

Life and Accident – Prudential/Unum

Life Insurance is designed to provide a level of financial protection to your family in the event of your death. Accidental Death and Dismemberment (AD&D) Insurance provides an additional benefit if your death results from an accident, or if an accident causes certain serious injury.

Life and AD&D Benefits

Oxy provides you with Basic Life and AD&D coverage at no cost to you through Prudential.

You are automatically enrolled for basic life insurance on the 1st day of the month coinciding with or following your hire date.

Basic Life/AD&D	1x annual earnings, rounded to next higher \$1,000 plus \$5,000
Maximum Benefit Amount	\$505,000
Age Reductions Schedule	
Age 70	65% of principal amount
Age 75	45% of principal amount

Conversion

You can convert any time coverage is lost for any reason, such as:

- Termination of employment,
- Become ineligible for benefits due to a reduction in hours
- Oxy's policy is canceled and coverage is not provided through a successor carrier (total loss of coverage) or replacement coverage is less than what you had in force (lost amounts can be converted).

If the contract ends, there is a limit to the amount that can be converted. If the coverage is not replaced, the amount convertible would be \$10,000. The lesser of:

- The total amount of all your life insurance then ending under the Group Contract reduced by the amount of group life insurance from any carrier for which you are or become eligible in the next 31 days.
- \$10,000

Voluntary Life

You may also purchase additional life protection for yourself and your dependents through the voluntary life plan offered through Unum. You must be enrolled in voluntary life coverage in order for your spouse and/or dependent child(ren) to be enrolled.

Evidence of Insurability

Evidence of Insurability is required by Unum if you are applying for coverage or increasing your existing coverage. Please complete Unum's Application for Group Voluntary Programs and submit to Human Resources. You and/or your spouse's requested amount will be effective the first of the month following Unum's approval.

Voluntary Life Benefits and Rates

Plan Features	Plan Details
Employee Amount	From \$10,000 to \$500,000 available in \$10,000 increments, not to exceed five times your basic salary. Your guarantee issue amount is \$180,000 applicable at time of hire.
Spouse/Domestic Partner Eligibility	Your spouse/domestic partner is eligible.
Spouse/Domestic Partner Amount	From \$10,000 to \$300,000 available in \$10,000 increments, not to exceed 100% of your coverage amount. You must be enrolled to be eligible for spouse/domestic partner coverage. The guarantee issue amount is \$40,000 applicable at time of hire.
Dependent Child(ren) Eligibility	Your dependent children are eligible to age 26.
Dependent Child(ren) Amount	From \$2,500 to \$10,000 available in \$2,500 increments. You must be enrolled to be eligible for dependent children coverage.

Rates* — Employee and Spouse/Domestic Partner Life Insurance: Monthly per \$10,000

Age	Rate	Age	Rate
<30	\$0.60	55-59	\$7.40
30-34	\$0.70	60-64	\$7.90
35-39	\$1.00	65-69	\$13.90
40-44	\$1.50	70-74	\$24.60
45-49	\$2.60	75 plus	\$39.40
50-54	\$4.30		

*Premiums depend on age. As you or your partner enter a new age bracket, the premium is adjusted accordingly.

Rates* — Dependent Child(ren) - Age 26 or under

Benefit Amount	Rate	Benefit Amount	Rate
\$2,500	\$0.40	\$7,500	\$1.20
\$5,000	\$0.80	\$10,000	\$1.60

Conversion/Portability (Voluntary Life only)

You can convert or port your voluntary life coverage if your employment has been terminated. You may also port your coverage if you have lost membership in an eligible class and you are covered under a class for which portability is offered. You may continue either the exact term life benefit amount in force at the time of termination or a lesser amount. Coverage cannot be changed or increased following initial selection.