

Group Term Life Insurance

Explore Your Benefits & Costs



Group Name: Great Outdoors Group, LLC dba Bass Pro Shops
Group Number: 69726-5
Class: All Full Time Hourly and Salaried Outfitters

You're committed to caring for your loved ones for a lifetime. If the future doesn't go the way you planned, Group Term Life Insurance can help. After a death, it provides a benefit payment that can be used for funeral expenses, co-signed loan debt, future education, or whatever your beneficiaries would like.

This document includes expanded information about Group Term Life Insurance, such as how much it will cost, details about what's covered and what's excluded, and more. As you explore, keep in mind:



No medical questions or tests are required for basic coverage*



Payroll deduction means you don't have to worry about another bill



Keep your coverage even if you leave your employer

It's difficult to think about loss, but important to be prepared for the unexpected. The Group Term Life Insurance available through your employer is a simple way to stay covered in the coming year.

*If you choose coverage beyond the basic amount, you may need to answer questions about current and past health conditions and receive approval from the insurer. Learn more in the "Guaranteed Issue/Evidence of Insurability" section that follows.

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Add supplemental coverage based on your needs

With Group Term Life Insurance, beneficiaries will receive a benefit payment if you or a covered person pass away during the “term” (your employer’s benefit year).

When you enroll, you’ll have the opportunity to choose up to the following amount(s):



Not sure how much you need? Try the Life Insurance Calculator at go.voya.com/lifecalc to learn more.

	Coverage Amount	Guaranteed Issue Limit
 For you	A choice of \$15,000, \$25,000, \$50,000 or an increment of \$10,000 from \$60,000 to \$750,000	When you are initially eligible for coverage, you can elect up to the guarantee issue limit of the lesser of 3 x Annual Earnings or \$500,000 of coverage without proof of good health.
 Your spouse*	A choice of \$15,000, \$25,000, \$50,000 or an increment of \$10,000 from \$60,000 to \$100,000 not to exceed 100% of the Outfitter’s election.	When you are initially eligible for spouse coverage, you can elect up to the guarantee issue limit of \$50,000 of coverage without proof of good health.
 Your child(ren)*	A choice of \$2,500, \$5,000 or \$10,000 for children from birth to age 26.	\$10,000

Spouse also includes domestic partners or civil union partners as defined by the group policy. Children up to age 26. If your spouse or child are eligible for coverage as an employee, they are not eligible for additional coverage as a spouse or child.

Guaranteed-Issue Limit and Evidence of Insurability

The guaranteed-issue limit is the amount that’s available to new hires without providing evidence of insurability (EOI). To get coverage beyond this limit or add/increase coverage after this enrollment period, you’ll need to complete the EOI form for all applicable family members. This form includes questions about current and past health conditions. The insurer may request additional information before approving or denying coverage. When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.

How much does it cost?

The cost of Group Term Life Insurance varies depending on the coverage amount you select. Use table below to calculate monthly premium amounts. “Age” refers to the employee or spouse’s age as of January 1st of the current plan year.

Outfitter and Dependent Spouse Supplemental Life Insurance Rates

Age	Monthly Premium per \$1,000 of Coverage for \$10,000	Weekly Premium for \$10,000 (52 pay periods)	Bi-weekly Premium (26 pay periods)
	<u>Rate</u>	<u>Payroll Deduction</u>	<u>Payroll Deduction</u>
Under 25	\$0.060	\$0.14	\$0.28
25-29	\$0.060	\$0.14	\$0.28
30-34	\$0.080	\$0.19	\$0.37
35-39	\$0.094	\$0.22	\$0.44
40-44	\$0.137	\$0.32	\$0.64
45-49	\$0.222	\$0.52	\$1.03
50-54	\$0.354	\$0.82	\$1.64
55-59	\$0.607	\$1.40	\$2.81
60-64	\$0.939	\$2.17	\$4.34
65-69	\$1.734	\$4.01	\$8.01
70+	\$3.539	\$8.17	\$16.34

Dependent Children Supplemental Life Insurance Rates

Coverage Premium	Weekly Premium	Bi-weekly Levels
\$2,500	\$0.06	\$0.12
\$5,000	\$0.12	\$0.23
\$10,000	\$0.24	\$0.46

One rate covers ALL eligible, enrolled children in your family to age 26.



To calculate your total monthly cost:

	Employee	Spouse	Child(ren)
1. Enter the amount of coverage you'd like for you, your spouse, and your child(ren).			
2. Divide each amount by 1,000.			
3. Using the rate tables above, find the appropriate rate per \$1,000 of coverage for each person.			
4. Multiply each answer from Step 2 by the appropriate rate.			
5. Add your answers from Step 4 together to find your total monthly cost.			

What else is included?



receive a portion of the benefit early

Accelerated Death Benefit

If you have a medical condition that requires permanent continuous confinement in an institution or are diagnosed with a terminal illness with a limited life expectancy, you may receive a portion of your death benefit while still living. Receipt of the accelerated benefit may be taxable, or may adversely affect your eligibility for Medicaid or other government benefits. You should consult your personal tax advisor to assess the impact of this benefit.



continue coverage at no cost

Waiver of Premium benefit

If you aren't working because you are totally disabled, Waiver of Premium allows you to keep your Group Term Life Basic and Supplemental coverage for a period of time without paying premiums.



keep coverage if employment ends

Continue or convert coverage

If your employment ends or you no longer meet your employer's eligibility criteria, you may have the option to continue coverage by paying premiums directly to the insurance company. You may also have the option to convert coverage into an individual Whole Life Insurance policy. Coverage for your spouse or children is also available.

A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders.

The following non-insurance services are also provided:

Ease the burden during funeral planning

Funeral Planning and Concierge Services

Planning a funeral can be time-consuming and emotionally draining. Funeral Planning and Concierge Services connect employees with professionals who can help with funeral planning for themselves and eligible family members. These services help you navigate all aspects of a funeral, which will help ease the burden on you and your family.

Funeral Planning and Concierge Services are provided by Everest Funeral Package, LLC, Houston, TX.

Customize essential documents including Wills and more.

Will Preparation

Will Preparation is included as part of Funeral Planning and Concierge Services. A Will is an important piece of planning a secure financial future for your loved ones. Will Prep is an online tool that helps individuals create a basic Will and other essential legal documents such as a Power of Attorney, Health Care Directive, Elder Care Agreement, HIPPA Authorization, and more. The tool asks a series of questions, each with helpful explanations and examples to guide you through the process. Based on your responses, the system drafts and tailors the required clauses to create a document suitable for your unique circumstances.

Will Prep services are provided by Everest Funeral Package, LLC, Houston TX

Access **extra support** the next time you travel.

Voya Travel Assistance

Being in an unfamiliar place can cause stress, especially if something goes wrong. Voya Travel Assistance offers you and your dependents four types of services when traveling more than 100 miles from home, including: pre-trip information, emergency personal services, medical assistance services and emergency transportation services. This provides peace of mind, allowing you to relax and enjoy your trip.

Voya Travel Assistance services are provided by Europ Assistance USA, Bethesda, MD.



Ready to Enroll?

Enrollment instructions will be provided by your employer. If you have additional questions before you enroll, please call your HR Team or go to <https://presents.voya.com/EBRC/BassPro>

Exclusions and limitations

Supplemental Life Insurance coverages have a two-year suicide exclusion from the effective date of coverage or an increase in coverage.

If you or your spouse or children were previously declined for Supplemental Life Insurance by the insurance company, you are not eligible for this one-time offer.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Group Term Life Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form ICC LP14GP or LP00GP (may vary by state).

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