

## Central Washington School Employee Benefit Trust Benefits As of November 1, 2009

<b>Voluntary Life Insurance (Payroll Deduction)</b>													
Eligibility	Employees enrolled in the Basic Life plan, their spouses and eligible dependent children.												
Amounts Available	<ul style="list-style-type: none"> <li>• Employees may select from a minimum of \$10,000 to the lesser of five times your annual salary or \$500,000, in \$10,000 increments.</li> <li>• Spouses under age 70 may select from a minimum of \$5,000 up to 100% of the employee amount in \$5,000 increments. The employee must be enrolled in Voluntary Life for the spouse to be eligible.</li> <li>• Dependent Child(ren) coverage may be selected if the employee is approved for coverage. Coverage may be elected in \$1,000 increments up to \$10,000 maximum. Dependent children are eligible from birth to age 25.</li> </ul>												
Age Reduction	<p>If you are still working the required number of hours to be eligible for this insurance at age 70, your benefits will reduce according to the following scale.</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Benefits reduce to:</u></th> <th style="text-align: left;"><u>At age:</u></th> </tr> </thead> <tbody> <tr> <td>65%</td> <td>70</td> </tr> <tr> <td>45%</td> <td>75</td> </tr> <tr> <td>30%</td> <td>80</td> </tr> <tr> <td>20%</td> <td>85</td> </tr> <tr> <td>15%</td> <td>90</td> </tr> </tbody> </table>	<u>Benefits reduce to:</u>	<u>At age:</u>	65%	70	45%	75	30%	80	20%	85	15%	90
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Accelerated Benefit	You may collect part of your Voluntary Life insurance prior to death if you are diagnosed as terminally ill and have a life expectancy of less than 24 months. You may apply for up to 80% of the Voluntary Life insurance in force, to a \$150,000 maximum. The remaining benefit you do not elect is payable to your beneficiary upon your death.												
Underwriting and Effective Date	<p><u>Employees and Spouses</u> – For new employees who apply within 31 days of initial eligibility, the first \$100,000 of Employee Voluntary Life coverage will be offered on a Guarantee Issue basis. For new spouses who apply within 31 days of initial eligibility, the first \$20,000 of Spouse Voluntary Life coverage will be offered on a Guarantee Issue basis. All amounts of coverage applied for after the initial 31 days, or all subsequent increases in coverage will require a health statement be submitted and approved by Regence Life and Health for both employees and spouses.</p> <p><u>Child(ren)</u> – All amounts of coverage are guarantee issue (no health statement required) if coverage is elected within 31 days of initial eligibility. All amounts of coverage applied for after the initial 31 day eligibility period require a health statement to be submitted and approved by Regence Life and Health.</p> <p>Any coverage requiring approval of a health statement is not effective until approved in writing by Regence Life and Health. The effective date of approved coverage will be assigned by Regence Life and Health.</p> <p>In some cases, we may request a Paramed Exam. If requested, the Paramed Exam will be at Regence Life and Health's expense.</p>												
Total Disability	If you become totally disabled (as defined by the policy) prior to age 60 and are disabled for at least 6 consecutive months, your Voluntary Life insurance may be continued until you reach age 65 without further premium payment by either your employer or you.												

This summary is provided for your convenience only and is not intended to be inclusive of all policy provisions. Please see your certificate for complete details. If there is any discrepancy between this document and the master policy, master policy provisions will prevail.

<p>Cost - Rates</p>	<p>Employee and Spouse premiums are based on their individual ages and are paid through the employee's payroll deduction.</p> <p style="text-align: center;"><b><u>Employee Monthly Rate per \$10,000 of Coverage</u></b></p> <table border="0"> <thead> <tr> <th><u>Age</u></th> <th><u>Rate</u></th> <th><u>Age</u></th> <th><u>Rate</u></th> <th><u>Age</u></th> <th><u>Rate</u></th> </tr> </thead> <tbody> <tr> <td>Under age 30</td> <td>\$.60</td> <td>50-54</td> <td>3.89</td> <td>75-79</td> <td>\$24.96</td> </tr> <tr> <td>30-34</td> <td>.80</td> <td>55-59</td> <td>6.34</td> <td>80+</td> <td>\$77.13</td> </tr> <tr> <td>35-39</td> <td>.90</td> <td>60-64</td> <td>8.26</td> <td></td> <td></td> </tr> <tr> <td>40-44</td> <td>1.31</td> <td>65-69</td> <td>14.40</td> <td></td> <td></td> </tr> <tr> <td>45-49</td> <td>2.30</td> <td>70-74</td> <td>24.96</td> <td></td> <td></td> </tr> </tbody> </table>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	<u>Age</u>	<u>Rate</u>	Under age 30	\$.60	50-54	3.89	75-79	\$24.96	30-34	.80	55-59	6.34	80+	\$77.13	35-39	.90	60-64	8.26			40-44	1.31	65-69	14.40			45-49	2.30	70-74	24.96		
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<p>Conversion</p>	<p>You may convert your Voluntary Life insurance to an individual policy if your coverage is terminated due to termination of employment or other loss of eligibility. You have 31 days from the earliest of, the date your employment terminates or other loss of eligibility to apply for the Conversion policy.</p>																																				