



2024 Life insurance overview

Below is important information about Optional Life and Dependent Life insurance coverage. Eligible, newly hired employees can enroll in life insurance within 31 days from their date of hire. Employees can apply throughout the year or within 31 days of a special eligibility situation.

Learn more about the coverage options available to you, special plan features, and services and premiums.

Calculate your estimated monthly premium, which will be deducted from your paycheck.

For enrollment questions, contact your benefits administrator or call PEBA at 888.260.9430, Monday-Friday, 8:30 a.m. to 5 p.m.

Life insurance coverage options

Who's eligible?	Coverage level	Special requirements for open enrollment
Employee	<p>\$10,000 increments up to \$500,000</p> <p>Includes matching Accidental Death and Dismemberment (AD&D)</p> <p>Coverage reduces to 65% at ages 70-74, 42% at ages 75-79 and 31.7% at ages 79 and older. Reduction will take effect the January following your birthday.</p>	<p>Answer five health questions* on a <i>Supplemental Form</i> to apply for or apply to increase Optional Life coverage. If you answer "yes" to any of the health questions, you must complete a full <i>Statement of Health</i>.</p> <p>To enroll in life insurance coverage that requires medical evidence, complete a <i>Notice of Election</i> form and give it to your benefits administrator. You will then receive an email from MetLife that includes a link to the <i>Supplemental Form</i> on MetLife's MyBenefits platform.</p>
Spouse	<p>Option 1: \$10,000 or \$20,000 if not enrolled in Optional Life coverage</p> <p>Option 2: \$10,000 increments up to \$100,000 or 50% of the employee's Optional Life insurance amount, whichever is less</p> <p>Includes matching AD&D</p>	<p>Increase your Dependent Life-Spouse coverage or apply for the first time by completing a full <i>Statement of Health</i>.*</p> <p>To enroll in life insurance coverage that requires medical evidence, complete a <i>Notice of Election</i> form and give it to your benefits administrator. You will then receive an email from MetLife that includes a link to the <i>Statement of Health</i> on MetLife's MyBenefits platform.</p>
Dependent child(ren)	<p>\$15,000</p> <p>Does not include matching AD&D</p>	<p>No medical evidence is required. You are not required to apply for Optional Life coverage to enroll in child(ren) coverage.</p> <p>Child(ren) are eligible from live birth to ages 19 or 25 if the child is a full-time student. A child can be covered only by one parent under this Plan.</p>

*All applications for coverage are subject to review and approval by MetLife. MetLife will review your information and evaluate your request for coverage based on your answers to the health questions, MetLife's underwriting rules and other information you authorize us to review. In certain cases, MetLife may request additional information to evaluate your request for coverage.

What is Accidental Death & Dismemberment insurance?

Accidental Death & Dismemberment insurance (AD&D) complements your Optional Life insurance and Dependent Life-Spouse insurance with coverage for severe accidents or loss of life on or off the job. AD&D insurance pays benefits if you or your spouse suffers a covered accident that results in paralysis or the loss of a limb, speech, hearing or sight, or if either of you suffers a covered fatal accident. When you are approved for Optional Life insurance coverage for yourself, and your spouse is approved for Dependent Life-Spouse insurance, you are each automatically enrolled in AD&D insurance equal to your Optional Life or Dependent Life-Spouse insurance coverage.

When will your coverage become effective?

You must be actively at work on the date your coverage becomes effective, and your spouse and eligible child(ren) must not be confined to a hospital on the enrollment date, or at home for any medical reason or be receiving or entitled to receive disability income for any medical reason on the date the coverage is scheduled to become effective. Coverage will become effective on January 1, 2024, following the receipt of your completed application for all requests that do not require additional medical information. Requests for amounts that require additional medical information and are not approved by the date listed above will not be effective until the first of the month following approval from MetLife or the date that the policy's active at work requirements are met. For Dependent Life-Spouse and eligible Dependent Life-Child(ren) coverage, the date they are no longer confined to a hospital or at home for any medical reason or receiving or entitled to receive disability income for any medical reason will be the effective date.

MetLife AdvantagesSM

Your plan includes access to MetLife AdvantagesSM—a comprehensive suite of valuable services for support, planning and protection when you need it most at no cost to you. Services include:

Will Preparation Services¹

Offers you and your spouse unlimited face-to-face or telephone meetings with an attorney from MetLife Legal Plans' network of more than 18,000 participating attorneys, to prepare or update a will, living will and power of attorney. This benefit is available to you only if you have Optional Life insurance.

For more information, call MetLife Legal Plans at 800.821.6400, Monday-Friday, 8 a.m. to 7 p.m. Advise the Client Service Representative that you are with PEBA, and provide the group number (200879) and the last four digits of your Social Security number.

Estate Resolution Services¹

Estate representatives and beneficiaries may receive unlimited face-to-face legal assistance with probating your and your spouse's estates. Beneficiaries can also consult an attorney from MetLife Legal Plans' network of more than 18,000 participating attorneys for general questions about the probate process. This benefit is available to you only if you have Optional Life insurance.

For more information, call MetLife Legal Plans at 800.821.6400, Monday-Friday, 8 a.m. to 7 p.m. Advise the Client Service Representative that you are with PEBA, and provide the group number (200879) and the last four digits of your Social Security number.

Digital Estate Planning²

Helping to ensure final wishes are clear. Employees can choose to complete wills and other important estate planning documents quickly and easily online with access to online notary services. This benefit is available to you only if you have Optional Life insurance.

Visit www.legalplans.com/estateplanning and follow the online instructions to create an account using the email and password of your choice. Follow the instructions to create your documents.

Grief Counseling³

Provides you and your dependents with up to five private counseling sessions, in person or by phone, with a professional grief counselor—per event—to help cope with a loss, no matter the circumstances, whether it's a death, an illness or a divorce.

Call LifeWorks US Inc. 24 hours a day, 7 days a week, at 888.319.7819.

Funeral Discount & Planning Services⁴

Helps alleviate the burden of making funeral arrangements for your loved ones. Get access to the largest network of funeral homes and cemeteries to preplan with a counselor and receive discounts on funeral services.

Call Dignity Memorial 24 hours a day at 866.853.0954 or visit finalwishesplanning.com. To locate funeral homes and other important service providers, call 866.853.0954.

Life Settlement Account⁵

The Total Control Account (TCA) is a settlement option that provides your loved ones with a safe and convenient way to manage life insurance proceeds. They'll have the convenience of immediate access to any or all of their proceeds through an interest-bearing account with unlimited check-writing privileges. The TCA also allows beneficiaries time to decide what to do with their proceeds. This benefit is available to you only if you have Optional Life or Dependent Life insurance.

Call MetLife at 800.638.7283, Monday-Friday, 8 a.m. to 6 p.m.

Delivering the Promise^{®6}

This service is designed to help beneficiaries sort through the details and serious questions about claims and financial needs during a difficult time. MetLife has arranged to have specially trained third party financial professionals available for assistance in person or by phone to help with filing life insurance claims, government benefits and financial questions.

To be referred to a Delivering the Promise Specialist, who will contact you directly, call 877.275.6387, Prompt 2.

Transition Solutions⁶

Focuses on guidance and services around insurance and other financial products to help you and your family better prepare for your future in response to benefit-changing events.

Call MetLife at 877.275.6387, Monday-Friday, 9 a.m. to 6 p.m.

Additional plan features

Conversion

You can generally convert your Group Term Life Insurance benefits to an Individual Whole Life Insurance policy if your coverage terminates in whole or in part due to your retirement, termination of employment or a change in your employee class. Please note that conversion is not available on AD&D coverages.

Call MetLife at 877.275.6387, Prompt 1, Monday-Friday, 9 a.m. to 6 p.m.

Accelerated Benefits Option⁷

You can receive up to 80% of your Optional Life insurance proceeds, up to a maximum of \$400,000, if you become terminally ill and are diagnosed with less than 12 months to live. This can go a long way toward helping your family meet medical and other related expenses at this difficult time.

Call MetLife at 877.275.6387, Prompt 1, Monday-Friday, 9 a.m. to 6 p.m.

2024 monthly premiums

Rates are guaranteed until December 31, 2025.

Monthly premiums for Optional Life insurance are based on the amount of coverage and your age as of December 31, 2023. Premiums for Dependent Life-Spouse coverage are based on the amount of coverage and your spouse's age as of December 31, 2023. The rates shown are the monthly cost per \$10,000 of coverage. One monthly premium for Dependent Life-Child insurance covers all eligible children.

Optional Life and Dependent Life-Spouse rates

Rates per \$10,000 of coverage (includes AD&D coverage)

Dependent Life-Child rate

\$1.26 per month for \$15,000 of coverage

Age	Monthly rate
Under 35	\$0.40
35-39	\$0.50
40-44	\$0.60
45-49	\$0.82
50-54	\$1.44
55-59	\$2.84
60-64	\$6.00
65-69	\$13.50
70-74	\$24.22
75-79	\$37.50
80 and older	\$62.04

Calculate your monthly premium

Example: 40-year-old with \$200,000 of Optional Life insurance coverage

Steps	Example	Calculate your rate
A. Find your age-based rate in the chart above.	\$0.60	\$ _____
B. Choose how much coverage you are applying for.	\$200,000	\$ _____
C. Divide that coverage amount by 10,000.	$\$200,000 \div 10,000 = 20$	\$ _____
D. Multiply A and C for the monthly premium.	$\$0.60 \times 20 = \12.00	\$ _____

What's not covered

Optional Life: Like most insurance plans, this Plan has exclusions. For instance, Optional Life and Dependent Life insurance do not provide payment of benefits for death by suicide within the first two years of the effective date of the certificate, or payment of increased benefits for death by suicide within two years of an increase in coverage.

There is a two-year contestability period, during which any materials misstatements made by you can be used by MetLife to deny a claim.

AD&D: AD&D coverage does not include payment for any loss that is caused by or contributed to by: physical or mental illness, diagnosis of or treatment of the illness; an infection, unless caused by an external wound accidentally sustained; suicide or

attempted suicide; injuring oneself on purpose; the voluntary intake or use by any means of any drug, medication or sedative, unless taken as prescribed by a doctor or an over-the-counter drug taken as directed; voluntary intake of alcohol in combination with any drug, medication or sedative; war, whether declared or undeclared, or act of war, insurrection, rebellion or riot; committing or trying to commit a felony; any poison, fumes or gas, voluntarily taken, administered or absorbed; service in the armed forces or any country or international authority, except the United States National Guard; operating, learning to operate, or serving as a member of a crew of an aircraft; while in any aircraft for the purpose of descent from such aircraft while in flight (except for self-preservation); or operating a vehicle or device while intoxicated as defined by the laws of the jurisdiction in which the accident occurs.

¹ Included with Optional Life insurance. Will Preparation and 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 General Insurance Company, 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.

² Included with Optional Life insurance. Digital Estate Planning is not available for customers situated in FL or located in GU, PR and VI. It is not included with dependent life coverages. Domestic Partnerships are not currently supported however members in a domestic partnership may use a MetLife Legal Plans attorney for their planning needs. Online Notary is not available in all states. Group legal plans are provided by MetLife Legal Plans, Inc., Cleveland, OH. In certain states, group legal plans are provided through insurance coverage underwritten by Metropolitan General Insurance Company, Warwick, RI.

³ Grief Counseling services are provided through an agreement with LifeWorks. 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. The Grief Counseling program does not provide support for issues such as: domestic issues, parenting issues, or marital/relationship issues (other than a finalized divorce). For such issues, members should inquire with their human resources department about available company resources. This program is available to insureds, their dependents and beneficiaries who have received a serious medical diagnosis or suffered a loss. Events that may result in a loss are not covered under this program unless and until such loss has occurred. Services are not available in all jurisdictions and are subject to regulatory approval. Not available on all policy forms.

⁴ Services and discounts are provided through a member of the Dignity Memorial® Network, a brand name used to identify a network of licensed funeral, cremation and cemetery providers that are affiliates of Service Corporation International (together with its affiliates, "SCI"), 1929 Allen Parkway, Houston, Texas. The online planning site is provided by SCI Shared Resources, LLC. SCI is not affiliated with MetLife, and the services provided by Dignity Memorial members are separate and apart from the insurance provided by MetLife. Not available in some states. SCI offers planning services, expert assistance, and bereavement travel services to anyone regardless of affiliation with MetLife. Discounts through Dignity Memorial's network of funeral providers have been pre-negotiated. Not available where prohibited by law. The discount is available for services offered in any state except KY and NY, or where there is no Dignity Memorial presence (AK, MT, ND, SD, and WY). For MI and TN, the discount is available for "At Need" services only.

⁵ Subject to state law, and/or group policyholder direction, the Total Control Account is provided for all Life and AD&D benefits of \$5,000 or more. The TCA is not insured by the Federal Deposit Insurance Corporation or any government agency. The assets backing TCA are maintained in MetLife's general account and are subject to MetLife's creditors. MetLife bears the investment risk of the assets backing the TCAs and expects to receive a profit. Regardless of the investment experience of such assets, the interest credited to Total Control Accounts will never fall below the guaranteed minimum rate. Guarantees are subject to the financial strength and claims paying ability of MetLife.

⁶ MetLife administers the Transition Solutions and Delivering the Promise programs and has specially trained third party financial professionals to offer financial education. The financial professionals providing financial education are not affiliated with MetLife but are providing the program under a service provider contract.

⁷ The Accelerated Benefits Option is subject to state regulation and is intended to qualify for favorable federal income tax treatment, in which case the benefits will not be subject to federal income 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 the South Carolina Public Employee Benefit Authority (PEBA) and are subject to each state's laws and availability. Specific details regarding these provisions can be found in the certificate. If you have additional questions regarding the Life Insurance program underwritten by MetLife, please contact your benefits administrator or MetLife. Nothing in these materials is intended to be advice for a particular situation or individual. Like most group life insurance policies, MetLife group policies contain exclusions, limitations, terms and conditions for keeping them in force. Please see your certificate for complete details.

Life and AD&D coverage is provided under a group insurance policy (Policy Form GPNP99/G2130-S) issued to your employer by MetLife. Life and AD&D coverage under your employer's plan terminates when your employment ceases, when your Life contributions cease or upon termination of the group contract. Dependent Life coverage will terminate when a dependent no longer qualifies as a dependent. Should your life insurance coverage terminate for reasons other than non-payment of premium or voluntary cancellation, you may convert it to a MetLife individual permanent policy without providing medical evidence of insurability.

