



Benefits at a Glance for American Lutheran Homes, Inc.

Group Policy # 152474

Effective Date January 1, 2011

Group Basic Life and Accidental Death and Dismemberment Insurance

Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible employee's covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid by American Lutheran Homes, Inc.

Eligibility

Eligible Employee

An active full-time employee of American Lutheran Homes, Inc., other than a President/CEO, a Department Director, or a Manager/Supervisor, regularly scheduled position of 30 hours or more per week. An eligible employee does not include a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.

Waiting Period Before Becoming Eligible for Insurance

Employees become eligible on the first day that follows one year of membership.

Benefits

Employee Coverage Amount

The Basic Life coverage amount is \$10,000.

AD&D Insurance

For accidental loss of life, the amount of this insurance benefit is equal to the employee Basic Life coverage amount. For other covered losses, the amount of this benefit is a percentage of the AD&D insurance coverage amount.

Age Reductions

Under this policy, insurance coverage reduces by 35 percent at age 65.

Other Life Features & Services

- Accelerated Benefit
- Portability of Insurance Provision
- Right to Convert Provision
- Standard Secure Access account payment option
- Travel Assistance
- Waiver of Premium

This information is only a brief description of the group Basic Life/AD&D insurance policy sponsored by American Lutheran Homes, Inc. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and American Lutheran Homes, Inc. may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for employees who become insured according to its terms. For more complete details of coverage, contact your human resources representative.