

Iwaki America
Basic Term Life Proposal
Schedule of Benefits Summary

Employee Eligibility	All active, Full-Time Employees of the Employer regularly working a minimum of 30 hours per week in the United States, who are citizens or permanent resident aliens of the United States.
Employee Eligibility Waiting Period	No waiting period
Number of Eligible Employees	105
Employee Annual Compensation Definition	Employee's annual wage or salary excluding bonuses, commissions, overtime pay, and extra compensation.
Employee Basic Life Benefit	2 times annual compensation rounded up to the nearest \$1,000 not to exceed \$500,000
Employee Guaranteed Issue Amount	The lesser of 2 times annual compensation or \$300,000
Employee Minimum Benefit	None

Employee Benefit Reduction Schedule Benefits Reduce to:	65% @ age 70, 65% @ age 75, 65% @ age 80, 65% @ age 85, 65% @ age 90, 65% @ age 95
Waiver of Premium with Extended Death Benefit	Must become disabled before age 65 9 month waiting period Benefit provided to age 65 Extended Death Benefit coverage during waiting period, no premiums required during this time
Continuation after Waiver Eligibility Age Limit	Life coverage continued for a disabled employee over the age of 65 on a continuing premium paying basis for up to 12 months, while policy is in force
Continuation of Insurance	Family Medical Leave (leave period permitted by state or federal law) Leave of Absence (3 months) Temporary Layoff (3 months)
Portability	None
Terminal Illness	The lesser of 75% up to \$37,500 for Basic benefits with a life expectancy of 12 months or less Coverage available for employees and spouses if applicable
Employer Contribution	100%
Beneficiary Services	- Comprehensive package of financial, bereavement and legal counseling - Available for benefit payments >= \$5,000

Iwaki America
Basic AD&D Proposal
Schedule of Benefits Summary

Eligibility	All active, Full-Time Employees of the Employer regularly working a minimum of 30 hours per week in the United States, who are citizens or permanent resident aliens of the United States.
Benefits:	
Covered Earnings Definition	Employee's annual wage or salary excluding bonuses, commissions, overtime pay, and extra compensation.
Eligibility Waiting Period	None
Employee Benefit	2 times Base Annual Earnings rounded to the next higher \$1,000 subject to a maximum of \$500,000
Coverage	Basic, Employer paid, 24 Hour Accidental Death & Dismemberment Benefits. Other enhancements will be defined in the policy.
Loss of Life	100% of the Principal Sum
Dismemberment	
Loss of Two or More Hands or Feet	100% of the Principal Sum
Loss of Sight of Both Eyes	100% of the Principal Sum
Loss of Speech and Hearing (in both ears)	100% of the Principal Sum
Quadriplegia (Total paralysis of upper and lower limbs)	100% of the Principal Sum
Paraplegia (Total paralysis of both lower or both upper limbs)	75% of the Principal Sum
Hemiplegia (Total paralysis of upper and lower limbs on one side of the body)	50% of the Principal Sum
Uniplegia (Total paralysis of one upper or one lower limb)	25% of the Principal Sum
Loss of One Hand or Foot	50% of the Principal Sum
Loss of Sight in One Eye	50% of the Principal Sum
Severance and Reattachment of One Hand or Foot	50% of the Principal Sum
Loss of Speech	50% of the Principal Sum
Loss of Hearing (in both ears)	50% of the Principal Sum
Loss of Thumb and Index Finger of the Same Hand	25% of the Principal Sum
Loss of all Four Fingers of the Same Hand	25% of the Principal Sum
Loss of all the Toes of the Same Foot	20% of the Principal Sum
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Monthly Benefit	1% of Principal Sum
Number of Monthly Benefits	11
When Payable	At the end of each month during which the Covered Person remains comatose
Lump Sum Benefit	100% of Principal Sum
When Payable	Beginning of 12th Month
<p>Accidental Death & Dismemberment Schedule of Benefits: We will pay the benefit for any one of the Covered Losses listed in the Schedule of Benefits, if the Covered Person suffers a Covered Loss resulting directly and independently of all other causes from a Covered Accident within the applicable time period specified in the Schedule of Benefits. If the Covered Person sustains more than one Covered Loss as a result of the same Covered Accident, benefits will be paid for the Covered Loss for which the largest available benefit is payable. If the loss results in death, benefits will only be paid under the Loss of Life benefit provision.</p>	

Any Loss of Life benefit will be reduced by any paid or payable Accidental Dismemberment benefit. However, if such Accidental Dismemberment benefit equals or exceeds the Loss of Life benefit, no additional benefit will be paid.

Extension of Coverage:

Coverage expanded to cover the following circumstances:

- Exposure & Disappearance - loss occurs due to exposure; disappearance if not found within one year

<p>Benefit Reductions</p>	<p>We can help you meet your Age Discrimination in Employment Act (ADEA) responsibilities by extending coverage to all active employees, regardless of age. Benefits reduced for employees based on ages at time of accident according to the following schedule:</p> <p>100% @age 60-64 100% @age 65-69 65% @age 70-74 65% @age 75-79 65% @age 80-84 65% @age 85-89 65% @age 90-94 65% @age 95-99</p>
<p>Continuation of Insurance</p>	<p>Family Medical Leave (leave period permitted by state or federal law) Leave of Absence (3 months) Temporary Layoff (3 months)</p>
<p>Additional Benefits:</p>	
<p>Seatbelt and Airbag Benefit</p>	<p>Covered Person dies directly and independently of all other causes from a Covered Accident while wearing a seatbelt and riding in a private passenger automobile. If seatbelt benefit is payable, an additional benefit is provided if Covered Person was also positioned in a seat protected by a properly – functioning and properly deployed Supplemental Restraint System Airbag. Seatbelt: Additional 10% of the principal sum to a maximum of \$25,000 Airbag: Additional 5% of the principal sum to a maximum of \$10,000</p>
<p>Beneficiary Designation</p>	<p>Recognize Prior Beneficiary Designations or Pay According to Succession Schedule (if no beneficiary has been designated)</p>