



2021 Voluntary Benefits Guide



Voluntary Supplemental Benefits

Table of Contents

3	Welcome Letter
4	5Star Critical Illness Insurance
7	5Star Accident Insurance
10	Symetra Group Short-term Disability
11	Symetra Group Long-term Disability
12	Symetra Group Life Insurance
13	Symetra Value-Add Programs
16	Directory

Short- and long-term disability and life insurance policies are insured by Symetra Life Insurance Company, 777 108th Avenue NE, Suite 1200, Bellevue, WA 98004. Coverage may be subject to exclusions, limitations, reductions and termination of benefit provisions. Group life value-add programs are offered by Europ Assistance through Symetra; disability value-add programs provided by ComPsych® Corporation through Symetra. Europ Assistance, ComPsych and Local 701 are not affiliated with Symetra Life Insurance Company or its affiliates.

Symetra® is a registered service mark of Symetra Life Insurance Company



Dear Automobile Mechanics' Local #701 Welfare Fund Participant:

As an active participant in the Local #701 Welfare Fund, you are entitled to purchase voluntary supplemental insurance products. The insurance premiums for these products are discounted and based on group rates. In addition to the discounted group premium rates, a monthly processing fee of \$2.00 will be applied to your total premium payment.

Through the Welfare Fund's supplemental insurance program, you and your dependents have access to insurance products that are in addition to the Welfare Fund's regular plan of benefits. Having access to these supplemental insurance products for you and your loved ones is extremely important. You and your dependents will have access to financial protection through life, disability, accident, critical illness insurance and numerous resources to support your overall well-being.

The Welfare Fund has partnered with Marsh and McLennan Agency as our insurance benefit advocate to coordinate and enroll you in these products. The Voluntary Benefits Guide provides details about your benefit options. Reviewing the material contained in this guide will help you make the best possible decisions about your supplemental healthcare benefits. You can access licensed experts by calling (844) 275-2719. Marsh and McLennan will also be calling or emailing you on behalf of the Welfare Fund to enroll in these benefits. Please note, benefits are offered for a limited time on a guaranteed issue basis. If you do not enroll when first offered, you will be subject to evidence of insurability requirements.

We hope you will be pleased with these products and services as we strive to provide competitive voluntary supplemental insurance products for you and your family.

Sincerely,

Your Management Team

5Star Critical Illness Insurance



Do you know someone who survived cancer, a heart attack or other critical illnesses? With nearly 3,000,000 critical illness cases being diagnosed each year, most families have experienced the financial hardship associated with the survival of a critical illness.

Statistics show that a 25-year old male non-smoker has a 24% chance of having a critical illness (cancer, heart attack or stroke) prior to turning age 65, and a 49 percent chance if he smokes;* that's four (4) times higher than premature death before age 65.

Nearly two-thirds of U.S. bankruptcies are the result of medical expenses and 78% of those filing for bankruptcy had health insurance. Your employer is providing this new type of insurance in order to complement your overall benefit package. Group Critical Illness Coverage was designed to allow you an easy and affordable way to provide for your additional financial needs.

Benefit Highlights

GUARANTEED-ISSUE

No health questions asked for newly eligible participants**.

Employee - age 18-65 up to \$15,000; age 66-70 up to \$5,000

Spouse up to \$2,500

Children up to \$5,000

LEVEL BENEFITS TO AGE 65

Benefits remain level until insured reaches age 65, then they reduce 50%. Applicants age 60-65 benefits remain level for five (5) years. Applicants age 66-70 have a maximum benefit of \$5,000.

TRIPLE BENEFITS

Critical Illness insurance provides a cash payment upon the first occurrence of a covered illness, and with our multiple benefit feature you may receive up to three (3) times the face amount of your policy upon diagnosis of a condition within each of the critical illness categories. No more than 100% will be paid in each category of critical illness.

PORTABILITY

You and your family continue coverage with no loss of benefits should you terminate employment after the first premium is paid, in which case premiums can be paid on a direct bill basis.

SPOUSE COVERAGE

Spouse benefits are available up to 50% of the employee face amount, not to exceed \$25,000.

CHILD(REN) COVERAGE

A \$10,000 Children's Benefit can be added to the employee's policy for an additional premium of \$0.75/week or \$3.25/month. One premium covers all dependent children up to age 26.

Benefits	Benefit Amount
Category 1 - Cardiovascular Condition	
Heart attack	100%
Stroke	100%
Heart transplant	100%
Coronary Bypass Surgery	25%
Angioplasty	25%
Category 2 - Cancer	
Invasive Cancer - Diagnosis more than 30 days after effective date of coverage	100%
Invasive Cancer - Diagnosis during the first 30 days of in force coverage	10%
Cancer In Situ (also called non-invasive) - Diagnosis more than 30 days after effective date of coverage	25%
Cancer In Situ (also called non-invasive) - Diagnosis during the first 30 days of in force coverage	2.5%

Benefits	Benefit Amount
Category 3 - Additional Conditions	
Major Organ Transplant (not covered in Category 1)	100%
End-Stage Renal Failure	100%
Advanced Alzheimer's disease	100%
Paralysis	100%
Occupational HIV Infection	100%

Must work a minimum of 30 hours per week to be eligible.

* National Critical Illness Risk Assessment Study published by the American Association for Critical Illness Insurance

** If applying for coverage over the guaranteed-issue amount, all medical questions including height and weight will be required.

5Star Critical Illness Insurance



Employee Monthly Rates

Non-Tobacco												
Ages	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	66-69	70
\$5,000	\$0.85	\$1.08	\$1.41	\$2.08	\$3.17	\$5.22	\$8.27	\$13.30	\$18.89	\$26.04	\$26.04	\$31.90
\$10,000	\$1.70	\$2.15	\$2.81	\$4.16	\$6.33	\$10.45	\$16.55	\$26.61	\$37.78	\$52.08	—	—
\$15,000	\$2.55	\$3.23	\$4.22	\$6.23	\$9.50	\$15.67	\$24.82	\$39.91	\$56.67	\$78.12	—	—
\$20,000	\$3.40	\$4.30	\$5.63	\$8.31	\$12.67	\$20.89	\$33.10	\$53.21	\$75.57	\$104.16	—	—
\$25,000	\$4.25	\$5.38	\$7.03	\$10.39	\$15.83	\$26.12	\$41.37	\$66.51	\$94.46	\$130.20	—	—
\$50,000	\$8.50	\$10.75	\$14.07	\$20.78	\$31.66	\$52.23	\$82.75	\$133.03	\$188.91	\$260.40	—	—

Tobacco												
Ages	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65	66-69	70
\$5,000	\$1.25	\$1.47	\$2.28	\$3.54	\$5.80	\$9.46	\$15.47	\$23.55	\$35.50	\$47.53	\$47.53	\$61.26
\$10,000	\$2.51	\$2.93	\$4.56	\$7.08	\$11.60	\$18.93	\$30.94	\$47.11	\$71.00	\$95.06	—	—
\$15,000	\$3.76	\$4.40	\$6.83	\$10.62	\$17.40	\$28.39	\$46.41	\$70.66	\$106.50	\$142.58	—	—
\$20,000	\$5.02	\$5.87	\$9.11	\$14.16	\$23.21	\$37.86	\$61.88	\$94.21	\$142.00	\$190.11	—	—
\$25,000	\$6.27	\$7.33	\$11.39	\$17.70	\$29.01	\$47.32	\$77.35	\$117.77	\$177.50	\$237.64	—	—
\$50,000	\$12.54	\$14.66	\$22.78	\$35.40	\$58.01	\$94.65	\$154.70	\$235.54	\$355.00	\$475.28	—	—

Spouse Monthly Rates

Non-Tobacco										
Ages	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65
\$2,500	\$0.43	\$0.54	\$0.70	\$1.04	\$1.58	\$2.61	\$4.14	\$6.65	\$9.45	\$13.02
\$5,000	\$0.85	\$1.08	\$1.41	\$2.08	\$3.17	\$5.22	\$8.27	\$13.30	\$18.89	\$26.04
\$7,500	\$1.28	\$1.61	\$2.11	\$3.12	\$4.75	\$7.84	\$12.41	\$19.95	\$28.34	\$39.06
\$10,000	\$1.70	\$2.15	\$2.81	\$4.16	\$6.33	\$10.45	\$16.55	\$26.61	\$37.78	\$52.08
\$12,500	\$2.13	\$2.69	\$3.52	\$5.20	\$7.92	\$13.06	\$20.69	\$33.26	\$47.23	\$65.10
\$15,000	\$2.55	\$3.23	\$4.22	\$6.23	\$9.50	\$15.67	\$24.82	\$39.91	\$56.67	\$78.12
\$20,000	\$3.40	\$4.30	\$5.63	\$8.31	\$12.67	\$20.89	\$33.10	\$53.21	\$75.57	\$104.16
\$25,000	\$4.25	\$5.38	\$7.03	\$10.39	\$15.83	\$26.12	\$41.37	\$66.51	\$94.46	\$130.20

Tobacco										
Ages	18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65
\$2,500	\$0.63	\$0.73	\$1.14	\$1.77	\$2.90	\$4.73	\$7.74	\$11.78	\$17.75	\$23.76
\$5,000	\$1.25	\$1.47	\$2.28	\$3.54	\$5.80	\$9.46	\$15.47	\$23.55	\$35.50	\$47.53
\$7,500	\$1.88	\$2.20	\$3.42	\$5.31	\$8.70	\$14.20	\$23.21	\$35.33	\$53.25	\$71.29
\$10,000	\$2.51	\$2.93	\$4.56	\$7.08	\$11.60	\$18.93	\$30.94	\$47.11	\$71.00	\$95.06
\$12,500	\$3.13	\$3.67	\$5.70	\$8.85	\$14.50	\$23.66	\$38.68	\$58.88	\$88.75	\$118.82
\$15,000	\$3.76	\$4.40	\$6.83	\$10.62	\$17.40	\$28.39	\$46.41	\$70.66	\$106.50	\$142.58
\$20,000	\$5.02	\$5.87	\$9.11	\$14.16	\$23.21	\$37.86	\$61.88	\$94.21	\$142.00	\$190.11
\$25,000	\$6.27	\$7.33	\$11.39	\$17.70	\$29.01	\$47.32	\$77.35	\$117.77	\$177.50	\$237.64

Dependent Child(ren) coverage of \$10,000 is effective until age 26 at \$3.25/monthly.

Maximum spouse benefit: \$25,000. The \$25,000 reduces by 50% at covered employee's age 65 or, if coverage was issued after age 60, upon the five-year anniversary of the certificate date.

CRITICAL ILLNESS

5Star Life Insurance Company
Group Critical Illness Insurance



Each year,

1.7 million

new cases of cancer are diagnosed in the United States.¹

Every

40 seconds,

an American has a heart attack.²

Heart attacks and heart disease are

2 of the 10 most expensive

conditions treated in U.S. hospitals.²

Financial peace of mind at a critical time

Because of advances in technology and earlier detection, surviving a critical illness like these is likely. However, the cost can be financially devastating due to co-pays, high deductibles, exclusions for new treatments, expensive prescriptions, and lost wages. Did you know that 66.5 percent of all bankruptcies are tied to medical issues?³

5Star Life Insurance Company offers Group Critical Illness Insurance which provides crucial financial protection for first-ever diagnoses of three covered condition groups – cardiovascular conditions, cancer diagnosis, and all other covered conditions. Peace of mind so you take care of your family's financial needs while you focus on treatment and recovery.

GROUP RATES

You cannot be singled out for a rate increase due to health or employment status. Age-banded group rates can only increase on a group basis.

CRITICAL ILLNESS TRIPLE BENEFIT

You receive a cash payment upon the first occurrence of a covered illness. You can receive up to three (3) times the face amount of the policy but cannot collect more than 100% of each category. The plan pays regardless of what your primary insurance covers with no coordination of benefits.

FAMILY COVERAGE

Your spouse can be covered up to 50% of your coverage face amount or \$25,000, whichever is greater. You can also add a \$10,000 benefit for financially dependent children up to age 25 for \$.75 per week.

PORTABLE

You and your family can continue coverage with no loss of benefits or increase in cost should you terminate employment after the first premium is paid. We simply bill you directly.

CONVENIENT

Easy payment through payroll deduction.



¹American Cancer Society. Cancer Facts & Figures 2019, ²American Heart Association. Heart Disease and Stroke Statistics 2019 At-a-Glance,

³www.cnbc.com/2019/02/11/this-is-the-real-reason-most-americans-file-for-bankruptcy.html

Underwritten by 5Star Life Insurance Company (a Lincoln, Nebraska company); Administered by NTT Data at 777 Research Drive, Lincoln, NE 68521.

Product available in all states and some U.S. Territories except: AK, CT, DE, FL, HI, ME, MD, MN, MT, NH, NJ, NY, ND, OH, OR, RI, SC, SD, VT, WA, WV, WY, AS, GU, MP, PR, VI.

Policy #: CIGROUPPOL R1008rev

CI-FlyerR1019

5Star Accident Insurance



Accidents happen! If an employee had an accident and missed work for a period of time, how would his/her income be affected? And think about all those extra expenses incurred - co-pays, deductibles, and unexpected out of pocket medical expenses that add up so quickly. Or, consider the possibility of having to hire help at home, additional child care, or any other unexpected expenses while in recovery. A family could spend an average of \$4,300 on out-of-pocket costs even with medical coverage.* Group Accident Insurance is a strong supplement to major medical insurance.

Benefit Highlights

- Guaranteed-Issue – No health questions asked for newly eligible participants
- Coverage for injuries that occur on- and off-the-job
- Pays cash benefits directly to you
- Provides coverage for spouse and children

Monthly Rates

Accident Insurance Monthly Rates	
Employee	\$18.63
Employee and Spouse	\$28.64
Employee and Child(ren)	\$36.79
Family	\$56.16

Must work a minimum of 30 hours per week to be eligible.

* Brandeisky, K. Here's How Much the Average American Worker Has to Pay for Healthcare, Sept. 2015, www.time.com/money/4044394/average-health-deductible-premium

5Star Accident Insurance



Benefits	Benefit Amount
Accidental Death	
Loss of Life (employee)	\$50,000
Loss of Life (spouse)	\$12,500
Loss of Life (child)	\$10,000
Common Carrier (employee)	\$100,000
Common Carrier (spouse)	\$25,000
Common Carrier (child)	\$20,000
Dismemberment	
One or More Fingers or Toes	\$1,250
Single Loss	\$12,500 / \$10,000
Double Loss	\$25,000 / \$20,000
Coma	\$10,000
Uniplegia	\$5,000
Paraplegia	\$10,000
Quadriplegia	\$25,000 / \$20,000
Hospital and Medical Benefits	
First Day Confinement – per Admission	\$1,250
Daily Confinement – 365 per Admission	\$300
First Day ICU – 1 Time per Year	\$1,000
Daily ICU – 30 Days per Accident	\$400
Inpatient Rehabilitation – 30 Days	\$200
Observation Room – 1 Visit per Year	\$100
Inpatient Surgery – Indemnity	\$1,000
Other Inpatient Surgery for Repair	\$250
Anesthesia – Inpatient	25%
Repair of Single Ligaments / Tendons	\$500
Repair of Multiple Ligaments / Tendons	\$1,000
Outpatient Torn Knee Cartilage	\$500
Outpatient Surgery Miscellaneous	\$500
Exploratory Surgery	\$250
Ambulance – Ground / Air	\$400 / \$1,200
Traumatic Brain Injury	\$1,000
Blood, Plasma, and Platelets	\$200
Concussion	\$500
X-Ray	\$50
Fracture Benefits	
Open Fracture	Up to \$4,000
Closed Fracture	Up to \$2,000
Chip Fracture (% of Closed Benefits)	25%

Dislocation Benefits	
Open Dislocation	Up to \$3,000
Closed Dislocation	Up to \$1,500
Chip Fracture (% of Closed Benefits)	10%
Burn Benefits	
2nd Degree 35 Square Inches +	\$1,000
3rd Degree 10 – 20 Square Inches	\$1,000
3rd Degree 20 – 30 Square Inches	\$10,000
3rd Degree 35+ Square Inches	\$20,000
Skin Grafts (% of Burn Benefits)	50%
Lacerations	
Less Than 2 Inches with Stitches	\$100
2 – 6 Inches with Stitches	\$400
6+ Inches with Stitches	\$800
Other Medical Benefits	
Emergency Room Treatment	\$200
Urgent Care Treatment	\$200
Physician's Office – 5 Visits per Year	\$100
Telemedicine	\$50
Eye Injury (Object Removal or Surgery)	\$250
Physical Therapy – 10 Visits per Year	\$50
Chiropractic	\$25
Health & Wellbeing	
Accident Screening Benefit	\$50
Gunshot Wound	\$500
Organized Sports Booster	10%
Financial Wellness Benefit	\$250
Family Caregiver Benefit	\$100
Mental Health	\$25

ACCIDENT INSURANCE



Group Accident Insurance offered by 5Star Life Insurance Company

Financial protection for you and your family

The 5Star Life Accident policy provides cash benefits from day one for medical treatment you receive for covered accidents and injuries, regardless of what your medical insurance pays. You can also use the cash to pay for other unexpected expenses that come up after an accident, like childcare or transportation, providing you coverage that helps offset the cost of medical treatment and non-medical expenses.

What is covered

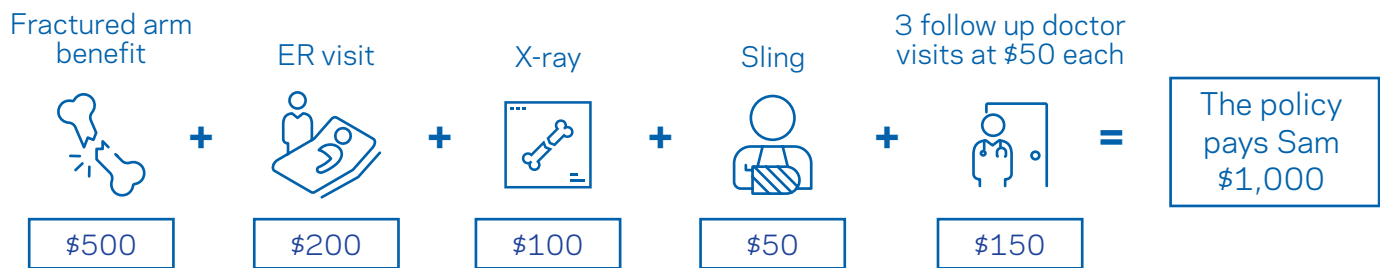
This insurance provides coverage for treatment and hospitalization resulting from an accident covered by the policy your employer selects. In addition, benefits can provide coverage for broken bones, dislocations, ligament damage, transportation for treatment, health screening tests and a host of other items.

The benefits you receive:

- Are paid directly to you to help cover any unexpected expenses during recovery – including childcare and other non-medical bills.
- Guard against the potential financial gaps created by deductibles and co-pays that add up quickly.
- Are not reduced by or coordinated with any other policies, including major medical coverage.

How the coverage works

Sam breaks her arm. While her major medical coverage takes care of some of the medical costs, she also has a 5Star Life Accident policy. Here's what it pays her regardless of actual out-of-pocket expenses. She can use the cash benefits for copays and deductibles, for transportation now that she can't ride her bike to work, and hire a babysitter to watch her child while she goes to follow up doctor visits.



The example above is for illustrative purposes only. Benefits may vary.



The journey to health and well-being starts with planning for tomorrow, today. Enroll to provide peace of mind for your family!

For costs and further details of the coverage, including exclusions, any reduction or limitations and the terms under which the policy may be continued in force, see your employer or contact 5Star Life.



Underwritten by 5Star Life Insurance Company (a Lincoln, Nebraska company); Administered by NTT Data at 777 Research Drive, Lincoln, NE 68521. Product not available in all states. Policy # 5SACPOL; Rider 5SACSCFR

Symetra Group Short-Term Disability Income Insurance



One of the most important assets a person has is the ability to earn a paycheck. Disability income insurance can provide financial protection in the event that someone is unable to work due to injury or illness.

When it comes to disability income insurance, you'll find that Symetra approaches claims management a little differently. Symetra is not interested in just issuing claimants a check; they want to help you get back to work as quickly as possible. Every policy is supported with this type of advocacy-based service—whether you are covered under the policy for four days, or four months. And for those needing to transition from short-term benefits to long-term coverage, Symetra makes it a seamless process for everyone involved.

Symetra Group Short-Term Disability Insurance provides financial protection in the event you are unable to work due to injury or illness.

Short-Term Disability Income Insurance (STD)

Eligibility: All full-time active employees working a minimum of 20 hours per week

Eligibility excludes all temporary and seasonal employees

Benefit Percent: 50%

Maximum Weekly Payment Amount: \$300 Elimination Period*: 29 Days Accident / 29 Days Sickness Maximum Payment Duration: 22 Weeks

Pre-Existing Limitation: 3 Month Look Back/12 Month Pre-Existing Condition Waiting Period

Benefit Highlights

Non-occupational coverage only

Maternity is covered as any other condition

STD benefits will be reduced by other income amounts, including integration with Workers' Compensation benefits

Monthly Rates[†]

Sample Monthly Rates for Selected Dollar Amounts [†] (50% of salary or MAX \$300 paid weekly)										
Age Band	<29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	>70
Rate Per \$10	\$0.840	\$0.822	\$0.934	\$1.009	\$1.177	\$1.475	\$1.780	\$2.316	\$2.559	\$3.418
\$300 Weekly Benefit	\$25.20	\$24.66	\$28.02	\$30.27	\$35.31	\$44.25	\$53.40	\$69.48	\$76.77	\$102.54

* Non-occupational coverage only for up to 22 weeks. Non-incremental plan. You will receive 50% of your weekly salary up to a maximum amount of \$300 per week.

[†] Sample rates are examples only. Final rates determined by age and salary.

Symetra Group Long-Term Disability Income Insurance



Symetra Group Long-Term Disability Income Insurance is designed to pay a benefit to you in the event you cannot work because of a covered illness or injury. This benefit replaces a portion of your income, thus helping you meet your financial commitments in a time of need.

Long-Term Disability Income Insurance (LTD)

Eligibility: All full-time active employees working a minimum of 20 hours per week

Eligibility excludes all temporary and seasonal employees

Benefit Percent: 50%

Maximum Monthly Payment Amount: \$2,000

Elimination Period: 180 Days

Maximum Payment Duration: 2 Years

Definition of Disability: 1 Year Regular Occupation

Partial/Residual: Residual

Mental Illness / Substance Abuse Limitation: 12 Months per Lifetime

Personal Care Benefit: Yes

Worksite Modification: \$2,000

Benefit Highlights

Coverage is subject to exclusions and limitations, including a 3/12 pre-existing condition exclusion.

\$100 or 10% minimum monthly benefit.

LTD benefits will be reduced by other income amounts, including integration with Family Social Security benefits.

Survivor Benefit – If you die, Symetra will pay your survivor benefit, equal to 3 months of your gross disability payment to your beneficiary.

Return-to-Work Benefit – Encourages disabled participants to return to work on a partial or part-time basis. During an initial 12 month incentive period, earnings and benefits can equal pre-disability income.

Waiver of Premium – Premium payments for coverage are suspended while you are receiving disability income payments.

Monthly Rates[†]

Sample Monthly Rates for Selected Dollar Amounts [†] (50% of salary or MAX \$2,000 paid monthly)												
Age Band		<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	>70
Rate Per \$100		\$0.111	\$0.138	\$0.222	\$0.305	\$0.526	\$0.845	\$1.399	\$2.188	\$1.980	\$1.385	\$0.997
Annual Salary	Monthly Benefit											
\$40,000	\$1,667	\$3.70	\$4.60	\$7.40	\$10.17	\$17.53	\$28.17	\$46.63	\$72.93	\$66.00	\$46.17	\$33.23
\$50,000	\$2,000	\$4.44	\$5.50	\$8.88	\$12.20	\$21.04	\$33.80	\$55.96	\$87.52	\$79.20	\$55.40	\$39.88

Seamless transition from STD to LTD. Non-incremental plan. You will receive 50% of your monthly salary up to \$2,000 per month.

[†] Sample rates are examples only. Final rates determined by age and salary.

Symetra Group Life Insurance



What's supplemental group life insurance?

It's term life insurance purchased through your employer. It's called "term" because it provides protection for a set period of time. And the insurance you buy supplements the other group life insurance offered by your employer, giving your family's financial future even greater protection.

Benefit Highlights

Coverage is offered at attractive group rates—lower than if you were to buy this insurance on your own.

No complicated applications to complete. A simple enrollment form is all it usually takes.

No medical questionnaires to complete if enrolling during your initial eligibility period.

You can choose an amount that fits your needs.

Your insurance may be portable, meaning you can continue coverage at group rates even if you terminate your employment.

Eligibility: All full-time active employees working a minimum of 20 hours per week. Excludes all temporary and seasonal employees.

Benefit Maximum: The lesser of 5 x salary or \$100,000

Guarantee Issue Amount: \$100,000

Premium Waiver Provision: Premium Waiver if disabled prior to age 60

Premium Waiver Elimination Period: 6 Months

Disability Duration: To age 70

Accelerated Death Benefit: 50% of Benefit, not to exceed \$50,000

Terminal Illness Period: 24 Months

Combined Portability Maximum: \$100,000

Age Reduction: Original volume is reduced to 50% at age 70

Spouse Benefit: Increments of \$5,000 to a maximum of \$50,000, not to exceed 50% of Employee's Supplemental Life Coverage

Child(ren) Benefit: Ages 15 days to 6 months - \$250, ages 6 months to age 19 - increments of \$1,000 to a maximum of \$10,000 of Supplemental Life coverage.

Monthly Rates

Participant												
Age	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
\$10,000	\$0.97	\$0.97	\$0.97	\$1.35	\$2.28	\$3.95	\$6.54	\$11.57	\$13.95	\$20.84	\$38.80	\$38.80
\$40,000	\$3.88	\$3.88	\$3.88	\$5.40	\$9.12	\$15.80	\$26.16	\$46.28	\$55.80	\$83.36	\$155.20	\$155.20
\$60,000	\$5.82	\$5.82	\$5.82	\$8.10	\$13.68	\$23.70	\$39.24	\$69.42	\$83.70	\$125.04	\$232.80	\$232.80
\$80,000	\$7.76	\$7.76	\$7.76	\$10.80	\$18.24	\$31.60	\$52.32	\$92.56	\$111.60	\$166.72	\$310.40	\$310.40
\$100,000	\$9.70	\$9.70	\$9.70	\$13.50	\$22.80	\$39.50	\$65.40	\$115.70	\$139.50	\$208.40	\$388.00	\$388.00

Spouse												
Age	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
\$5,000	\$0.49	\$0.49	\$0.49	\$0.68	\$1.14	\$1.98	\$3.27	\$5.79	\$6.98	\$10.42	\$19.40	\$19.40
\$20,000	\$1.94	\$1.94	\$1.94	\$2.70	\$4.56	\$7.90	\$13.08	\$23.14	\$27.90	\$41.68	\$77.60	\$77.60
\$30,000	\$2.91	\$2.91	\$2.91	\$4.05	\$6.84	\$11.85	\$19.62	\$34.71	\$41.85	\$62.52	\$116.40	\$116.40
\$40,000	\$3.88	\$3.88	\$3.88	\$5.40	\$9.12	\$15.80	\$26.16	\$46.28	\$55.80	\$83.36	\$155.20	\$155.20
\$50,000	\$4.85	\$4.85	\$4.85	\$6.75	\$11.40	\$19.75	\$32.70	\$57.85	\$69.75	\$104.20	\$194.00	\$194.00

Child											
\$250*	\$1,000	\$2,000	\$3,000	\$4,000	\$5,000	\$6,000	\$7,000	\$8,000	\$9,000	\$10,000	
\$0.143	\$0.143	\$0.286	\$0.429	\$0.572	\$0.715	\$0.858	\$1.001	\$1.144	\$1.287	\$1.43	

* Ages 15 days to 6 months only.
Availability varies by state.

Symetra Value-Add Programs



Symetra Value-Add Programs for Group Life and Disability Income Insurance

We can't predict where life is going to take us. An injury or illness could send an otherwise active person out on disability leave for an indefinite period of time. Or the loss of a loved one may leave a family struggling to cope with the emotional and financial stress of rebuilding their lives. Symetra's value-add programs complement the insurance benefits provided under each policy and strengthen our goal of getting people to a better place.

The following programs are available at no additional cost to participants who elect Symetra Short- or Long-Term Disability coverage.

Employee Assistance Program (EAP)

Confidential sessions with a counselor, financial planner or attorney

- Enrolled employees and their household family members are entitled to up to five confidential sessions with a counselor, financial planner or lawyer each calendar year.
- Consultations may be face-to-face or by telephone.
- Sessions are per household and may be divided between the three types of professionals.
- Counselors with a master's or doctor-level degree can provide an assessment of concerns and refer participants to appropriate resources and providers for stress, anxiety, depression, job pressures, grief and loss and substance abuse.
- Financial and legal professionals can assist with matters such as tax-filing questions, divorce, family law, debt and bankruptcy, guardianship, power of attorney, retirement & estate planning and civil & criminal actions.
- An additional five sessions are available in the event of a covered disability claim.

Unlimited, free telephonic support

Counselors with a master's or doctor-level degree are available 24/7 via a Symetra-dedicated number, (888) 327-9573.

www.guidanceresources.com provides access to self-assessment tools, tailored searches for child and elder care, attorneys, CPAs, and other helpful services. Take a look around by logging in and entering SYMETRA in the company ID field.

HealthChampionSM

Administrative Support

- Easy-to-understand explanation of benefits—help identifying what's covered and what's not.
- Step-by-step guidance on medical claims and billing issues.
- Cost estimation for covered and/or non-covered treatment options.
- Fee and payment plan negotiation.
- Referral to financial resources for the underinsured and uninsured.
- Explanation of the appeals process.

Clinical Support

One-on-one reviews of your health concerns.

- Straightforward, easy-to-understand answers regarding specific diagnosis and treatment options.
- Support and preparation for upcoming doctor's visits, lab work and procedures. Coordination with appropriate health care plan provider(s).
- Referrals to community resources and applicable support groups, as well as employee assistance program (EAP) counseling and legal and financial guidance.

Call (866) 263-4365 to reach one of our live master's or doctor-level Guidance Consultants who will assess your issues and needs, then connect you to the appropriate HealthChampion specialist.

The following programs are available at no additional cost to participants who elect Symetra Group Term Life Insurance coverage.

Travel Assistance

You are covered traveling 100 miles or more from home, business or pleasure.

- Help finding physicians, dentists and medical facilities.
- Medical monitoring to determine if care is appropriate.
- Transportation to a hospital/treatment facility or return home for treatment.
- Arrangement for a dependent's or traveling companion's return home.
- Replacement of medication and eyeglasses.
- Emergency message relay to and from friends, relatives and business associates.
- Emergency cash & assistance locating lost or stolen items.
- Legal assistance/bail.
- Interpretation/translation services.

Call (877) 823-5807 24/7 from North America or (240) 330-1422 from anywhere else in the world.

Identity Theft Protection Program

Symetra's ID Theft Protection Program gives employees a high-touch 24/7 service that can help protect them from ID theft while providing support in the event their identity is stolen.

Support and guidance are available immediately upon enrollment—no need to wait for an incident to occur.*

- Help is just a phone call away wherever employees travel, including lost wallet protection, translation services and emergency cash.

Call (877) 823-5807 24/7 from North America or (240) 330-1422 from anywhere else in the world.

* Identity thefts discovered prior to enrollment in Symetra Group Insurance are not eligible for services

Beneficiary Companion Program

Guidance Services & Fraud Resolution

- Guidance on how to obtain death certificate copies for final notifications.
- Dedicated Beneficiary Assistance Coordinators to manage notifications, including:
 - Social Security Administration
 - Credit reporting agencies
 - Credit card companies/financial institutions
 - Third-party vendors
 - Government agencies
- Assistance protecting the loved one's identity and resolution assistance in case the deceased's identity is stolen.
 - A credit report review with the beneficiary
 - Suppression of the deceased's credit report or an offer to freeze/close the account with credit bureaus
 - Full-service resolution assistance if the deceased's identity is stolen, including affidavit assistance, credit bureau and fraud department notification, help filing a police report, and creditor follow-up

Call (877) 823-5807 for your Beneficiary Companion Guidebook and 24/7 support.

The website, www.europassistance-usa.com/beneficiary is also an excellent resource for valuable information.

Directory

Benefits Center	(844) 275-2719
5Star Life Insurance Company	(800) 776-2322 www.5starlifeinsurance.com
Symetra	(800) 796-3872 www.symetra.com
Symetra Value-Add Programs	
Employee Assistance Program (EAP)	(888) 327-9573 www.guidanceresources.com
HealthChampion SM	(866) 263-4365
TravelAssistance	North America : (877) 823-5807 Worldwide: (240) 330-1422
Identity Theft Protection Program	North America : (877) 823-5807 Worldwide: (240) 330-1422
BeneficiaryCompanion	(877) 823-5807 www.europassistance-usa.com/beneficiary

CALL (844) 275-2719

to speak with a Benefit Advisor to make your Voluntary Benefit selections.