



EQUITABLE



# Group Term Life Insurance - Employee Paid

## Benefit Summary

KinKaid Civil Construction, LLC

Effective Date: March 01, 2023

Policy Number: 015297

**Class Definition:** Class 1: All Active Full Time Employees working at least 30 hours per week

### Life insurance options so you can offer financial stability to your loved ones

The right life insurance coverage can help protect loved ones and provide stability when it's most needed. Whether it's used to fund a child's education, or pay off a mortgage, a life insurance policy can provide security and help offset financial burdens during a difficult time.

Coverage Details	Benefit Amount
<b>Employee</b>	
Supplemental Life	\$10,000 to \$250,000 in \$10,000 increments, not to exceed 5 x Basic Annual Earnings
Life Plan Maximum	\$250,000
Guaranteed Issue Amount	\$150,000
Life Age Reduction	Age 65, but less than age 70 65% Age 70 and over 50%  Any reduction pursuant to this provision is based on the original coverage amount and will take place on the policy anniversary following the Insured's birthday.
Accidental Death & Dismemberment (AD&D) Principal Sum Accidental Death Accidental Dismemberment	100% of Life Insurance Benefit  Based on Accidental Death Benefit amount as shown in the Schedule of Benefits in the certificate.

Coverage Details	Benefit Amount				
AD&D Plan Maximum	\$250,000				
AD&D Age Reduction	<table> <tr> <td>Age 65, but less than age 70</td> <td>65%</td> </tr> <tr> <td>Age 70 and over</td> <td>50%</td> </tr> </table> <p>Any reduction pursuant to this provision is based on the original coverage amount and will take place on the policy anniversary following the Insured's birthday.</p>	Age 65, but less than age 70	65%	Age 70 and over	50%
Age 65, but less than age 70	65%				
Age 70 and over	50%				

Coverage Details	Benefit Amount						
<b>Spouse</b>							
Supplemental Spouse Life Insurance Benefit Amount	\$5,000 to \$150,000 in increments of \$5,000 not to exceed 50% of employee amount						
Spouse Guaranteed Issue Amount	\$25,000						
Spouse Life Age Reduction	<table> <tr> <td>Age 65, but less than age 70</td> <td>65%</td> </tr> <tr> <td>Age 70 and over</td> <td>50%</td> </tr> </table> <p>Reduction follows insured employee's age Any reduction pursuant to this provision is based on the original coverage amount and will take place on the policy anniversary following the Insured's birthday.</p>	Age 65, but less than age 70	65%	Age 70 and over	50%		
Age 65, but less than age 70	65%						
Age 70 and over	50%						
Spouse Accidental Death & Dismemberment (AD&D) Principal Sum Accidental Death Accidental Dismemberment	<p>100% of Life Insurance Benefit Based on Accidental Death Benefit amount as shown in the Schedule of Benefits in the certificate.</p>						
Spouse AD&D Age Reduction	<table> <tr> <td>Age 65, but less than age 70</td> <td>65%</td> </tr> <tr> <td>Age 70 and over</td> <td>50%</td> </tr> </table> <p>Reduction follows insured employee's age Any reduction pursuant to this provision is based on the original coverage amount and will take place on the policy anniversary following the Insured's birthday.</p>	Age 65, but less than age 70	65%	Age 70 and over	50%		
Age 65, but less than age 70	65%						
Age 70 and over	50%						
<b>Dependent Child up to 26 years</b>							
Supplemental Child Life Insurance Benefit Amount	<table> <tr> <td colspan="2">Life Insurance Benefit Amount</td> </tr> <tr> <td>Live Birth to less than 15 days</td> <td>\$500</td> </tr> <tr> <td>15 days to 26 years</td> <td>\$1,000 to \$10,000 in \$1,000 increments</td> </tr> </table>	Life Insurance Benefit Amount		Live Birth to less than 15 days	\$500	15 days to 26 years	\$1,000 to \$10,000 in \$1,000 increments
Life Insurance Benefit Amount							
Live Birth to less than 15 days	\$500						
15 days to 26 years	\$1,000 to \$10,000 in \$1,000 increments						
Child Accidental Death & Dismemberment (AD&D) Principal Sum	<p>100% of Life Insurance Benefit Based on Accidental Death Benefit amount as shown in the Schedule of Benefits in the certificate.</p>						

Supplemental Life Features	Benefit Amount
Accelerated Death Benefit	75% to \$250,000
Waiver of Premium on Disability	Total Disability Prior to Age 60 Any Occupation 6 Month Elimination Period Terminates at age 65

AD&D Features (Employee Only)	Benefit Amount
Common Carrier Benefit	100% of AD&D benefit up to \$250,000
Child Education	Lesser of incurred educational expenses or \$3,000 annually; payable for 4 year(s)
Rehabilitation/Physical Therapy	lesser of incurred expenses and \$5,000
Repatriation	lesser of customary and reasonable expenses and \$2,000
Seatbelt and Airbag	\$5,000



**Manage Your Benefits**

Go to [www.equitable.com/employeebenefits](http://www.equitable.com/employeebenefits) and log on to EB360® to view your account details.

If you have any questions, please don't hesitate to contact us at 1-866-274-9887.

We look forward to helping you manage your benefits with confidence and ease.

**More about your Life Insurance coverage**

If you start working for your employer after the effective date - the waiting period is determined by your Employer's personnel policy.

An Employee who is employed on the effective date of the policy will receive credit towards satisfying the waiting period for time employed with the employer provided he or she was employed on the day prior to the effective date of the policy.

**Basic Annual Earnings** means Your regular annual rate of pay from Your Employer in effect on the date immediately prior to the date the covered loss occurs. Basic Annual Earnings includes any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan or flexible spending account and does not include commissions, bonuses, tips and tokens, overtime pay or any other fringe benefits or extra compensation.

If the Employee dies while on a covered layoff, sabbatical, or leave of absence, We will determine the Employee's Earnings based on the terms above for the Employee's compensation in effect on the Employee's last full day of Active Work.

**What is not covered?**

We will not pay any Supplemental Life Insurance Benefit if an Insured Person dies by suicide within two years from the Issue Date, we will only pay the amount of premiums paid to Us, except as provided below. Premium will be refunded to You or the Policyholder, depending upon who contributed the premium.

If You were covered under a Prior Plan on the day before the Effective Date under the Policy, credit will be given for the time You were insured under the Prior Plan. Nothing in this exclusion applies to insurance coverage which is 100% paid for by the Policyholder. Any person insured as an Employee under the group Policy may not also be insured as a Spouse.

We will not pay any Accidental Death and Dismemberment Benefit for a loss:

1. caused or contributed to by disease or infirmity of mind or body, or medical or surgical treatment for such disease or infirmity;
2. caused or contributed to by an infection not occurring as a direct result or consequence of the accidental bodily injury;
3. caused or contributed to by suicide, attempted suicide, or intentionally self-inflicted injury, while sane or insane;
4. caused or contributed to by travel in or descent from an aircraft, if the insured person acted in a capacity other than as a passenger;
5. caused or contributed to by travel in an aircraft or device used for testing or experimental purposes, used by or for any military authority, used for travel beyond the earth's atmosphere;
6. declared or undeclared war, or any act of war, or any conflict involving the armed forces of one or more countries;
7. caused or contributed to by active participation in a riot, insurrection, or terrorist activity;
8. while the insured person is incarcerated;
9. caused or contributed to by the insured person's participation in a felony or illegal activity ("felony" is defined by the law of the jurisdiction in which the activity takes place);
10. caused or contributed to by voluntary intake or use of any drug, unless prescribed or administered by a physician and taken in accordance with the physician's instructions, an over-the-counter drug taken in accordance with the manufacture's instructions, or the voluntary inhalation of poison, gas, or fumes except as the direct result of an occupational accident;
11. caused or contributed to by intoxication as defined by the jurisdiction where the accident occurred;
12. caused or contributed to by riding or driving an air, land or water vehicle in a race, speed or endurance contest;
13. caused or contributed to by bungee jumping, rock climbing, mountain climbing, hang-gliding, skydiving, parachuting, ultralight, soaring, ballooning and parasailing).

The policy has limitations and exclusions. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of coverage. Policy Form/Contract ICC18 AXEBP18LI; ICC18 MOEBP18LI; MOEBP18LI; AXEBP18LI and State Variations.

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