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MANAGEMENT/CONFIDENTIAL GROUP LIFE INSURANCE
MONTHLY RATE SCHEDULE
Rates Effective September 1, 2012

LIFE INSURANCE

AD&D

ENROLLEE'S	NON-SMOKER	SMOKER		SPOUSE'S LIFE	
AGE	RATE PER \$1,000	RATE PER \$1,000	RATE PER \$1,000*	PER \$1,000**	Children***
				Employee's Age	
Under age 25	0.036	0.044	0.000	0.037	0.50
25 TO 29	0.042	0.053	0.000	0.037	0.50
30 TO 34	0.056	0.068	0.000	0.073	0.50
35 TO 39	0.063	0.079	0.000	0.092	0.50
40 TO 44	0.068	0.087	0.000	0.128	0.50
45 TO 49	0.104	0.131	0.000	0.200	0.50
50 TO 54	0.158	0.200	0.000	0.310	0.50
55 TO 59	0.297	0.371	0.000	0.493	0.50
60 TO 64	0.457	0.571	0.000	0.709	0.50
65 TO 69	0.880	1.100	0.000	1.038	0.50
70 and over	1.428	1.783	0.000	1.295	0.50

* Maximum AD&D Benefit is \$250,000 (AD&D ceases at age 70 for retirees)

** Limited to one half the enrollee's coverage to a maximum of \$20,000 and based on enrollee's age.

*** This \$0.50 premium cost provides \$4,000 coverage for each eligible child.

SAMPLE CALCULATIONS

John Doe, age 48, is a non-smoker, with an annual salary of \$67,790. He elects personal life insurance at five times his annual salary, dependent life insurance for his spouse and his three eligible children.

- Five times his annual salary is $\$67,790 \times 5 = \$338,950$.
- His insurance amount is \$339,000 (= \$338,950 rounded up to the next higher thousand dollars).
- His spouse's coverage is the maximum \$20,000 (half of the enrollee's coverage up to a maximum of \$20,000).
- Each child has \$4,000 coverage.
- As a nonsmoker, he is eligible for the non-smoker's rate.

LIFE INSURANCE PLAN	COVERAGE AMOUNT	RATE	CALCULATIONS	MONTHLY COST
Personal Life	\$339,000	0.104	$\$.104 \times 339$	\$35.26
AD&D	\$250,000	0.000	$\$.000 \times 250$	0
Spouse Life	\$20,000	0.200	$\$.200 \times 20$	4.00
Child Life	\$4,000 each	0.50		.50

Monthly Premium Cost

\$39.76