

# BASIC LIFE / AD&D INSURANCE



## Guardian

Life insurance can help provide for your loved ones if something were to happen to you. Rolfson Oil provides full-time employees with 1x annual compensation in group life and accidental death and dismemberment (AD&D) insurance, payable to your named beneficiary(ies). The minimum benefit amount is \$15,000 and maximum benefit amount is \$250,000.

Rolfson Oil pays for the full cost of this benefit – meaning this benefit is provided at **No Cost** to you. You are responsible for updating your beneficiary information, as needed.

# SUPPLEMENTAL LIFE / AD&D INSURANCE



## Guardian

While Rolfson Oil and Guardian offer basic life insurance, some employees may want to purchase additional coverage. Think about your personal circumstances. Are you the sole provider for your household? What other expenses do you expect in the future (for example, college tuition for your child or your home mortgage)? Depending on your needs, you may want to consider buying supplemental coverage.

The company also provides benefit-eligible employees the opportunity to purchase Voluntary Life/AD&D Insurance coverage. Employees may also choose to purchase Life/AD&D Insurance for their spouse and dependent child(ren). The premium for this additional coverage is 100% paid for by you and is offered at negotiated group rates through the company. These rates may be challenging to obtain on your own.

**NEW HIRE NOTICE – If you are a new hire, this is your chance to receive Guarantee Issue for yourself and your dependents. If you do not take advantage of this benefit now, but then wish to enroll later, you will be subject to evidence of insurability (answer medical questions).**

### VOLUNTARY SUPPLEMENTAL LIFE/AD&D COVERAGE HIGHLIGHTS

<b>Term Life and AD&amp;D Coverage Amounts</b> Capped at 5x salary	<b>Employee:</b> \$500,000 max (in \$10,000 increments) <b>Spouse:</b> \$250,000 max (in \$5,000 increments) <b>Child(ren):</b> \$10,000 max (in \$1,000 increments) 6 months – 26 years
<b>Guarantee Issue Amount</b>	<b>Employee:</b> \$150,000 / <b>Spouse:</b> \$25,000 <i>*If you enroll when first offered, you receive up to the listed amount without having to answer medical questions. Capped at 5x salary.</i>
<b>Reduction Schedule</b>	35% at age 65 / 55% at age 70 / 70% at age 75 / 80% at age 80
<b>Additional Features</b>	Employee pays 100% of benefit cost. Login to the Ease to view your age-based rates.

Age	Monthly Cost per \$10,000
<20-24	\$1.10
25-29	\$1.10
30-34	\$1.20
35-39	\$1.30
40-44	\$1.53
45-49	\$2.28
50-54	\$3.92
55-59	\$6.40
60-64	\$7.21
65-69	\$13.97
70-99	\$20.90