

Life Insurance - Lincoln Financial

Life Insurance options vary by eligibility group. View the benefits section of Workday for details.

Life, Accidental Death & Dismemberment, and Dependent Life Insurance

Life Insurance is offered to provide financial protection for your loved ones who are dependent on you for their financial needs or to cover funeral or other final expenses.

Coverage options include:

- Basic Life: Employer paid coverage provided to all employees
- Accidental Death & Dismemberment: 1x – 5x salary, up to \$750,000
- Optional Life: 1x – 5x salary, up to \$750,000
- Dependent Life: Up to \$10,000 for children; coverage for spouse dependent on selection

Additional plan information:

Evidence of Insurability (EOI):

A medical history questionnaire that must be submitted to Lincoln Financial to determine if they will approve your election. May be required, depending on election.

Beneficiary Designation:

All employees need to make a beneficiary designation in Workday to avoid probate and ensure your intended beneficiary receives the benefit. This can later be updated at any time throughout the year.

Age reduction:

Your optional life coverage will be reduced to 65% of your elected coverage once you reach age 65 and to 50% once you reach age 70. Your premium amount will be reduced to the new coverage as well.

Waiver of premium:

If you are receiving Short Term Disability benefits, are under age 60, and are out of work for 6 months, you may apply for a life insurance premium waiver. This will allow you to keep your life insurance benefits, but you will no longer need to pay the premium.



Disability Insurance - Lincoln Financial

Disability Insurance options vary by eligibility group. View the benefits section of Workday for details.

Short and Long Term Disability Insurance

Short and Long Term Disability Insurance provide a percentage of your income in the event that you are unable to work due to your own health condition. If you will be out of work for an extended period of time, please contact Lincoln Financial at 844-869-3474 to file for your leave and learn about your available benefits.

Additional Plan Information:

Long Term Disability Pre-existing Condition:

If you have a medical condition that begins before your coverage takes effect, and you receive treatment for this condition within the 3 months leading up to your coverage start date, you may not be eligible for benefits for that condition until you have been covered by the plan for 12 months.

Continuation of Life Benefits:

If you are absent from work due to a disability leave for 6 or more months:

- and are under age 60, you will be offered a Waiver of Premium. If approved, your Life Insurance coverage will continue at no cost to you.
- and are age 60 or older, your Life Insurance coverage will end.
- You may convert your coverage to an individual policy or port your current coverage, but you will be responsible for the premium. Contact Lincoln for more information.

Maximum Coverage Period:

Approved benefit payments coverage will end on the earlier of:

- The date you are no longer disabled;
- The date you become eligible for full Social Security benefits (65 - 67); or
- After 2 years for mental health conditions
- If you are age 60 or over when you become disabled, the benefits period is limited per the following table:

Age at Disability	Maximum Benefit Period
60	60 months
61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69+	12 months

