

## Plan Highlights

# Group Supplemental & Dependent Life / AD&D Insurance



### Refresco Beverages US Inc.

#### ELIGIBILITY

All Active Full-Time Non-Union Hourly Support Employees and Fort Worth Union Employees scheduled to work 30 hours or more per week, except for any person working on a Part-Time, temporary or seasonal basis.

**Dependents:** You must be insured for your Dependents to be covered.

Dependents are:

- ▶ Your legal spouse who is not legally separated or divorced from you;
- ▶ Your unmarried financially dependent children age 14 days to 26 years;
- ▶ A person may not have coverage as both an Employee and Dependent;
- ▶ Only one insured spouse may cover dependent children;

#### BENEFIT AMOUNT

**Employee and AD&D:** A choice of 1, 2, 3, or 4 times earnings, rounded to the next higher \$1,000, subject to a maximum of \$300,000.

**Spouse and AD&D:** Choose from a minimum of \$10,000, a maximum of \$50,000 or 50% of employee amount in \$10,000 increments.

**Child(ren):** 14 days to age 26 years: \$5,000 to \$10,000 in increments of \$5,000.

#### GUARANTEED ISSUE

**Employee:** \$200,000

**Spouse:** \$50,000

**Child(ren):** \$10,000

#### CONTRIBUTION REQUIREMENTS

Coverage is 100% Employee Paid.

#### RATES

See attached Rate Sheet

#### AD&D SCHEDULE

For Accidental Loss of	Amount Payable
Life	100%
Both Hands	100%
Both Feet	100%
Sight of Both Eyes	100%
One Hand and One Foot	100%
One Hand and Sight of One Eye	100%
One Foot and Sight of One Eye	100%
Speech and Hearing	100%
One Hand	50%
One Foot	50%
Sight of One Eye	50%
Speech	50%
Hearing	50%

#### BENEFIT REDUCTION DUE TO AGE

Age	Original Benefit Reduced to
65	65%
70	50%

#### FEATURES

- ▶ Living Benefit
- ▶ Air Bag Benefit
- ▶ COMA Benefit
- ▶ Conversion Privilege
- ▶ Education Benefit
- ▶ Felonious Assault Benefit
- ▶ FMLA/MSLA Extension
- ▶ Portability
- ▶ Rehabilitation Training Benefit
- ▶ Seat Belt Benefit
- ▶ Survivor Benefit
- ▶ Total Loss of Use Benefit
- ▶ Waiver of Premium



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This Plan Highlight is not a complete description of the insurance coverage. Insurance is provided under group policy form LRS-6422, et al. This is not a binding contract. Should there be a difference between this Plan Highlight and the contract, the contract will govern. The Certificate of Coverage will be made available to you that describes the benefits in greater detail; however a benefit will not be paid if caused or contributed by an exclusion listed in the Certificate.

Reliance Standard Life Insurance Company is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, Home Office: New York, NY. Product features and availability may vary by state.

# Reliance Standard Plans Supplemental and Dependent Life and AD&D Insurance Premium Table

## Plan Holder: Refresco Beverages US Inc.

**Scheduled Benefit:** Each eligible employee may elect for himself/herself and/or his/her eligible spouse an amount of insurance shown in the table below.

**For employees age 65 and older:** Benefit amounts are reduced according to the age-based reduction chart shown in the Supplemental Life brochure.

**Employee/Spouse Premiums:** To find you and your spouse's premium:

- Determine your age band: Your age = your age at your last birthday.
- Select a benefit amount (employees age 65 and older: see above comment).
- Spouse premium: Repeat the steps above for your spouse at his/her age at his/her last birthday.
- Employee and spouse rates change as they respectively move from one age bracket to the next.

### Employee Monthly Premiums

Benefit Amount	Age 18-24	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54	Age 55-59	Age 60-64	Age 65-69	Age 70-74	Age 75+
\$10,000	\$2.90	\$3.00	\$3.10	\$3.40	\$3.80	\$5.30	\$7.40	\$10.80	\$13.60	\$20.00	\$33.50	\$54.10
\$20,000	\$5.80	\$6.00	\$6.20	\$6.80	\$7.60	\$10.60	\$14.80	\$21.60	\$27.20	\$40.00	\$67.00	\$108.20
\$30,000	\$8.70	\$9.00	\$9.30	\$10.20	\$11.40	\$15.90	\$22.20	\$32.40	\$40.80	\$60.00	\$100.50	\$162.30
\$40,000	\$11.60	\$12.00	\$12.40	\$13.60	\$15.20	\$21.20	\$29.60	\$43.20	\$54.40	\$80.00	\$134.00	\$216.40
\$50,000	\$14.50	\$15.00	\$15.50	\$17.00	\$19.00	\$26.50	\$37.00	\$54.00	\$68.00	\$100.00	\$167.50	\$270.50
\$60,000	\$17.40	\$18.00	\$18.60	\$20.40	\$22.80	\$31.80	\$44.40	\$64.80	\$81.60	\$120.00	\$201.00	\$324.60
\$70,000	\$20.30	\$21.00	\$21.70	\$23.80	\$26.60	\$37.10	\$51.80	\$75.60	\$95.20	\$140.00	\$234.50	\$378.70
\$80,000	\$23.20	\$24.00	\$24.80	\$27.20	\$30.40	\$42.40	\$59.20	\$86.40	\$108.80	\$160.00	\$268.00	\$432.80
\$90,000	\$26.10	\$27.00	\$27.90	\$30.60	\$34.20	\$47.70	\$66.60	\$97.20	\$122.40	\$180.00	\$301.50	\$486.90
\$100,000	\$29.00	\$30.00	\$31.00	\$34.00	\$38.00	\$53.00	\$74.00	\$108.00	\$136.00	\$200.00	\$335.00	\$541.00
\$110,000	\$31.90	\$33.00	\$34.10	\$37.40	\$41.80	\$58.30	\$81.40	\$118.80	\$149.60	\$220.00	\$368.50	\$595.10
\$120,000	\$34.80	\$36.00	\$37.20	\$40.80	\$45.60	\$63.60	\$88.80	\$129.60	\$163.20	\$240.00	\$402.00	\$649.20
\$130,000	\$37.70	\$39.00	\$40.30	\$44.20	\$49.40	\$68.90	\$96.20	\$140.40	\$176.80	\$260.00	\$435.50	\$703.30
\$140,000	\$40.60	\$42.00	\$43.40	\$47.60	\$53.20	\$74.20	\$103.60	\$151.20	\$190.40	\$280.00	\$469.00	\$757.40
\$150,000	\$43.50	\$45.00	\$46.50	\$51.00	\$57.00	\$79.50	\$111.00	\$162.00	\$204.00	\$300.00	\$502.50	\$811.50
\$160,000	\$46.40	\$48.00	\$49.60	\$54.40	\$60.80	\$84.80	\$118.40	\$172.80	\$217.60	\$320.00	\$536.00	\$865.60
\$170,000	\$49.30	\$51.00	\$52.70	\$57.80	\$64.60	\$90.10	\$125.80	\$183.60	\$231.20	\$340.00	\$569.50	\$919.70
\$180,000	\$52.20	\$54.00	\$55.80	\$61.20	\$68.40	\$95.40	\$133.20	\$194.40	\$244.80	\$360.00	\$603.00	\$973.80
\$190,000	\$55.10	\$57.00	\$58.90	\$64.60	\$72.20	\$100.70	\$140.60	\$205.20	\$258.40	\$380.00	\$636.50	\$1,027.90
\$200,000	\$58.00	\$60.00	\$62.00	\$68.00	\$76.00	\$106.00	\$148.00	\$216.00	\$272.00	\$400.00	\$670.00	\$1,082.00
\$210,000	\$60.90	\$63.00	\$65.10	\$71.40	\$79.80	\$111.30	\$155.40	\$226.80	\$285.60	\$420.00	\$703.50	\$1,136.10
\$220,000	\$63.80	\$66.00	\$68.20	\$74.80	\$83.60	\$116.60	\$162.80	\$237.60	\$299.20	\$440.00	\$737.00	\$1,190.20
\$230,000	\$66.70	\$69.00	\$71.30	\$78.20	\$87.40	\$121.90	\$170.20	\$248.40	\$312.80	\$460.00	\$770.50	\$1,244.30
\$240,000	\$69.60	\$72.00	\$74.40	\$81.60	\$91.20	\$127.20	\$177.60	\$259.20	\$326.40	\$480.00	\$804.00	\$1,298.40
\$250,000	\$72.50	\$75.00	\$77.50	\$85.00	\$95.00	\$132.50	\$185.00	\$270.00	\$340.00	\$500.00	\$837.50	\$1,352.50
\$260,000	\$75.40	\$78.00	\$80.60	\$88.40	\$98.80	\$137.80	\$192.40	\$280.80	\$353.60	\$520.00	\$871.00	\$1,406.60
\$270,000	\$78.30	\$81.00	\$83.70	\$91.80	\$102.60	\$143.10	\$199.80	\$291.60	\$367.20	\$540.00	\$904.50	\$1,460.70
\$280,000	\$81.20	\$84.00	\$86.80	\$95.20	\$106.40	\$148.40	\$207.20	\$302.40	\$380.80	\$560.00	\$938.00	\$1,514.80
\$290,000	\$84.10	\$87.00	\$89.90	\$98.60	\$110.20	\$153.70	\$214.60	\$313.20	\$394.40	\$580.00	\$971.50	\$1,568.90
\$300,000	\$87.00	\$90.00	\$93.00	\$102.00	\$114.00	\$159.00	\$222.00	\$324.00	\$408.00	\$600.00	\$1,005.00	\$1,623.00

### Spouse Monthly Premiums

Benefit Amount	Age 18-24	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54	Age 55-59	Age 60-64	Age 65-69	Age 70-74	Age 75+
\$10,000	\$2.90	\$3.00	\$3.10	\$3.40	\$3.80	\$5.30	\$7.40	\$10.80	\$13.60	\$20.00	\$33.50	\$54.10
\$20,000	\$5.80	\$6.00	\$6.20	\$6.80	\$7.60	\$10.60	\$14.80	\$21.60	\$27.20	\$40.00	\$67.00	\$108.20
\$30,000	\$8.70	\$9.00	\$9.30	\$10.20	\$11.40	\$15.90	\$22.20	\$32.40	\$40.80	\$60.00	\$100.50	\$162.30
\$40,000	\$11.60	\$12.00	\$12.40	\$13.60	\$15.20	\$21.20	\$29.60	\$43.20	\$54.40	\$80.00	\$134.00	\$216.40
\$50,000	\$14.50	\$15.00	\$15.50	\$17.00	\$19.00	\$26.50	\$37.00	\$54.00	\$68.00	\$100.00	\$167.50	\$270.50

**Dependent Child(ren) Monthly Premiums:**

Benefit Amount	Premium
\$5,000	\$1.65
\$10,000	\$3.30

*(One rate and benefit amount for all eligible children in family, regardless of number)*

**PREMIUM CALCULATION (Add your elections here):**

Employee Premium	
Spouse Premium	
Dependent Child(ren) Premium	
Total Premium	

*(Rates are calculated as of coverage effective date and are based on insured's age in relation to Plan anniversary date. Billed rates may be higher if, at application, the person is at the highest age in an age band).*

**Please read this important information:**

- You may not have coverage as both an employee and as a dependent.
- Only one insured spouse may cover the eligible dependent children.

***Rates are subject to change.***