

Supporting financial security

Life insurance and accidental death & dismemberment (AD&D)

Basic employee Term Life and AD&D (GLF); employer paid

If you are a benefits-eligible employee, your employer provides this coverage at no cost to you. Under the Basic Term Life plan, your beneficiary receives a single payment from the plan when you die. If the cause of death is due to an accident, your beneficiary is eligible for an additional AD&D insurance benefit. You could qualify to receive partial AD&D benefits if you suffer serious injuries from an accident.

Basic Life (GLF) insurance amount

Your January 1, 2025, Basic Life insurance amount is based on your annual salary on the later of either December 31, 2024, or your 2025 hire date. Basic Life and AD&D coverage varies by employer. Check with your employer to confirm the coverage amount available to you.

Optional Term Life (TLF)

Employee TLF is voluntary and is based on your annual salary times your selected coverage level. Use the Optional Rate Chart on page 35 (Column A) to calculate your monthly cost. AD&D automatically matches the elected TLF.

Optional Spouse Term Life (SLF)

The SLF coverage amount cannot exceed 50% of an employee's TLF coverage amount. During a newly hired employee's initial enrollment period, both the \$10,000 and \$25,000 coverage levels are available without EOI. At all other times, whether you are selecting SLF for the first time or you are increasing the SLF coverage amount, EOI is required and acceptance is not guaranteed. The employee is the beneficiary when SLF coverage is selected. Use the Optional Term Life Rate Chart on page 35 (Column B) to determine your SLF monthly cost. SLF coverage does not include AD&D.

Dependent Group Life (DGL)

Even if you selected SLF coverage, you can also select DGL coverage for your spouse and dependent child(ren). DGL provides a fixed amount of coverage for all of your dependents and does not require Evidence of Insurability (EOI). The employee is the beneficiary when DGL coverage is selected.

Evidence of Insurability (EOI)

During annual enrollment, you must complete the EOI

process if you are adding or increasing SLF to \$50,000 or more. The EOI process is not required if you are not requesting a change. Contact your Human Resources department for more information.

Designate a beneficiary

The Hartford's Beneficiary Designation website makes it easy to designate beneficiaries for your life insurance benefits. It's important to keep your beneficiaries updated, and you can add or change your beneficiaries at any time. A good practice is to review your beneficiary designations each year, and also when a life event occurs, such as a marriage, divorce or birth of a child.

Call **855-396-7655** or contact your Human Resources department/Benefits Office for log-in instructions.

Reduction and termination

The Life and AD&D coverage amounts you select for GLF, TLF and SLF reduce beginning at age 70 and end at employment termination or retirement, unless you elect to port or convert all or part of your optional life coverage.

Reduced % of coverage amount by age:

- To 65% at age 70
- To 40% at age 75
- To 25% at age 80
- To 15% at age 85
- To 10% at age 90

Continuing your life insurance

You can choose to either carry over or convert selected life insurance when employment ends, paying your premium directly to The Hartford. You must apply and pay your premium to The Hartford no later than 31 days after your coverage ends. Visit pebcinfo.com for more information about portability and conversion.

Portability

If your coverage terminates, you can continue an amount up to \$250,000 of your TLF and the full amount of your SLF and DGL benefit without EOI at The Hartford's portability rates (without AD&D). Portability rates are higher than the cost available to active employees. Contact The Hartford for cost information.

Conversion

Conversion allows employees and covered dependents to convert all or part of GLF, TLF/SLF or DGL to an individual whole-life policy. Whole life costs more than group Term Life coverage. Contact The Hartford for cost information. Conversion locks you into a specific rate based on your age at the time of conversion.

Calculate your monthly premium cost worksheet

Employer-paid Term Life and AD&D (GLF)

- Coverage amount varies by employer
- Minimum coverage is \$20,000 regardless of salary
- AD&D coverage matches Basic Term Life coverage

Employee-paid optional Term Life capped at \$400,000 (TLF)

County employees	NTTA employees
<ul style="list-style-type: none"> • 1/2x annual salary • 1x annual salary • 2x annual salary • Select no optional coverage (prior-year grandfathered amounts may apply) 	<ul style="list-style-type: none"> • 1x annual salary • 2x annual salary • 3x annual salary • 4x annual salary • Select no optional coverage

Dependent optional Term Life (DGL)

Option 1	Option 2
<ul style="list-style-type: none"> • \$5,000 spouse • \$2,500 each dependent* 	<ul style="list-style-type: none"> • \$10,000 spouse • \$5,000 each dependent*

Dependents up to age 26.

Spouse optional Term Life (SLF)

SLF coverage levels:

- \$10,000
- \$25,000
- \$50,000
- \$75,000
- \$100,000

SLF cannot exceed 50% of employee TLF.

Calculate monthly premium cost (TLF/SLF)

Using your annual salary on December 31, 2024, and your age on January 1, 2025, calculate your monthly TLF premium cost. To calculate your per-paycheck cost, simply multiply the monthly cost by 12 and divide by the number of 2025 payroll checks from which benefits are deducted (24 or 26).

Age	Column A* Active Employee (TLF) Includes AD&D	Column B** Spouse (SLF)
Less than 30	\$.06	\$.03
30-34	\$.08	\$.05
35-39	\$.09	\$.07
40-44	\$.13	\$.10
45-49	\$.18	\$.15
50-54	\$.26	\$.23
55-59	\$.43	\$.40
60-64	\$.69	\$.66
65-69	\$1.13	\$1.11
70 and over	\$1.91	\$1.89

* Includes AD&D of \$.025/\$1,000.

** AD&D not available.

County employees

Step 1. Select coverage level (50%, 100%, 200%)	%
Step 2. Multiply annual salary at December 31, 2024, by coverage level	
Step 3. Round Step 2 amount to next \$1,000	
Step 4. Divide Step 3 amount by \$1,000	
Step 5. Multiply Step 4 amount by appropriate rate for your age on Jan. 1, 2025 (Optional Term Life Rate Chart, Column A)	
This is your monthly TLF premium amount	

NTTA employees

Step 1. Annual salary at December 31, 2024, rounded up to next \$1,000	
Step 2. Select coverage level (100%, 200%, 300%, 400%)	%
Step 3. Multiply Step 1 amount by Step 2 coverage amount	
Step 4. Divide Step 3 amount by \$1,000	
Step 5. Multiply Step 4 amount by appropriate rate for your age on January 1, 2025 (Optional Term Life Rate Chart, Column A)	
This is your monthly TLF premium amount	

NTTA employees — Your Basic Life insurance is salary times 3, up to a maximum of \$300,000. Premiums for coverage over \$50,000 may result in additional taxable income to you.

Employee premiums (basic + optional) greater than \$50,000 cannot be offered on a pretax basis and may result in additional taxable income to you. Life insurance coverage begins to reduce at age 70.