

Basic Group Life and AD&D Benefit Highlights – Company Paid

Basic Employer Paid Benefit Amount	All full-time active employees, working at least 32 hours per week.	2 times annual salary to a maximum benefit of \$750,000. The minimum benefit is \$50,000.
	Active part-time employees who have been insured continuously under Coldwater Creek's life insurance plan since 4/1/01.	Flat \$25,000.
Active Work Requirement	Employees who are unable to work due to sickness, injury or pregnancy on the day before the scheduled effective date of coverage must complete one full day of active work before coverage (or an increase in coverage) will become effective.	
Evidence of Insurability Requirements	Employees eligible for a Basic Life benefit amount of more than \$500,000 will need to provide evidence of good health to become insured for the amount more than the guarantee issue limit of \$500,000. The evidence of good health will need to be approved by Standard Insurance Company (The Standard) before the excess can become effective.	
Benefit Reductions	Your Basic Life coverage is reduced to 65% at age 65 and to 50% at age 70. All coverage cancels at retirement.	
Employer Paid Spouse and Child Coverage	Full-time active employee's spouse/domestic partner – \$25,000.	Child Benefit Amount: \$2,000 per eligible unmarried child under age 23 who is dependent upon you for the majority of his or her financial support. Children may not be covered by more than one parent.
	Part-time employee's spouse/domestic partner – \$12,500.	Your spouse/domestic partner may not be covered as a spouse/domestic partner if also covered as an employee.
Portability	If you leave your employer, Portability is an option that may allow you to continue your Basic and Voluntary Life insurance coverage up to \$300,000. To be eligible, you must terminate your employment prior to age 65 and meet certain other requirements. The option allows you to continue all or a portion of your Life Insurance under a separate group Portability policy. To elect Portability, you must apply and pay the premium within 60 days of the termination of your Life Insurance. Proof of good health will not be required.	
Conversion	If Life coverage ends or is reduced for any reason other than payment of an Accelerated Benefit, you are entitled to have an individual policy of insurance issued to you. Written application must be made to The Standard within 60 days after termination. The premium will be based on rates filed by The Standard for such policy based on the attained age and amount of insurance. Good health is not required to convert coverage.	
Accelerated Benefit	If you or your covered spouse/domestic partner or child is diagnosed as terminally ill with a 12 month life expectancy, the Accelerated Benefit allows you to receive an accelerated payment of a portion of that person's life insurance. You may request up to 80% of coverage not to exceed \$500,000 (Basic and Voluntary Life amounts combined). Funds are paid directly to you, with no policy restrictions on how they are used. The remaining benefit, reduced by an interest charge, is then payable to the beneficiary.	
Waiver of Premium	This provision applies if you become totally disabled before age 60 and your disability lasts for at least 6 months. If approved, your coverage may continue without payment of premium up to age 70, as long as you remain totally disabled. Payment of premium is required until waiver is approved by The Standard.	

If you need an application form for the Accelerated Benefit or for Portability or Conversion of coverage, contact the Employee Benefits Department.

LIMITATIONS AND EXCLUSIONS

As is standard with most term life insurance plans, coverage amounts will be reduced at certain ages in order to prevent premium increases. Check your Group Life Certificate for these details.

Other exclusions may apply depending upon your coverage. Refer to your certificate.

This Benefit Highlights Sheet and the accompanying Enrollment Form provide general summaries of the insurance, but in no way change or affect the group policy as actually issued. In the event of any discrepancy between any of these documents and the group policy, the terms of the group policy apply. Complete coverage information is in the certificate of insurance booklet issued to each insured individual. Please read it carefully and keep it in a safe place with your other important papers.

Underwritten by:

Standard Insurance Company
1100 SW Sixth Avenue
Portland, OR 97204