exclusions?

In the case of Accidental Death & Dismemberment, we will not pay benefits if the loss results directly or indirectly from: war or any act of war, whether declared or not; taking part in a riot or insurrection, or an act of riot or insurrection; service in the armed forces of any country, combination of countries or international organization at war, whether declared or not; any physical or mental disease; any infection, except a pyogenic infection that occurs from an accidental wound; an assault or felony committed by the covered person; suicide or attempted suicide, while sane or insane; the use of any drug, unless it is used as prescribed by a doctor; or your intoxication, including but not limited to operating a motor vehicle while you are intoxicated. The Disability Benefit, the Accelerated Benefit and Portability all have some limitations or exclusions. There is also a suicide limitation for both employees and dependents which disallows payment of benefits for death from suicide during the first year of new or additional coverage. Only a return of premium payments would be paid to the beneficiary.

How much does Voluntary Life cost?

Monthly premium rates for you and your spouse are based on your respective attained ages and will change annually on the group policy anniversary as you move to a higher age band. Please refer to your enrollment materials for cost information.

How do I sign up?

Complete the Voluntary Term Life Insurance Employee Application. Make sure you answer all questions that apply to your benefit elections. Your coverage will become effective on the entry date specified in the group policy, provided you are actively at work on that date. Otherwise, your coverage will become effective on the day you return to your full-time duties. Dependent coverage will become effective according to the policy entry date unless your dependent is in a hospital or similar facility on that day, or if your spouse is disabled as defined by the master policy on the effective date.

For this group insurance plan to become effective, the greater of 10 lives or 20% of eligible employees must enroll. Coverage will not go into effect unless the minimum requirement is met. Union Security Insurance Company reserves the right to cancel the policy with written notice to the policyholder in the event the minimum participation falls below the required amount or premiums are not paid. Union Security Insurance Company may cancel the policy after giving the policyholder 31 days written notice.

This summary is not a certificate of insurance or a summary plan description required by ERISA but rather an overview of available coverage. BancorpSouth Bank or the Policyholder holds the master policy containing all the provisions of the group plan. Please note that because of individual state laws some plan provisions are not available or may require modification.

Products and services marketed by Assurant Employee Benefits are underwritten and/or provided by Union Security Insurance Company.

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