

MetLife Group Term Life and Accident Insurance:

Plan Provisions Effective January 1, 2020 for the MetLife Term Life Insurance transferred from Delphi to the DSRA Benefit Trust.

GROUP TERM LIFE INSURANCE

2020 Premiums are carryover from 2019 and are the same as they have been since 1-1-2017

2020 Premiums are guaranteed through 12-31-2020.

For planning purposes, premiums are expected to reduce slightly for 2021 and hold for 2022

Premium rates step up in 5-year increments

Age definition for premium determination—Your age as of December 31 of Current Year

Face value of the retiree optional life policy declines 10%/Year starting at age 66 with a maximum allowed of \$150,000 at age 75 and beyond. This change is effective 1-1-2020

Optional Life policy 10% automatic face value reductions will cease when \$150,000 face value is reached.

Optional Life policies that have already reduced to, or were established at a face value less than \$150,000, will be frozen at this level.

Dependent coverage does not decrease with age

Dependent coverage face value maximum is now \$150,000 for age 70 and beyond.

Dependent coverage in excess of \$150,000 face value will reduce automatically to the max of \$150,000 the first of the month following the month you turn 70.

Child Dependent Life insurance premiums are guaranteed through 12-31-2021

Face value can be reduced at any time during the year at your discretion.

Premium is 100% paid by the retiree

Grief Counseling Services provided

PERSONAL ACCIDENT INSURANCE

Premium is 100% paid by the retiree

Premium rates are frozen for 2020 thru 2021 at the 2017 levels.