

## Group Term Life Insurance with Accelerated Benefits

This summary of group term life insurance from Principal Life Insurance Company supplements any materials presented by your employer. You'll receive a benefit booklet with details about your coverage.

### Information To Know

**Guaranteed Coverage:** The maximum amount of coverage available during your initial enrollment period with no medical information required.

**Eligibility:** You are eligible if you are an active, full-time Team Member (except part-time, seasonal, temporary or contract employees) working at least 32 hours per week. Retiree coverage is not available.

### Hourly Team Members

Your benefits at a glance	
<b>Your Coverage</b>	\$10,000 benefit  Proof of good health is required for life insurance amounts over \$10,000.
<b>Accidental Death &amp; Dismemberment</b>	We pay an additional benefit if you die, lose your hands, feet, or vision as the result of an accident. See the back page for details. \$22,000 benefit. Coverage for members on and off the job.

### Salaried Team Members

Your benefits at a glance	
<b>Your Coverage</b>	100% annual salary Benefits are rounded up to the nearest \$1,000. Minimum: \$10,000 Maximum: \$300,000  Proof of good health is required for life insurance amounts over \$300,000.
<b>Accidental Death &amp; Dismemberment</b>	We pay an additional benefit if you die, lose your hands, feet, or vision as the result of an accident. See the back page for details. 200% of annual salary plus \$2,000, to a maximum of \$300,000 and a minimum of \$10,000. Coverage for members on and off the job.

### Both Hourly & Salary Team Members

<b>Coverage Outside United States</b>	Coverage continues for up to six months if you are outside the United States due to travel, business assignment or while enrolled as a full-time student. Coverage automatically terminates if the insured is outside the United States for any other reason.
<b>Age Reductions</b>	50% reduction of coverage at age 70.
<b>Coverage During Disability</b>	If you become totally disabled before age 60, coverage will continue and premium will be waived for you and your covered dependents. You must be totally disabled for 6 months before the waiver begins. Coverage continues without premium payment until you recover or turn age 65, whichever occurs first. No benefits will be paid for any disability that results from: willful self-injury or self-destruction, while sane or insane / war or act of war / voluntary participation in an assault, felony, criminal activity, insurrection, or riot.
<b>Accelerated Benefit</b>	If you are terminally ill you can receive up to 75%, not to exceed \$250,000, of your life insurance benefit in a lump sum as long as: <ul style="list-style-type: none"> <li>• Your life expectancy is 12 months or less (as diagnosed by a physician).</li> <li>• Your death benefit is at least \$10,000.</li> </ul> <p>When you use the accelerated benefit, your death benefit is reduced by the accelerated benefit payment. There are possible tax consequences to receiving an accelerated benefit payment. You should contact your tax advisor for details. Receipt of accelerated benefits could also affect eligibility for public assistance. The charge for this benefit is included in your premium.</p>

**Individual Purchase Rights** - In termination situations, you can convert coverage to individual life insurance. Upon coverage termination your employer is required to inform you of individual purchase rights. You have 31 days after coverage ends to convert without a health statement. The amount you can purchase varies depending on the termination situation. Contact Principal Life for details.

**Will Preparation Services\*** - You have free access to Will Preparation Services provided by ARAG Services, LLC. Through this value added service, you are able to create a will, living will, healthcare power of attorney and financial power of attorney for your immediate family. Also included is a valuable identity theft kit providing information on how to protect your family. In the event of identity theft, an action kit will assist in restoring and reclaiming the stolen identity. Visit [www.ARAGwills.com/Principal](http://www.ARAGwills.com/Principal) to register today. Registration requires you be a covered employee under the group term life policy provided by your employer and will require your group policy number.

\*The use of the services provided by ARAG Services, LLC should not be considered as a substitute for consultation with an attorney. Principal Life Insurance Company is not responsible for any loss, injury, claim, liability, or damages related to the use of the ARAG legal document service.

**Claims/Beneficiary Information** - You can name anyone as your beneficiary except your company. You can also change beneficiaries at any time.

**Benefit Payments** - A choice between our Interest Draft Account and Lump Sum Payment options lets beneficiaries put death benefits into an interest bearing account like a checking account or beneficiaries can receive the entire benefit payment in a lump sum. With an Interest Draft Account, they can withdraw a portion or all of their money at any time.

### **Accidental Death & Dismemberment (AD&D) Insurance**

Accidental Death & Dismemberment Insurance pays a benefit equal to your group term life insurance amount when loss occurs within 365 days of an accident. Retiree coverage is not available.

We pay the **full** benefit when you lose:

- your life
- both hands
- both feet
- sight of both eyes
- one hand and sight of one eye
- one foot and sight of one eye
- one hand and one foot

We pay **half** the benefit when you lose:

- one hand
- one foot
- sight of one eye

We pay **one fourth** of the benefit when you lose:

- the thumb and index finger on the same hand.

### **Additional Benefits Included with AD&D**

AD&D coverage includes these extra features:

- **Seatbelt/Airbag** – If you die in an automobile accident, AD&D pays an additional \$10,000 if you were wearing a seatbelt or were protected by an airbag.

### **Limitations and Exclusions for Accidental Death & Dismemberment**

Coverage does not include payment for more than the benefit stated in the schedule for losses resulting from a single accident.

Benefits are not paid for losses resulting from:

- Willful self-injury or self-destruction while sane or insane.
- Disease or treatment of disease or complications following the surgical treatment of disease.
- Voluntary participation in an assault, felony, criminal activity, insurrection, or riot.
- Participation in flying, ballooning, parachuting, parasailing, bungee jumping, or other aeronautic activities, except as a passenger on a commercial aircraft or as a passenger or crew member on a company owned or leased aircraft on company business.
- War or act of war.
- The use of alcohol if, at the time of the injury, your alcohol concentration exceeds the legal limit allowed by the jurisdiction where the injury occurs.
- Your operation of a motor vehicle or motor boat if, at the time of the injury, the alcohol concentration exceeds the legal limit allowed by the jurisdiction where the injury occurs.
- Duty as a member of a military organization.
- Your use of any drug, narcotic, or hallucinogen not prescribed by a licensed physician.

Note: The group policy is insured, which means Principal Life assumes the risk for all claims under the policy. Because the material is a summary of your group term life insurance, it does not state all insurance contract provisions, restrictions of coverage, benefits by conditions or limitations, or provisions required by state or federal law. If any provision presented here is found to be in conflict with federal or state law, that provision will be applied to comply with federal or state law. The group policy determines all rights, benefits, exclusions and limitations of the insurance described here.

