



Whole Life Insurance Benefit Summary END-95(ESO)(20/21)

Employees of Isabellenhutte USA

WHAT IS WHOLE LIFE INSURANCE?

Life insurance helps protect your family financially when you pass away. This protection provides support during a difficult time, usually as a lump sum payment paid directly to a beneficiary. This money can be used to cover final expenses and help replace income that's lost. Unlike term life insurance, whole life insurance builds cash value for your family's future, which may be available for you to withdraw or borrow against in case of an emergency.

- ✓ Employee and family coverage available.
- ✓ You don't have to apply in order to cover your spouse, children, and grandchildren.
- ✓ Guaranteed premium – as long as you pay your premiums, the cost of your life insurance policy can never go up.
- ✓ Guaranteed cash value – the cash value illustrated at the time of purchase, when you reach age 65, is guaranteed as long as your coverage stays in force.
- ✓ Take your coverage with you – even if your employment changes, you can keep this coverage and pay Boston Mutual directly for the premiums.

ELIGIBILITY:

All employees age 18 through 70, working a minimum of 20 hours a week for at least 60 days following the date of employment, and, who are actively at work at the time of enrollment are eligible to apply.

Spouses age 18 through 70, children age 15 days through age 25 and grandchildren age 15 days through age 15 are eligible to purchase coverage as long as the employee is eligible to enroll. Children includes all natural children, stepchildren or legally adopted children. Grandchildren also includes grand-stepchildren. The Employee does not need to participate to purchase coverage on their spouse, children or grandchildren.

Continuation of Coverage: This coverage may be continued in the event you are no longer with your employer. Coverage will be continued at the same premium and coverage amounts then in force.

Effective Date of Coverage: Coverage will be in force as of the date the application is signed by the applicant, please refer to your application and your policy for additional detailed information.



PLAN DESIGN & BENEFITS

With whole life coverage you choose the amount of insurance that best suits your needs and budget.

Guaranteed Issue: No medical underwriting will be required unless you apply for coverage over the Guaranteed Issue amount, apply beyond the initial 60 days eligibility period, or have been previously declined coverage by Boston Mutual.

Employees and Spouses who enroll for less than their group's Guaranteed Issue amount will be allowed to purchase additional coverage up to the Guaranteed Issue limit with no evidence of insurability at any approved future re-enrollment.

Face Amount Purchase

Ages	Employee	Spouse	Dependent Children Age 15 days–25 years	Grandchildren Age 15 days–15 years
Age 18-55	\$50,000	\$25,000	\$25,000	\$25,000
Age 56-70	\$25,000	\$15,000	\$25,000	\$25,000

AVAILABLE RIDERS

Children's Term Rider: For pennies a week, this rider provides level term coverage from \$1,000-\$25,000 in unit increments of \$1,000 for all unmarried, dependent children, ages 15 days up to and including age 25 years. Future children will be automatically covered upon the attainment of 15 days with no increase in the premium. This benefit may be added to any policy issued to an employee or spouse ages 18 to 55. The weekly cost is 11 cents per unit. One premium covers all children.

Accidental Death Benefit (ADB): This benefit pays an additional amount equal to the basic coverage to the beneficiary if the insured dies accidentally. If accidental death occurs while the insured is a passenger on a bus, plane, train or any other common carrier, this benefit pays the ADB as above but will also pay an additional benefit of the basic coverage (up to a maximum of \$100,000). Any Basic Plan participant age 5 years through age 60 is eligible for this benefit.

Payor Waiver of Premium: This benefit pays all the premiums on the employee's policy, spouse's and/or dependent's policies in the event the payor (employee) becomes totally disabled before age 60. The disability must last at least six consecutive months and meet the definitions set forth in your policy. This benefit is available for issue on policies owned by employees up to and including issue age 55 at a cost of 10% of the premium for the base policy plus Catastrophic Loss Rider, if included. This benefit terminates on the policy anniversary on or following the payor's 60th birthday, as long as the payor is not disabled at that time.

Chronic Illness Rider: This rider is available to employees and their spouses between the ages of 18-70 and provides benefits for a loss of two or more Activities of Daily Living (ADLs) while under the regular care and attendance of a physician. ADL's include bathing, dressing, toileting, eating, transferring and continence. There is no requirement that the individual be confined in a nursing home or receiving home health care. Monthly benefit amounts of \$1,000, \$2,000 and \$3,000 with benefit periods of 12 months, 24 months or 36 months are available. Elimination period options are 90 days. Pre-existing conditions during the 6 months prior to the effective date of coverage which result in a loss during the 6 months following the effective date are excluded.

In Massachusetts, this rider is called the Chronic Illness Rider. The Catastrophic Loss Rider is not approved in CA, CT, FL, HI, IL, KS, MD, MN, MO, NH, NJ, NY, NC, PA, TN, TX, VT, VA, WA, and PR.



Chronic Illness Rider rates may vary by state.

Optional - Weekly Premium Rates for 90-Day Elimination Period

Monthly Benefit		Age 25	Age 35	Age 45	Age 55
12-Month Benefit Period	\$1,000	.20	.34	.67	1.45
	\$2,000	.39	.68	1.33	2.91
	\$3,000	.59	1.02	2.00	4.37
24-Month Benefit Period	\$1,000	.31	.55	1.06	2.36
	\$2,000	.61	1.09	2.13	4.72
	\$3,000	.92	1.64	3.19	7.08
36-Month Benefit Period	\$1,000	.38	.69	1.35	2.99
	\$2,000	.76	1.37	2.70	5.97
	\$3,000	1.13	2.06	4.05	8.97



Non-Tobacco Face Amount Purchase Rate

Premiums are unisex and non-tobacco. Rates are based on the Certificate Effective Date. Please contact your Benefits Administrator for more information on premium payments.

Face Amount	Issue Age*	Weekly Premium*	Guaranteed Cash Value at Year 5	Guaranteed Cash Value at Year 10	Guaranteed Cash Value at Year 20	Guaranteed Cash Value at Age 65	Guaranteed Paid Up at Age 65
\$5,000	25	\$1.25	\$57.15	\$225.45	\$640.50	\$1,958.00	\$4,079.55
	35	\$1.65	\$103.55	\$342.55	\$953.15	\$1,750.10	\$3,646.35
	45	\$2.35	\$184.35	\$544.95	\$1,422.30	\$1,422.30	\$2,963.40
	55	\$3.62	\$304.95	\$845.80	\$2,085.15	\$845.80	\$1,762.25
\$10,000	25	\$2.02	\$114.30	\$450.90	\$1,281.00	\$3,916.00	\$8,159.10
	35	\$2.82	\$207.10	\$685.10	\$1,906.30	\$3,500.20	\$7,292.70
	45	\$4.23	\$368.70	\$1,089.90	\$2,844.60	\$2,844.60	\$5,926.80
	55	\$6.75	\$609.90	\$1,691.60	\$4,170.30	\$1,691.60	\$3,524.50
\$15,000	25	\$2.79	\$171.45	\$676.35	\$1,921.50	\$5,874.00	\$12,238.65
	35	\$3.99	\$310.65	\$1,027.65	\$2,859.45	\$5,250.30	\$10,939.05
	45	\$6.10	\$553.05	\$1,634.85	\$4,266.90	\$4,266.90	\$8,890.20
	55	\$9.89	\$914.85	\$2,537.40	\$6,255.45	\$2,537.40	\$5,286.75
\$20,000	25	\$3.56	\$228.60	\$901.80	\$2,562.00	\$7,832.00	\$16,318.20
	35	\$5.16	\$414.20	\$1,370.20	\$3,812.60	\$7,000.40	\$14,585.40
	45	\$7.97	\$737.40	\$2,179.80	\$5,689.20	\$5,689.20	\$11,853.60
	55	\$13.03	\$1,219.80	\$3,383.20	\$8,340.60	\$3,383.20	\$7,049.00
\$25,000	25	\$4.33	\$285.75	\$1,127.25	\$3,202.50	\$9,790.00	\$20,397.75
	35	\$6.33	\$517.75	\$1,712.75	\$4,765.75	\$8,750.50	\$18,231.75
	45	\$9.85	\$921.75	\$2,724.75	\$7,111.50	\$7,111.50	\$14,817.00
	55	\$16.16	\$1,524.75	\$4,229.00	\$10,425.75	\$4,229.00	\$8,811.25
\$50,000	25	\$8.17	\$571.50	\$2,254.50	\$6,405.00	\$19,580.00	\$40,795.50
	35	\$12.17	\$1,035.50	\$3,425.50	\$9,531.50	\$17,501.00	\$36,463.50
	45	\$19.21	\$1,843.50	\$5,449.50	\$14,223.00	\$14,223.00	\$29,634.00
	55	\$31.84	\$3,068.50	\$8,458.00	\$20,851.50	\$8,458.00	\$17,622.50



Tobacco Face Amount Purchase Rate

Premiums are unisex and tobacco. Rates are based on the Certificate Effective Date. Please contact your Benefits Administrator for more information on premium payments.

Face Amount	Issue Age*	Weekly Premium*	Guaranteed Cash Value at Year 5	Guaranteed Cash Value at Year 10	Guaranteed Cash Value at Year 20	Guaranteed Cash Value at Age 65	Guaranteed Paid Up at Age 65
\$5,000	25	\$1.55	\$91.75	\$313.15	\$849.95	\$2,342.40	\$4,142.95
	35	\$2.20	\$156.55	\$467.45	\$1,220.45	\$2,097.50	\$3,709.80
	45	\$3.38	\$247.45	\$699.80	\$1,697.65	\$1,697.65	\$3,002.60
	55	\$5.24	\$372.80	\$988.80	\$2,195.15	\$988.80	\$1,748.85
\$10,000	25	\$2.61	\$183.50	\$626.30	\$1,699.90	\$4,684.80	\$8,285.90
	35	\$3.92	\$313.10	\$934.90	\$2,440.90	\$4,195.00	\$7,419.60
	45	\$6.28	\$494.90	\$1,399.60	\$3,395.30	\$3,395.30	\$6,005.20
	55	\$10.01	\$745.60	\$1,977.60	\$4,390.30	\$1,977.60	\$3,497.70
\$15,000	25	\$3.68	\$275.25	\$939.45	\$2,549.85	\$7,027.20	\$12,428.85
	35	\$5.63	\$469.65	\$1,402.35	\$3,661.35	\$6,292.50	\$11,129.40
	45	\$9.19	\$742.35	\$2,099.40	\$5,092.95	\$5,092.95	\$9,007.80
	55	\$14.77	\$1,118.40	\$2,966.40	\$6,585.45	\$2,966.40	\$5,246.55
\$20,000	25	\$4.75	\$367.00	\$1,252.60	\$3,399.80	\$9,369.60	\$16,571.80
	35	\$7.35	\$626.20	\$1,869.80	\$4,881.80	\$8,390.00	\$14,839.20
	45	\$12.09	\$989.80	\$2,799.20	\$6,790.60	\$6,790.60	\$12,010.40
	55	\$19.53	\$1,491.20	\$3,955.20	\$8,780.60	\$3,955.20	\$6,995.40
\$25,000	25	\$5.82	\$458.75	\$1,565.75	\$4,249.75	\$11,712.00	\$20,714.75
	35	\$9.07	\$782.75	\$2,337.25	\$6,102.25	\$10,487.50	\$18,549.00
	45	\$14.99	\$1,237.25	\$3,499.00	\$8,488.25	\$8,488.25	\$15,013.00
	55	\$24.29	\$1,864.00	\$4,944.00	\$10,975.75	\$4,944.00	\$8,744.25
\$50,000	25	\$11.15	\$917.50	\$3,131.50	\$8,499.50	\$23,424.00	\$41,429.50
	35	\$17.66	\$1,565.50	\$4,674.50	\$12,204.50	\$20,975.00	\$37,098.00
	45	\$29.50	\$2,474.50	\$6,998.00	\$16,976.50	\$16,976.50	\$30,026.00
	55	\$48.11	\$3,728.00	\$9,888.00	\$21,951.50	\$9,888.00	\$17,488.50

*Cash values and Paid-Up Values for ages 56-70 are for the tenth year rather than age 65.

*The actual cash value may be decreased by loans or withdrawals.

DISCLAIMERS

This information is a summary of benefits; this summary is not your certificate nor does it constitute coverage for a claim. Any discrepancies between this summary and the master policy will be resolved by the language issued in the master policy. For complete details of coverage and availability, please refer to your certificate or contact your benefits administrator.