

EMPLOYEE SURVIVOR BENEFIT PLAN

E-2

Benefit – An employer-provided life insurance policy shall be provided for full time denominational employees, the spouse thereof, and for the employee's dependent(s) as defined in the Health Care Assistance Policy.

Benefit Scale – The benefit shall be as follows:

Employee	\$100,000*
Spouse	\$50,000
Dependent Child	\$5,000
Stillborn	\$750

Medical Termination – Medical coverage ceases on the last day of active employment.

One Benefit Per Death – If the spouse or dependents are also serving as employees of the denomination, only one benefit per death will be made.

Portability – This benefit is portable at the time of termination of employment.

Seminarians – Sponsored students at the Theological Seminary are covered by this basic life plan.

Voluntary Additional Benefits (Group Universal Life) (GUL) – Employees, on a **voluntary** basis, may supplement their Basic Life amounts by participating in a group universal life insurance plan (GUL), established and administered by Adventist Risk Management, Inc., for themselves and their spouses and dependent children through payroll deductions.

ELIGIBILITY: Voluntary participation in GUL requires employee to be working at least half time (20 hours per week). New employees who enroll within 31 days of eligibility are guaranteed acceptance for coverage up to two (2) times annual earnings to a maximum of \$100,000 for employee and up to \$50,000 for eligible spouse. If enrollment is not accomplished within 31 days of eligibility, coverage will require evidence of insurability (health questionnaire). Further eligibility is determined by an underwriting evaluation of the employee's application form.

*Unless employee chooses different plan