



UNIVERSITY GROUP TERM LIFE INSURANCE PLANS

University Plan | Optional Plan | Dependent Plan



HUMAN RESOURCES
BENEFITS OFFICE
UNIVERSITY OF MICHIGAN

Benefits Information by Phone

Call the Shared Services Center - HR Customer Care at 734-615-2000 or 866-647-7657 (toll free) for help with your U-M benefits. Representatives are available to assist you by phone Monday – Friday, 8 a.m. - 1 p.m. and 2 - 5 p.m. Have your UMID number available when you call.

711 for Telecommunications Relay Service

The Federal Communications Commission adopted use of the 711 dialing code for access to Telecommunications Relay Services (TRS). TRS permits persons with a hearing or speech disability to use the telephone system via a text telephone (TTY) or other device to call persons with or without such disabilities. Dial 711 and ask the operator to connect you to the SSC - HR Customer Care at 734-615-2000 or toll free at 866-647-7657. For more information on TRS, visit fcc.gov/guides/711-telecommunications-relay-service.

Limitations

The university in its sole discretion may modify, amend, or terminate the benefits provided in this booklet with respect to any individual receiving benefits, including active employees, retirees, and their dependents. Although the university has elected to provide these benefits this year, no individual has a vested right to any of the benefits provided. Nothing in these materials gives any individual the right to continued benefits beyond the time the university modifies, amends, or terminates the benefit. Anyone seeking or accepting any of the benefits provided will be deemed to have accepted the terms of the benefits programs and the university's right to modify, amend or terminate them.

Every effort has been made to ensure the accuracy of this book. However, if statements in this book differ from applicable contracts, certificates, and riders, then the terms of those documents will prevail. All benefits are subject to change.

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Section 1: Life Insurance Plans

The university provides a basic level of life insurance coverage at no cost to faculty and staff, with the option to add more coverage for yourself or your dependents.

The University Plan provides \$30,000 of coverage for you paid by the university.

The Optional Plan offers coverage for you at your choice of coverage in amounts of \$10,000, \$50,000, or one to eight times your annual salary up to \$1.7 million.

The Dependent Plan provides coverage for your spouse or other qualified adult at amounts of \$10,000, \$25,000, \$50,000, or \$100,000; or coverage for your dependent children at \$2,000 or \$5,000, paid for by you.

Retired faculty and staff who were participating in the University or Optional Plans on the date of their retirement will transfer to the Retiree Life Insurance Plan.

Plan Highlights

- The University Plan of \$30,000 is paid for by the university. There are no employee contributions.
- These term life plans have neither cash value nor provision for loans, which means you must be enrolled in the plan at the time of your death in order for your beneficiary to receive benefits.
- Enrollment in the Optional Plan and Dependent Plan is not automatic. You must enroll to participate.
- New hires or newly eligible faculty and staff hired after Jan. 1, 2001 will be enrolled automatically in the \$30,000 University Plan at no cost to the employee.
- Both the University Plan and Optional Plan have a “Living Needs Benefit” option, or accelerated payment of death benefit, which is an advance payment of life insurance proceeds when you are terminally ill and have a life expectancy of 12 months or less.

- If you are enrolled in the Optional Plan or have Retiree Life Insurance, you are eligible for will preparation services provided by attorneys who participate in the MetLife Legal Plan Network. MetLife Legal Plans is the administrator of the university’s Legal Services Plan.
- The Optional Plan gives you the flexibility of setting your own level of coverage. There is a \$1.7 million maximum of coverage available. You must be enrolled in the University Plan to enroll in the Optional Plan.
- If you are a nonsmoker, you qualify for a premium discount on the Standard Optional Plan rates. A nonsmoker is defined as a person who has not smoked for 12 months. If you do not indicate your nonsmoker status on the application, you will be defaulted to the Standard Rate. See rates on page 4.
- Under the Optional Plan, if you choose coverage based on your salary your coverage and its cost will increase when your salary increases. Your cost will also increase when you move into the next higher age bracket.
- If your salary increase results in your coverage increasing more than \$650,000, your coverage will be capped at a flat \$650,000 until you furnish evidence of insurability that is satisfactory to MetLife.

Who is eligible to participate in the plan?

Faculty and staff members who:

- Have at least a 50% appointment, and
- Have departmental funding for a minimum of four continuous months.
- GSRAs who have at least a 25% appointment and department funding for a minimum of four continuous months.
- Research Fellows who have more than a 0% appointment and university funding. Stipend money is not eligible.

Temporary hourly wage staff are not eligible.

How do I enroll?

New enrollment is not automatic for the Optional Plan.

There are three times when you can enroll.

1. **As a new hire to the university.** You have 30 days to enroll. If you enroll as a new hire, you will not be required to provide evidence of insurability (a health statement) as long as your optional coverage is less than \$650,000.
2. **As a newly eligible faculty or staff member.** As you become newly eligible for life insurance due to a promotion or job change that qualifies you for life insurance benefits, you will receive an application form. If you enroll within the 30 days allowed, you will not be required to provide evidence of insurability (a health statement) as long as coverage is less than \$650,000.
3. **At any time.** After the 30 days provided for enrollment as a new employee or newly eligible for life insurance benefits expires, you can apply to enroll at any time you choose. However, you will be required to provide evidence of insurability that is satisfactory to MetLife. MetLife may also require a physical examination before approving coverage.

It is to your advantage to apply as soon as you are eligible, and within the 30-day deadline.

Application Form

The application form is available at hr.umich.edu/life-insurance-forms-documents. Complete the form and return it to the SSC - Benefits Transactions as indicated on the form.

Health Statement

If you enroll within 30 days of the date you become eligible and choose less than \$650,000 of coverage, you will not need to provide a satisfactory health statement as proof of insurability. Therefore, it is to your advantage to enroll in Optional Life at the time you become eligible.

The amount of coverage you elect and when you enroll determines whether you need to submit a health statement. You will need to submit a health statement if you:

- Enroll in or increase Optional Plan coverage less than \$650,000 more than 30 days after you become eligible.
- Elect Optional Plan coverage above \$650,000 at any time.
- Request increased Optional Plan coverage more than \$650,000, or your salary increases, raising your coverage to more than \$650,000.
- Enroll in the University Plan after the 30-day deadline.

MetLife will send you notification by email when you need to complete a health statement. Your application for coverage is subject to approval from MetLife. If you do not complete the health statement, or if MetLife declines your application, your life insurance coverage will be capped at \$650,000.

Effective Date

If you are newly eligible, your insurance will become effective on your service date or first day you are newly eligible if you enroll within 30 days. If you are not actively at work on the day your insurance would otherwise become effective, you will become insured on the day you return to active work. If proof of insurability is required, your insurance will become effective on the day the health statement is approved by MetLife, the Benefits Office has been notified, and you are actively at work.

Your Beneficiary

When you elect life insurance coverage for the first time, you must complete the beneficiary designation on the MetLife website, metlife.com/mybenefits. You may choose any beneficiary you wish, such as a family member, a friend, a trust, or an organization. You can name a single beneficiary or you can name two or more joint beneficiaries to receive the insurance payment. You may change your beneficiary at any time. If you do not designate a beneficiary, or if none of the beneficiaries you name survives you, death benefits will be paid to the first of the following:

- Your surviving spouse or other qualified adult;
- Surviving children in equal shares;
- Surviving parents in equal shares;
- Surviving siblings in equal shares; or
- Your estate.

You can choose different beneficiaries for each of the different life insurance plans.

If you enroll in the plan and change the amount of your coverage at a future date, the beneficiary you designate now will remain your beneficiary until you make a change. If you wish to change your beneficiary, go to the MetLife website, metlife.com/mybenefits.

This Booklet is Not a Contract

This booklet describes your Group Term Life Insurance Plans, but it is not a contract of insurance. Likewise, possession of this booklet does not constitute coverage. The complete terms of the Group Term Life Insurance coverage are set forth in the Group Term Life Insurance policy issued to the University of Michigan by MetLife.

Life Insurance Plan Benefits

University Life Insurance Plan

If you are enrolled in the University Plan, \$30,000 of group term life insurance coverage is provided for you, fully paid by the university. As of Jan. 1, 2001, newly hired or newly eligible faculty and staff members are enrolled automatically in the University Plan.

You must be enrolled in the University Plan in order to enroll in Dependent Life and or Optional Life.

Optional Life Insurance Plan Benefits for Active Faculty and Staff Members

If you are enrolled in University Life and want additional life insurance coverage, you may enroll in Optional Life. You pay the full amount for your Optional Life coverage.

Optional Plan Coverage Options

Your coverage options under the Optional Life plan include:

- No coverage
- \$10,000
- \$50,000
- 1 times salary
- 2 times salary
- 3 times salary
- 4 times salary
- 5 times salary
- 6 times salary
- 7 times salary
- 8 times salary

Maximum coverage is \$1.7 million.

If the coverage option you elect results in coverage more than \$650,000, your coverage will be capped at \$650,000 until you submit evidence of insurability that is satisfactory to MetLife.

Your Cost for Optional Life Coverage

The cost of your Optional Life coverage depends on the coverage you select, your age, your smoking status, and your annual salary if you select a coverage level based on salary.

The amount of coverage and its cost will increase when your salary increases if your coverage is based on your salary. Your cost will also increase when you move into the next higher age bracket.

Your monthly rates are calculated per \$1,000 of coverage.

Monthly Rates Per \$1,000

Age	Standard	Nonsmoker Discount
<30	\$0.021	\$0.010
30 - 34	\$0.023	\$0.021
35 - 39	\$0.028	\$0.025
40 - 44	\$0.043	\$0.037
45 - 49	\$0.074	\$0.063
50 - 54	\$0.122	\$0.104
55 - 59	\$0.191	\$0.162
60 - 64	\$0.296	\$0.269
65 - 69	\$0.531	\$0.448
70 & older	\$0.952	\$0.620

What You Pay for Your Optional Plan Insurance

To determine your monthly premiums for Optional Life, use the worksheet below, or use the Optional Life Insurance Rate Calculator at: hr.umich.edu/optional-life-insurance-rate-calculator.

If you are paid monthly, your premiums will be deducted from your monthly paycheck. If you are paid bi-weekly, your premiums will be deducted from your first and second paycheck each month. Your premiums will be deducted on an after-tax basis.

Optional Life Insurance Premium Worksheet

1. Box A.

From the Monthly Rates Per \$1,000 chart on the previous page, find your age and smoker status. This is your rate. Write the amount in Box A below.

2. Box B.

If you wish coverage for a flat amount of \$10,000 or \$50,000, enter 5 or 50 in Box B below.

If you select a salary-based option (1 to 8 times your salary), multiply your annual salary by 1-8. For example, if your annual salary is \$18,000 and you elect 3 times salary, your coverage would be \$18,000 x 3 = \$54,000. Drop the last three zeros and write the amount in Box B below.

3. Box C.

Multiply the rate, Box A, by the coverage, Box B, and enter the amount in Box C. This is your monthly cost.

$$\begin{array}{ccc} \text{A} & \text{B} & \text{C} \\ \boxed{} & \boxed{} & \boxed{} \\ \text{Rate} & \text{Coverage} & \text{Your Monthly Cost} \end{array}$$

Your Coverage in Retirement

Coverage during Phased Retirement

Your life insurance coverage will not change because you enter the university's Phased Retirement program unless other factors change, such as your age and your salary. See page 7, *Your Salary and Age Affect Your Optional Life Insurance Cost*.

How Retirement Affects Life Insurance

When you retire, you will be covered under the university's Retiree Life Insurance Plan. Your amount of insurance will be the lesser of:

- The amount for which you were insured on your date of retirement from the university, and
- The amount applicable to your age as of January 1.

In any event, during retirement the amount of insurance will decrease as your age increases until you reach age 66, at which time coverage at \$2,000 becomes effective and will remain in effect for the rest of your life.

Under present policy, which is subject to change, the entire cost of the continued life insurance protection during retirement is paid by the university.

Amounts of Insurance

Your insurance coverage amount is based on your age as of Jan. 1.

Note: Retirees with a date of service on or after July 1, 1988 will pay the full cost of benefits up to the month they turn age 62.

Your Age On and After Retirement	Amount of Insurance
50 years or less	\$15,000
51 years but less than 52 years	\$15,000
52 years but less than 53 years	\$15,000
53 years but less than 54 years	\$15,000
54 years but less than 55 years	\$15,000
55 years but less than 56 years	\$15,000
56 years but less than 57 years	\$14,000
57 years but less than 58 years	\$13,000
58 years but less than 59 years	\$12,000
59 years but less than 60 years	\$11,000
60 years but less than 61 years	\$10,000
61 years but less than 62 years	\$8,000
62 years but less than 63 years	\$6,000
63 years but less than 64 years	\$5,000
64 years but less than 65 years	\$4,000
65 years but less than 66 years	\$3,000
66 years and over	\$2,000

When Changes Occur

If you Lose Eligibility

Your life insurance will terminate if:

- You become ineligible for the insurance;
- You discontinue contributions;
- You waive coverage;
- Your employment terminates; or
- The University or Optional Plans are terminated by the university

However, if your coverage terminates for any reason, your University Life and Optional Life Insurance benefits will be paid during the next 31 days after one of the events listed above or during the remainder of the period for which you have already paid the premium. See Conversion Privilege for You on page 11.

Leave of Absence or z Temporary Layoff

- If you are granted an official leave of absence by the university, your life insurance can be continued for the duration of the leave, provided you make arrangements with the Benefits Office prior to the start of your leave to pay the premiums during your leave.
- If you elect to waive your life insurance coverage during your leave, it could result in a lapse of coverage for your beneficiaries. If there is a claim within two years of the gap in coverage, you may need to pay retroactive premiums.
- If you are temporarily laid off for any reason, your life insurance can be continued during the layoff for up to 12 months, provided you make arrangements prior to the layoff with the Benefits Office for the payment of premiums. If you request and qualify for “extended layoff,” coverage can be continued an additional six months.

- If you choose not to continue coverage during a leave of absence or layoff, and you return to work at the university with an eligible appointment, your coverage will be reinstated at the same level at which you were enrolled prior to your leave or layoff. You must contact the Benefits Office within 30 days of your return to work if you need to make allowable changes to your coverage.

If you become totally disabled and unable to work, and you are enrolled in the university’s Long-Term Disability Plan and approved for benefits, your life insurance will remain in force, fully paid by the university.

Consult the University of Michigan Standard Practice Guide (SPG) for the most up-to-date rules. Refer to SPG 201.30-0 and 201.30-1 for information on leaves, and SPG 201.72-0 and 201-72-1 about layoffs.

Your Salary and Age Affect Your Optional Life Insurance Cost

If you select a multiple of your salary for your Optional Life coverage, the amount of coverage selected and its cost will increase automatically when your salary increases. Likewise your cost will increase automatically when you move into the next higher age bracket on the rate chart on page 4.

If you select a multiple of your salary for your Optional Life coverage and your base salary is reduced, your life insurance coverage and contributions will be reduced to reflect your actual salary.

How Benefits are Paid

If you die while your life insurance is in force, regardless of how, where, or when death occurs, the full amount of your insurance will be paid to your beneficiaries when MetLife receives written proof of your death. A certified copy of the death certificate is required.

The beneficiary may choose a lump-sum payment. Beneficiaries of active university employees can open an interest-bearing checking account immediately when the claim is processed, in lieu of a lump-sum distribution.

Payment to your beneficiary will be made within 10 business days after all documentation is received by MetLife.

Living Needs Benefit Option

The accelerated payment of death benefit or “Living Needs Benefit” option is an advance payment of life insurance proceeds for terminally ill persons, and is available under this plan. Under this option, a plan participant whose life expectancy is 12 months or less may receive, in advance, up to 80% of life insurance benefits that would otherwise be payable only at death (with a maximum of \$24,000 for the University Plan and \$650,000 for the Optional Plan).

The amount of life insurance benefit that may be accelerated must equal or exceed \$20,000. A \$20,000 policy, for example, would pay a benefit of \$16,000. Faculty and staff members can choose to have the benefit paid out in one lump sum or three equal monthly payments. The money can be used at the discretion of the insured.

Benefits not paid in advance remain payable to the named beneficiaries at the death of the insured.

Filing Claims

When there is a claim, your family, beneficiary, or other designated person should notify the university’s Shared Services Center - HR Customer Care immediately by calling (734) 615-2000 locally or (866) 647-7657 toll free, Monday - Friday from 8 a.m. to 1 p.m. and 2 - 5 p.m. A certified death certificate must be submitted to MetLife before a claim can be paid. MetLife will process all claims.

Section 2: Dependent Life Insurance Plan

The group term Dependent Life Insurance plan is available for your spouse or other qualified adult (OQA) and any eligible children. You must be enrolled in the University Plan to enroll in the Dependent Plan.

Coverage for Your Spouse or OQA

You may enroll your spouse or OQA in the Dependent Plan at any time. They must provide satisfactory evidence of insurability (a Statement of Health). Coverage will go into effect when the Dependent Plan application is received and satisfactory evidence of insurability has been received and approved by MetLife.

Coverage for Your Dependent Children

No health statement required: You can enroll your children in the Dependent Life Insurance Plan at any time without providing a health statement.

Enrollment timing for newborns: Coverage for newborns starts at 15 days old or when the application is received, depending on which comes later.

Eligibility requirements: To be eligible for coverage, your dependent child must:

- Be younger than 26 years old
- Be unmarried
- Be supported by you
- Not be a U-M employee

Beneficiary

You are automatically the beneficiary when you enroll in the Dependent Plan. You do not need to designate a beneficiary. If you and your covered dependent die within a 24-hour period, benefits from life insurance on you and your dependent will be paid to the beneficiary of your life insurance policy, or to your estate.

Continuation of Coverage

If your dependent has been enrolled in the Dependent Life Plan, you have the option to convert life insurance for your dependent when coverage ends because:

- You cease to be eligible for the Dependent Life Plan;
- Your employment ends;
- The group policy ends, provided your dependent has been insured for at least five years; or
- The dependent ceases to qualify as an eligible dependent.

View Conversion Privilege for Your Dependents on page 12.

Terminating Coverage

You can terminate dependent coverage at any time. To do so, complete a Group Term Life Insurance Withdrawal Form and submit it as instructed on the form. The form is available at hr.umich.edu/life-insurance-forms-documents.

Dependent Spouse or OQA coverage terminates when the faculty or staff member retires, terminates employment with the university for any reason, or dies.

In the case of divorce, Dependent Spouse Plan coverage will terminate the date the faculty or staff member's divorce is final.

The Dependent OQA Plan coverage will terminate the date the OQA is no longer an eligible dependent.

Cancellation is not automatic when your dependent turns the age of 26. You **must** complete a withdrawal form to cancel dependent life insurance. Cancellation is the first of the following month following receipt of withdrawal form.

Dependent Life Insurance Plan Options

Life Insurance For Your:	In These Amounts	Cost Per Month	Health Statement Needed
Spouse or Other Qualified Adult	\$10,000 \$25,000 \$50,000 \$100,000	\$1.56 \$3.90 \$7.80 \$15.60	Yes Yes Yes Yes
Children	\$2,000 per child \$5,000 per child	\$0.10 \$0.26	None None

Enrollment in the Dependent Children Plan covers all of your eligible dependent children.

Section 3: Certificate of Coverage

Certificate of Group Coverage

This Certificate of Group Coverage certifies that subject to the terms and conditions of the Group Policy, the insurance referred to herein is provided for certain faculty and staff members of the Regents of the University of Michigan, herein called the Policyholder.

Benefits

The MetLife benefits for which you are insured are described in this booklet in the sections preceding this Certificate of Group Coverage. The benefits and all provisions applicable to you are described in the booklet and are effective only if you are eligible for insurance, become insured, and remain insured in accordance with the provisions of the Group Policy.

This certificate, which is merely evidence of insurance provided under the Group Policy, is furnished in accordance with, and subject to, the Group Policy, which alone constitutes the agreement under which payments are made. This certificate replaces any certificates previously issued to you with respect to the group coverage described herein.

Employee Group Term Life Insurance

Upon receipt of written proof of your death, the amount of Employee Group Term Life Insurance for which you are insured under the Group Policy shall be payable to the beneficiary designated by you in accordance with the terms of the Group Policy. Any part of such insurance for which no beneficiary is designated or surviving at your death will be payable in accordance with the terms of the Group Policy.

Mode of Settlement Provisions

Your life insurance will be paid to your beneficiary in a lump sum. However, other methods of payment may be arranged with MetLife. Information on the available methods may be obtained from MetLife.

Conversion Privilege for You

If your life insurance ends or is reduced for any of the reasons stated below, you have the option to buy an individual policy from MetLife. This is referred to as the “option to convert.” The maximum amount of insurance that you may elect under the conversion policy is the amount which ends under the Group Policy. Evidence of your insurability will not be required.

You have the option to convert when:

- Your life insurance ends because:
 - You cease to be in an eligible class;
 - Your employment ends;
 - The Group Policy ends, provided you have been insured at least 5 years; or
 - The Group Policy is amended to end life insurance for an eligible class of which you are a member, provided you have been insured for at least 5 years; or
- Your life insurance is reduced:
 - On or after the date you reach age 60;
 - Because you change from one eligible class to another; or
 - Due to an amendment of the Group Policy.

If you opt to convert your life insurance for any of the reasons stated above, MetLife must receive a completed conversion application form from you within 31 days after the date your life insurance ends or is reduced. Call the Shared Services Center - HR Customer Care to request the conversion application.

If you die during the remainder of the period for which you have already paid the premium, the amount of life insurance you were entitled to convert will be paid to your beneficiary, whether or not you applied for conversion, when MetLife receives due written proof of death (a certified death certificate).

Conversion Privilege for Your Dependents

If your dependent’s life insurance ends, you, or the dependent, will have the option to buy an individual

policy on the life of the dependent. Evidence of the dependent's insurability will not be required.

You have the option to convert Dependent Life Insurance when your dependent's policy ends because:

- You cease to be in an eligible class;
- Your employment ends;
- The Group Policy is amended to end life insurance for dependents for an eligible class of which you are a member, provided your dependent has been insured for at least 5 years; or
- Your dependent ceases to qualify as a dependent.

If you opt to convert your dependent's life insurance for any of the reasons stated above, MetLife must receive a completed conversion application form from you within 31 days after the date your dependent's life insurance ends. Call the university's Shared Services Center - HR Customer Care to request the conversion application.

If your dependent dies during the remainder of the period for which you have already paid the premium, the amount of life insurance they were entitled to convert will be paid to you, whether or not they applied for conversion, when MetLife receives due written proof of death (a certified death certificate).

Incontestability of Life Insurance

All statements made by an insured person with respect to the life insurance under this plan shall be deemed representations and not warranties. With respect to each amount of life insurance for which a person is insured, no such statement shall be used in any contest of such insurance unless a copy of the instrument containing the statement is or has been furnished to him/her or to his/her beneficiary. No statement made by an insured person relating to his/her insurability for such insurance shall be used in contesting the validity of the insurance with respect to which the statement as made after such insurance has been in force prior to the contest for a period of two years during his/her lifetime. Nor can such statement be used unless it is contained in a written instrument signed by him/her.

Beneficiary Provisions

These provisions apply to any coverage which pays a benefit on account of your death. Any such benefit is payable to the beneficiary you designate on a form satisfactory to MetLife. You may change your beneficiary at any time without your present beneficiary's consent. To do this, go to the MetLife website, metlife.com/mybenefits. The new designation will take effect on the date your change is completed and is received by the Shared Services Center - HR Customer Care or MetLife.

If you designate more than one beneficiary but do not specify their shares, they will share equally. If a beneficiary dies before you, his interest will terminate and will be shared equally by any remaining beneficiaries, unless you specify otherwise in your beneficiary designation. Any amount of insurance for which there is no beneficiary at your death will be payable to the first of the following:

- Your surviving spouse or OQA;
- Surviving children in equal shares;
- Surviving parents in equal shares;
- Surviving siblings in equal shares; or
- Your estate.

Your beneficiary designation will be maintained by MetLife and will not be contained or updated in this Certificate.

Option to Accelerate Payment of Death Benefits

Accelerated Payment of Death Benefits is an option which provides early payment of life insurance proceeds when you are terminally ill or totally and permanently disabled with a life expectancy of 12 months or less. It is not intended or designated to provide health, nursing home, or long-term care insurance.

When you elect this option, the total amount of Employee Term Life Insurance otherwise payable on your death, including any amount under the extended death benefit, will be reduced by the accelerated proceeds. Also, any amount you could otherwise have converted to an individual contract will be reduced by the accelerated proceeds. In other words, this benefit is in lieu of the benefits that would have

been paid on your death with respect to the accelerated proceeds.

You are totally and permanently disabled for the purposes of this option when you furnish proof, including a certification by a doctor, that satisfies MetLife that your life expectancy is 12 months or less.

The terminal illness proceeds are equal to 80% of the amount of life insurance in force on your life on the date MetLife receives proof that you are totally and permanently disabled, but not more than \$24,000 for the University Plan or \$650,000 for the Optional Plan. However, the accelerated proceeds may be reduced if, within 6 months after the date MetLife receives such proof, a reduction on account of age would have applied to the amount of your Employee Term Life Insurance. In that case, the amount of terminal illness proceeds may not exceed the amount of such insurance after applying the reduction.

If you elect this option, MetLife will make the accelerated proceeds payable to you either in a lump sum or in 3 monthly installments.

Your rights to be paid under this option are subject to the following terms:

1. You must choose this option in writing in a form that satisfies MetLife; and
2. Your Employee Term Life Insurance must not be assigned.
3. Accelerated proceeds will be made available to you on a voluntary basis only. Therefore:
 - a. If you are required by law to use this option to meet the claims of creditors, whether in bankruptcy or otherwise, you are not eligible for this benefit.
 - b. If you are required by a government agency to use this option in order to apply for, receive, or maintain a government benefit or entitlement, you are not eligible for this benefit.

Modification of the Group Life Coverage Provisions

The meaning of "Form" for an individual life insurance contract which appears in the Conversion Privilege of the Group Life Coverage provisions is replaced by:

"Form: Any form of a life insurance contract that:

1. Conforms to Title VII of the Civil Rights Act of 1964, as amended, having no distinction based on sex; and
2. Is one that MetLife usually issues at the age and amount applied for."

This does not include term insurance or a contract with disability or supplementary benefits.

Assignments

Irrevocable assignments to an individual or a trust are permitted for the Optional Plan only.

Published by
Benefits Office
University of Michigan
1000 Victors Way
Ann Arbor, MI 48108

Call the Shared Services Center - HR Customer Care at (734) 615-2000 locally, or (866) 647-7657 (toll-free for off-campus long-distance calling) Monday - Friday from 8 a.m. to 1 p.m. and 2 - 5 p.m.

Website: hr.umich.edu/benefits-wellness

The Benefits Office is a unit of University Human Resources (UHR).

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February 2026

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Nondiscrimination Policy Statement

A Non-discriminatory, Affirmative Action Employer.

Title IX Notice: Sex discrimination is prohibited by federal law through Title IX of the Education Amendments of 1972. The University of Michigan does not discriminate on the basis of sex in the education programs or activities that it operates, including admissions and employment. Title IX also prohibits retaliation against reporters of sex discrimination, including reports of sex discrimination against administrators and other employees, and the University of Michigan will investigate alleged retaliation for participation in the Title IX process. Inquiries concerning the application of Title IX may be made to the Title IX Coordinator and/or the Assistant Secretary of the United States Department of Education. Reports of sex discrimination, including sexual harassment, may be made to the Title IX Coordinator at (734) 763-0235, TTY (734) 647-1388 or ecrtooffice@umich.edu. For other University of Michigan information, call (734) 764-1817.

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