



## Group Universal Life Insurance

Life insurance is a cost-effective way to protect your family and your finances. GUL give you all the protection of life insurance, but also includes a cash fund.

MetLife GUL gives you all the protection of life insurance, but also includes a cash fund that can help you to meet a range of financial needs. If you take advantage of the Cash Accumulation Fund (CAF), you can contribute premiums that are above the cost of insurance and earn a competitive guaranteed rate of interest of 3%\*\* on those additional premiums, which accrues on a tax-deferred basis. See the enclosed Understanding the GUL Cash Accumulation Fund document for additional information.

\*\*All guarantees are subject to the financial strength and claims paying ability of Metropolitan Life Insurance Company.

Who's Eligible	Coverage Choices	MEOI Rules
<b>Coverage Options</b>		
<b>Employee</b>	<b>\$20,000 to \$1,500,000 in \$10,000 increments</b>	<p><b>New Hires:</b> Apply for up to \$100,000 of coverage by answering one medical question. You can apply for amounts over \$100,000 and up to \$250,000 by answering five medical questions, and higher amounts by completing a full statement of health.</p> <p><b>Late Enrollees:</b> Apply for up to \$250,000 of coverage by answering five medical questions, and higher amounts by completing a full statement of health.</p> <p><b>Current Participants:</b> Apply for up to a maximum of \$250,000 in coverage, including the coverage amount you currently have in-force, by answering five medical questions, and higher amounts by completing a full statement of health.</p>
<b>Spouse/Domestic Partner</b>	<b>\$10,000 up to \$250,000 in \$10,000 increments</b>	<p><b>New Hires:</b> Apply for up to \$20,000 of coverage by answering one medical question. You can apply for amounts over \$20,000 and up to \$50,000 by answering five medical questions and higher amounts by completing a full statement of health.</p> <p><b>Late Enrollees:</b> Apply for up to \$50,000 of coverage by answering five medical questions, and higher amounts by completing a full statement of health.</p> <p><b>Current Participants:</b> Apply for up to a maximum of \$50,000 in coverage, including the coverage amount you currently have in-force, by answering five medical questions, and higher amounts by completing a full statement of health.</p>
<b>Dependent Child(ren)</b>	<b>\$5,000, \$10,000, 15,000, or \$20,000</b>	<p><b>New Hires:</b> Apply for coverage by answering one medical question.</p> <p><b>Late Enrollees:</b> Apply for coverage by answering five medical questions.</p> <p><b>Current Participants:</b> Apply for coverage by answering five medical questions.</p>



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### Dependent Coverage Amounts

Employee must apply for GUL coverage in order to apply for spouse/domestic partner. For child coverage, Employee or spouse/domestic partner must apply for coverage. Your spouse and eligible child(ren) must not be confined, receiving or awaiting a response regarding an application for disability benefits from any source or hospitalized on the date their coverage is scheduled to become effective. If they are confined, receiving or awaiting a response regarding an application for disability benefits from any source or hospitalized on such date, then please see below under “About Your Coverage Effective Date.”

### Cash Fund Options

GUL lets you set aside premium above the cost of insurance in its tax-deferred cash fund which will earn a guaranteed minimum interest rate of 3% per year. You can select a certain dollar amount to contribute through payroll deduction. This amount will be automatically put into the cash fund and will earn a guaranteed minimum interest rate. GUL’s cash fund can be one place to set aside extra funds and watch your money grow on a tax-deferred basis. To contribute to the cash fund, simply complete the appropriate section on your enrollment form. For more information and to see how your money can grow tax-deferred, please refer to the Understanding Your Group Universal Life’s (GUL) Cash Fund section.

<sup>1</sup> For New York residents, dependent coverage cannot exceed the amount the employee is eligible to elect.

<sup>2</sup> Guarantees are subject to the financial strength and claims-paying ability of Metropolitan Life Insurance Company.

\* Withdrawals may be subject to taxation if the amount exceeds the cost basis. Upon surrender, lapse, or case termination, including those circumstances where termination of the Group GUL contract results in termination of individual certificates/policies, loans become withdrawals and may become taxable to the certificate/policy owner.

### How to access the Cash Fund:

You may access your money through loans and withdrawals\*, provided there is adequate cash value in your fund. You can take only one loan at a time, the minimum being \$200. You can make as many withdrawals as you would like provided you have adequate cash value in your cash fund, each for a minimum of \$200. There may be fees associated with some withdrawals and some withdrawals may have tax implications.\*\*

*Your cost of insurance is provided at competitive group rates. Paying is easier, and you won’t have to worry about missing payments, since it’s done through automatic payroll deductions.*

### Employee and Spouse/Domestic Partner Monthly Rates -

Use the rates below in the enclosed worksheet to determine your total monthly premium. Current rates (cost per \$1,000 of coverage per month) are based on your age as of 12/31/23. Spouse/Domestic Partner rates are based on the employee’s age as of 12/31/23 as well as his/her smoking status. By completing this worksheet, you can figure out how much your coverage will cost you each month. You may also factor in your expected monthly cash fund contribution.

Non-Smoker Age	34 & Younger	35-39	40-44	45-49	50-54	55-59	60-64	65-69*
Employee or Spouse/Domestic Partner rate per \$1,000 of coverage	\$0.034	\$0.047	\$0.068	\$0.141	\$0.261	\$0.401	\$0.615	\$1.115

Smoker Age	34 & Younger	35-39	40-44	45-49	50-54	55-59	60-64	65-69*
Employee or Spouse/Domestic Partner rate per \$1,000 of coverage	\$0.047	\$0.068	\$0.087	\$0.160	\$0.281	\$0.427	\$0.735	\$1.301

Dependent Child(ren) Flat Monthly Rate:	
\$5,000	\$.55
\$10,000	\$1.09
\$15,000	\$1.64
\$20,000	\$2.18



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\* For rates over age 69, call the MetLife Benefits Line at 833-622-0134

\*\* Loans & Withdrawals reduce the death benefit and cash fund and thereby undermine the ability of the cash fund to fund cost of insurance charges, which increase as the insured ages. In general, if you adhere to certain premium limits so that your policy is not considered a "modified endowment contract" (MEC) under the tax code, withdrawals will be subject to tax after policy basis has been reduced to zero. Policy basis is total premium paid (i.e., the cost of insurance and cash fund contribution) reduced by previous nontaxable withdrawals. However, different rules apply in the first fifteen policy years, when distributions accompanied by benefit reductions may be taxable prior to basis recovery. If your policy is considered a MEC because you have exceeded certain premium limits, withdrawals and loans are taxable to the extent of policy gain (i.e., generally the excess of cash value over remaining basis) and a 10% penalty may apply if you are under age 59½.

Uni-Smoker - Age	Employee or Spouse/Domestic Partner rate per \$1,000 of coverage
70-74	\$2.346
75-79	\$3.861
80	\$6.030
81	\$6.599
82	\$7.241
83	\$7.965
84	\$8.754
85	\$9.583
86	\$10.461
87	\$11.364
88	\$12.301
89	\$13.272
90	\$14.308
91	\$15.427
92	\$16.691
93	\$18.230
94	\$20.379

### Changes in Your Cost of Insurance Rates/Premium

The cost of insurance rates varies depending upon the amount of coverage, your age and benefits selected. Additionally, these rates will increase as you get older. Your current rates are guaranteed until the policy renewal date. At the renewal date, rates will be recalculated and may change.\*\*\* Rates will also change and can increase if you leave your employer and choose to continue your coverage.

### About Your Coverage Effective Date

You must be Actively at Work on the date your coverage is scheduled to become effective. Your spouse/domestic partner and eligible child(ren) must not be home or hospital confined or receiving or applying to receive disability benefits from any source when their coverage is scheduled to become effective.

Coverage will become effective on the first of the month following the receipt of your completed application for all requests that do not require additional medical information. A request for an amount that requires additional medical information and is not approved by the date listed above will not be effective until the later of the date the notice is received that MetLife has approved the coverage or increase if you meet Actively at Work requirements on that date, or the date that Actively at Work requirements are met after MetLife has approved the coverage or increase. The coverage for your spouse/domestic partner and eligible child(ren) will take effect on the date they are no longer confined, receiving or applying for disability benefits from any source or hospitalized. Your coverage must be in effect for your spouse/domestic partner's and eligible children's coverage to take effect.

Once you have enrolled and have elected to contribute to the Cash Fund, you will receive an Illustration.

\*\*\* The GUL group contract provides MetLife with the right to adjust the rates and/or the rate guarantee period should overall group participation change significantly.



## Group Universal Life Insurance

### Once Enrolled, You have Access to MetLife Advantages<sup>SM</sup> — Services to Help Navigate What Life May Bring

#### Beneficiary Grief Counseling<sup>1</sup>

##### To help your beneficiaries cope with loss

Personalized counseling sessions to meet your beneficiary's needs. Any beneficiary who receives the life insurance proceeds is eligible for up to 5 counseling sessions. These sessions can be in-person or by phone with one of LifeWorks' network of counselors who provide professional, confidential support during difficult times.

Download this helpful Funeral Planning Guide at <https://www.metlife.com/funeralplanning/funeral-guide/>

#### Life Settlement Account<sup>2</sup>

##### For immediate access to death proceeds

The Total Control Account<sup>®</sup> (TCA) settlement option provides your loved ones with a safe and convenient way to manage the proceeds of a life claim payments of \$5,000 or more, backed by the financial strength and claims paying ability of Metropolitan Life Insurance Company. TCA death claim payments relieve beneficiaries of the need to make immediate decisions about what to do with a lump-sum check and enable them to have the flexibility to access funds as needed while earning a guaranteed minimum interest rate on the proceeds as they assess their financial situations. Call 1-800-638-7283 for more information about options available to you.

#### Beneficiary Claim Assistance<sup>3</sup>

##### For support when beneficiaries need it most

This program is designed to help beneficiaries sort through the details and serious questions about claims and financial needs during a difficult time. MetLife has arranged for third party financial professionals to be available to help with filing life insurance claims, government benefits and help with financial questions.

#### Will Preparation<sup>4</sup>

##### To help ensure your decisions are carried out

When you enroll for group universal life coverage, you will automatically receive access to Will Preparation Services at no extra cost to you. Both you and your spouse/domestic partner will have unlimited in-person or telephone access to one of MetLife Legal Plans, Inc nationwide network of 14,000+ participating attorneys for preparation of or updating a will, living will or power of attorney.\* When you use a participating plan attorney, there will be no charge for the services.\* Like life insurance, a carefully prepared will (simple or complex), living will and power of attorney are important.

- A will lets you define your most important decisions, such as who will care for your children or inherit your property.
- A living will ensures your wishes are carried out and protects your loved ones from having to make very difficult and personal medical decisions by themselves. Also called an "advanced directive," it is a document authorized by statutes in all states that allows you to provide written instructions regarding use of extraordinary life-support measures and to appoint someone as your proxy or representative to make decisions on maintaining extraordinary life-support if you should become incapacitated and unable to communicate your wishes.
- Powers of attorney allow you to plan ahead by designating someone you know and trust to act on your behalf in the event of unexpected occurrences or if you become incapacitated

Call 1-800-821-6400 and a Client Service Representative will assist you.

\* You also have the flexibility of using an attorney who is not participating in the MetLife Legal Plans, Inc. network and being reimbursed for covered services according to a set fee schedule. In that case you will be responsible for any attorney's fees that exceed the reimbursed amount.

#### Estate Resolution Services<sup>SM4</sup> (ERS)

##### Personal service and compassion assistance to help probate your and your spouse's/domestic partner's estates.

MetLife Estate Resolution Services<sup>SM</sup> provides probate services in person or over the phone to the representative (executor or administrator) of the deceased employee's estate and the estate of the employee's spouse/domestic partner. Estate Resolution Services include preparation of documents and representation at court proceedings needed to transfer the probate assets from the estate to the heirs and completion of correspondence necessary to transfer non-probate assets. ERS covers participating plan attorneys' fees for telephone and face-to-face consultations or for the administrator or executor to discuss general questions about the probate process.

#### Retirement Planning<sup>3</sup>

A four-part workshop series that offers you comprehensive retirement education. You also have the option to meet with a local financial professional to discuss your specific circumstances and individual goals.



# Group Universal Life Insurance

## Portability

### So you can keep your coverage even if you leave your current employer

GUL: If you retire or leave your company, you can continue your coverage. Rates may change but are generally lower than the rates available under a conversion option. Coverage may reduce at age 70 to the lesser of your current amount and five times the amount in your cash fund, but at no time can your coverage after age 70 exceed your current face amount. The minimum amount of coverage is \$20,000. Like term insurance, you also have the option to convert your coverage to permanent individual life insurance protection. Please note that if you experience an event that makes you eligible for portable coverage, please call a MetLife representative at 1-888-252-3607 or contact your plan administrator for more information.

## Transition Solutions<sup>3</sup>

### Assistance identifying solutions for your financial situations

Transition Solutions provides assistance for important, time-sensitive benefit and financial decisions due to change in benefits including:

- Group Life Insurance Continuation Options
- Lump-sum distributions
- Reduction in benefits for active or retired employees
- Benefits coordination due to layoffs, merger, acquisition or bankruptcy
- Define Contribution Plan termination
- Retiree Group Life elimination

## Additional Features

This insurance offering from your employer and MetLife comes with additional features that can provide assistance to you and your family.

## Accelerate Benefits Option<sup>5</sup>

### For access to funds during a difficult time

You can receive up to 50% of your Life insurance proceeds to a maximum of \$250,000 in the event that you become terminally ill and are diagnosed with less than 24 months to live. This can go a long way toward helping your family meet medical and other related expenses during a difficult time.

## FAQ:

### How to Apply:

- To apply online visit [www.metlife.com/mybenefits](http://www.metlife.com/mybenefits)

If you have questions, please call a MetLife Customer Service Consultant at 833-622-0134. Although current rates may change over time, your GUL rates will never be more than the maximum guaranteed monthly rates shown in your certificate. Sample ages of your maximum guaranteed monthly rate are shown in the chart below.

Age	30	35	40	45	50	55	60	65	70*
Maximum Employee rate per \$1,000 of coverage	\$0.240	\$0.286	\$0.403	\$0.617	\$0.956	\$1.499	\$2.286	\$3.454	\$5.363

\* For Maximum Guaranteed Employee Monthly Rate by specific age, please refer to your plan certificate.

For example, for \$100,000 of GUL coverage the guaranteed maximum monthly premium for a 30 year old would be 100 times \$0.24 per \$1,000, for a 40 year old it would be 100 times \$0.403 per \$1,000 and for a 50 year old it would be 100 times \$0.956 per \$1,000.



## Group Universal Life Insurance

### What's Not Covered?

- **Group Universal Life:** Like most insurance plans, this plan has exclusions. Group Universal Life Insurance does not provide payment of benefits for death caused by suicide within the first two years (one year for group policies issued in Missouri, North Dakota and Colorado) of the effective date of the certificate or an increase in coverage. This exclusionary period is one year for residents of Missouri and North Dakota. If the group policy was issued in Massachusetts, the suicide exclusion does not apply to dependent life coverage. The suicide exclusion does not apply to residents of Washington, or to individuals covered under a group policy issued in Washington. There is a two-year contestability period during which any material misstatements made by you can

1- **Beneficiary Grief Counseling** Beneficiary Grief Counseling services are provided through an agreement with LifeWorks US Inc. LifeWorks is not an affiliate of MetLife, and the services LifeWorks provides are separate and apart from the insurance provided by MetLife. LifeWorks has a nationwide network of over 30,000 counselors. Counselors have master's or doctoral degrees and are licensed professionals. This program is available only to beneficiaries of MetLife group Life Insurance programs. Events that may result in a loss are not covered under this program unless and until such loss has occurred.

2- **Life Settlement Account** The TCA is not insured by the Federal Deposit Insurance Corporation or any government agency. The assets backing TCAs are maintained in MetLife's general account and are subject to claims of MetLife's creditors. MetLife bears the investment risk of the assets backing TCAs, and expects to receive a profit. Regardless of the investment experience of such assets, the interest credited to TCAs will never fall below the guaranteed minimum rate. Guarantees are subject to the financial strength and claims paying ability of MetLife.

3- **Beneficiary Claim Assistance, Transition Solutions and Retirement Planning** MetLife administers the Delivering the Promise program, but has arranged for specially-trained third party financial professionals to offer financial education and, upon request, provide personal guidance to employees and former employees of companies providing Delivering the Promise through MetLife.

4- **Will Preparation and MetLife Estate Resolution Services** are offered by MetLife Legal Plans, Inc. Cleveland, Ohio. In certain states, legal services benefits are provided through insurance coverage underwritten by Metropolitan Property and Casualty Insurance Company and affiliates, Warwick, Rhode Island. For New York situated cases, the Will Preparation service is an expanded offering that includes office consultations and telephone advice for certain other legal matters beyond Will Preparation. Tax Planning and preparation of Living Trusts are not covered by the Will Preparation Service. Certain services are not covered by Estate Resolution Services, including matters in which there is a conflict of interest between the executor and any beneficiary or heir and the estate; any disputes with the group policyholder, MetLife and/or any of its affiliates; any disputes involving statutory benefits; will contests or litigation outside probate court; appeals; court costs, filing fees, recording fees, transcripts, witness fees, expenses to a third party, judgments or fines; and frivolous or unethical matters.

5- **ABO**The Accelerated Benefits Option is subject to state availability and regulation. The accelerated life insurance benefits offered under your certificate are intended to qualify for favorable federal tax treatment. If the accelerated benefits qualify for favorable tax treatment, the benefits will be excludable from your income and not subject to federal taxation.

This information was written as a supplement to the marketing of life insurance products. Tax laws relating to accelerated benefits are complex and limitations may apply. You are advised to consult with and rely on an independent tax advisor about your own particular circumstances.

Receipt of accelerated benefits may affect your eligibility, or that of your spouse or your family, for public assistance programs such as medical assistance (Medicaid), Temporary Assistance to Needy Families (TANF), Supplementary Social Security Income (SSI) and drug assistance programs. You are advised to consult with social service agencies concerning the effect that receipt of accelerated benefits will have on public assistance eligibility for you, your spouse or your family.

This summary provides an overview of your plan's benefits. These benefits are subject to the terms and conditions of the contract between MetLife and WSP USA Inc. and are subject to each state's laws and availability. Specific details regarding these provisions can be found in the booklet certificate.

*Life coverages is provided under a group insurance policy (Policy Form GPNP99/G2130-S) issued to your employer by MetLife. Life coverages under your employer's plan terminates, when your employment ceases, when your Life and AD&D contributions cease, or upon termination of the group contract. Should your life insurance coverage terminate for reasons other than non-payment of premium, you may convert it to a MetLife individual permanent policy without providing medical evidence of insurability.*