



Protect Your Priorities



Group Universal Life

Supplemental Insurance Coverage

Program Overview for Employees
and Their Families

4 Ever Life Insurance Company
Protection, Enhanced.



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Protect Your Priorities

You have a number of priorities in your life—people who count on you; responsibilities and obligations; and goals you want to meet.

When you think of who is important to you, you likely want to do what you can to provide for them now—and protect them against anything that may happen in the future.

The simple fact is we each make decisions about our priorities and what should happen if we are no longer around. You may leave behind debts for a home, car, or credit cards. Or the expense of a funeral or hospital stay. Or you may leave behind financial goals that you have set for your family, such as staying in their home, attending college, and maintaining a familiar lifestyle.

Whatever is important in your life, Group Universal Life insurance is an opportunity to provide for and protect your priorities.

Prepare for the Unpredictable

Group Universal Life lets you prepare for the future in two ways. Because it is life insurance coverage, it allows you to protect your family and their financial goals. Group Universal Life insurance also has an optional cash accumulation account that allows you to save for immediate or long-term goals. Both features are combined in one simple, flexible package that lets you adjust coverage as you need. Increase benefits for new family members. Reduce coverage as family members age.

Group Universal Life also offers the convenience of payroll deduction at affordable group rates. And it is yours whether you leave the company or retire, as long as the group policy is still in effect.

Put It Into Practice

When it comes to your priorities, why procrastinate? There are a number of reasons to act today. The sooner you enroll, the sooner your money works for you in the cash accumulation account, and the sooner you can meet your goals.

But most of all, you know your priorities. Why put off providing for them now—and protecting them in the future?



Enrollment

You can enroll for coverage for yourself, your spouse³, and dependent children at any time, as long as you are an active employee, and the group policy is still in effect. Certain events allow you to apply for coverage with limited or no underwriting. These include:

- Enroll yourself, your spouse³, and/or your children within 31 days of your initial eligibility date.
- Enroll your new spouse³ within 31 days of marriage/civil union or establishment of a domestic partnership.³
- Enroll your first newborn child within 45 days of birth or adoption (your child must be at least 14 days old). Additional newborns and newly adopted children are automatically covered at 14 days.

If you apply at another time, you will be considered a late entrant. You will need to complete a statement of health form, undergo a paramedical exam, and receive underwriter approval for coverage to be effective.¹

Enrollment

1. Fill in all required information about you, as an employee.
2. Select the amount of coverage you want, as a multiple of your annual base pay.
 - Decide whether or not you want the accidental death benefit.
 - Fill in the cash accumulation amount you want.
3. Select spouse³ coverage and complete information about your spouse.³
 - Decide whether or not you want the accidental death benefit for your spouse.³
 - Fill in the cash accumulation amount you want for your spouse.³
4. Select child(ren)'s coverage.
5. Answer applicable medical questions.
6. Designate your and/or your spouse's³ beneficiaries.
7. Indicate your Social Security number, then follow the instructions provided on the website for processing.

Definitions

Accidental Death

Death that is the direct result (independent of all other causes) of a bodily injury caused by an accident that occurs while you are insured under the Group Universal Life program and that occurs no more than 90 days after the date of the accident. Accidental death does not include loss of life resulting from bodily or mental infirmity; disease, ptomaines or bacterial infections; medical or surgical treatment; suicide or attempted suicide; self-inflicted injury; use of a controlled substance; war or warlike action, even in time of peace; and noncommercial air travel.

Actively at Work

An individual is regularly working full days (or in the case of part-time employees, their normal working hours) and is physically able to perform all duties of one's occupation at the employer's business establishment or at some other location to which the employer's business requires travel.

Annual Base Pay

Annual base pay is the employee's annual earnings as defined in your Certificate of Insurance.

Controlled Substance

Any substance defined as such in Title II of the Federal Comprehensive Drug Abuse Prevention and Control Act of 1970 as it is now and as it may be amended.

Hospitalized

Inpatient confinement for hospital care, hospice care, or care in an intermediate or long-term care facility. It also includes outpatient care for chemotherapy or radiation therapy.

Late Entrant

An applicant enrolling for Group Universal Life coverage after a program-established enrollment period has passed.

Life Insurance Coverage

The stated amount of life insurance benefit provided on the employee's life or the life of the employee's spouse³ or child.

Perform Normal Activities

An individual is not hospitalized, nor confined at home for a sickness or injury, and not receiving or entitled to receive disability or sick pay income from any source due to any such illness or injury.

¹Mercer Health & Benefits Administration LLC (Mercer Voluntary Benefits) will mail a Statement of Health form to the employee address shown on the enrollment form.



Eligibility

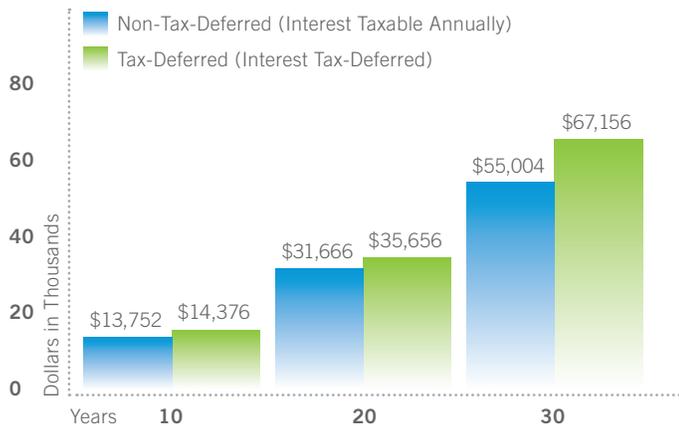
	You ...	Your Spouse ³ ...	Your Child(ren) ...
Requirements for Enrolling in Group Universal Life	<p>Must be a full-time or regular part-time employee.</p> <p>Must be actively at work on both the date the enrollment form is signed and the effective date of coverage.</p> <p>Must not have been hospitalized, except for well-baby delivery, during the 90-day period prior to the date the enrollment form is signed.</p>	<p>May enroll only if you enroll.</p> <p>Must be able to perform normal activities on the date the enrollment form is signed.</p> <p>If employed by the same company or affiliated organization, may enroll as a spouse³ or an employee, <u>but not both</u>.</p> <p>Must not have been hospitalized, except for well-baby delivery, during the 90-day period prior to the date the enrollment form is signed.</p> <p>Note: You, the employee, must be actively at work and able to perform normal activities on both the date the enrollment form is signed and the effective date of coverage.</p>	<p>May enroll when you or your spouse³ enrolls. Only one parent may elect child(ren)'s coverage.</p> <p>Must be your and your spouse's³, natural children, stepchildren, or adopted children.</p> <p>Must be at least 14 days old and under age 26.</p> <p>Must be able to perform normal activities on the date the enrollment form is signed.</p> <p>Must not have been hospitalized, except for well-baby delivery, during the 90-day period prior to the date the enrollment form is signed.</p> <p>Note: You, the employee, must be actively at work and able to perform normal activities on both the date the enrollment form is signed and the effective date of coverage.</p>
Coverage Amounts	<p>1 to 6 times annual base pay in half increments</p> <p>Minimum: \$10,000 or 1 times annual base pay, whichever is greater</p> <p>Maximum: \$1,500,000</p>	<p>Minimum: \$10,000</p> <p>Maximum: up to 2 times employee's annual base pay, not to exceed \$100,000</p>	<p>\$10,000 on each child—rate covers all eligible children regardless of how many are insured</p>
Effective Dates	<p>If you applied for coverage and did not need to complete a statement of health form or receive underwriter approval, coverage is effective the first day of the month in which your first payroll deduction begins.</p> <p>All other coverage is effective on the first of the month after coverage is approved by 4 Ever Life Insurance Company.</p> <p>Upon approval, you will be mailed a confirmation letter and a Certificate of Insurance that explain your benefits.</p>		



Cash Accumulation

The insured may contribute extra premium—over and above the cost of the life insurance face amount—into a cash accumulation account earning tax-deferred interest. No minimum contributions are required, and you may start and stop contributions at any time. Contribution limits are based on the insured's age and level of face coverage elected. New contributions are subject to premium tax.

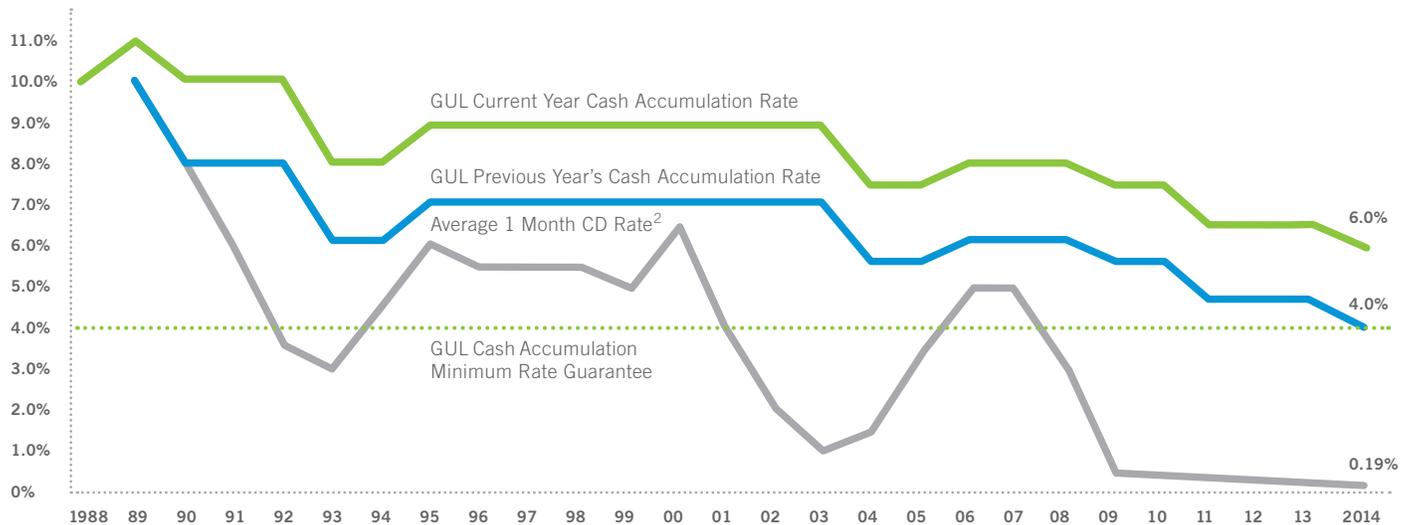
① The Value of Tax-Deferred Interest \$100 Monthly Cash Contribution



The example assumes a level \$100 monthly contribution with no withdrawals. Interest is credited at 4% effective annual yield; 28% federal and 5% state income tax on interest credited to the taxable program.

Chart three shows that 4 Ever Life's GUL program cash accumulation interest rates continuously outperform other traditional savings vehicles.

③ Cash Accumulation Interest Rate History GUL Cash Contributions Grow at Higher Interest Rates Than Traditional Savings Vehicle



²Board of Governors of the Federal Reserve System

Easy Accessibility to Your Money

You may withdraw cash at any time and for any reason without penalties or withdrawal fees. You may also take a loan against the value in your cash accumulation account and continue to earn interest on the borrowed amount. The minimum withdrawal or loan is \$200. The choice is yours—contact Mercer Voluntary Benefits for processing.

② Cash Withdrawal Tax Liability Assuming \$130/Month Premium/Fees for a Period of 5 Years

Total Premium/Fees Paid

Life Insurance Premium/Fees
\$30/mo.
x 60 mos.
\$1,800

Cash Accumulation Fund Contribution Premium
\$100/mo.
x 60 mos.
\$6,000

Total
\$1,800
+ \$6,000
\$7,800

Cash Accumulation Fund Balance Including Interest

\$6,000
+ \$ 360 (interest earned)
\$6,360

Tax Implications Upon Withdrawal of Cash

At the time of a cash withdrawal compare the following:
Total premium/fees paid = \$7,800
Cash accumulation fund balance including interest = \$6,360

No Tax Liability

If the total premium/fees paid is more than the cash accumulation fund balance including interest, there is no tax liability.

Tax Liability

If the total premium/fees paid is less than the cash accumulation fund balance including interest, there is tax liability—but only for the difference between them.



Plan Usage

As you experience changes in your life and your family, keep the following in mind regarding your Group Universal Life insurance—you may need to adjust your coverage.

Evaluate Your Coverage

Every year you will receive a statement for the prior year. It shows your coverage amounts and your cash account balance. You may make changes to your coverage and cash contributions as you need.

Leave the Company

Your Group Universal Life coverage is yours even if you leave the company, as long as the group policy is in effect. You will be billed directly for your cost of coverage at portable rates. Any contributions you make to the cash accumulation account may also be included in this payment.

Retirement

You can keep your Group Universal Life coverage if you retire, as long as the group policy is in effect. You will be billed directly for the cost of coverage and any contributions you make to the cash accumulation account.

Separation, Divorce, or Dissolution of Civil Union or Domestic Partnership³

Your spouse³ may be able to continue his or her coverage in the event of separation, divorce, or dissolution of civil union³ or domestic partnership³. Contact Mercer Voluntary Benefits for information.

Convert or Continue Child's Coverage

When your child is no longer eligible for child coverage, he or she can apply for an increase in coverage up to five times the \$10,000 children's rider, as long as the group policy is still in effect. This increased coverage may be purchased at the group rates then in effect. The adult child will be issued a Group Universal Life certificate and will be eligible to contribute to a cash accumulation account. The request for coverage must be made in writing to Mercer Voluntary Benefits within 90 days of the date the child is no longer covered by the child rider.

A child conversion is not available for a disabled child. Children's coverage may be continued for a disabled child as a rider to the existing adult Group Universal Life certificate. The child rider may remain in effect as long as the employee or spouse³ maintains coverage. Please contact Mercer Voluntary Benefits to request continued coverage for a disabled child.

Terminal Illness

An employee or spouse³ diagnosed with a terminal illness with a prognosis of less than 12 months, may take an advance payout—prior to death—up to 50% of the life insurance coverage amount. \$20,000 minimum coverage is required. The payout to the beneficiary will be reduced by the amount of the advance. Premium payments must be continued following a payout to keep the Group Universal Life coverage in force.

Other Life Changes

Your life will likely change in many ways over the course of owning this certificate. To keep your coverage at an appropriate level for you, and to keep records accurate, contact Mercer Voluntary Benefits if you experience any of the following:

- Marriage or civil union³
- Legal or employer-recognized domestic partnership³
- Divorce, dissolution of civil union or domestic partnership³
- Become a parent
- Retire
- Change your name
- Change your address
- Change employers
- Want to change coverage amount
- Want to change your beneficiary
- Want to change your cash contribution
- Want information about your cash accumulation account balance, loans, and withdrawals
- Want information about the current interest rate credited to your cash accumulation account
- Change from payroll deduction to direct billing

For Further Assistance with Your Group Universal Life Coverage,

please contact a Mercer Voluntary Benefits customer service representative at 1-800-621-2358, 8 a.m. to 5 p.m., Central time.

This communication material is not a contract; it is a brief description of the benefits of the program and contains references to concepts that have legal, accounting, and tax implications. If you elect coverage, you will receive a Certificate of Insurance outlining the full terms, conditions, and limitations of your coverage. Our comments are intended to convey our general understanding of applicable provisions, but are not intended as a legal opinion. Since we cannot serve as a tax advisor, we recommend you consult your personal financial advisor. Subsequent developments in the law may impact the benefits described. Please keep this summary of program provisions with your other records. In all cases, the actual insurance policy will govern.

³Disclaimer related to Marriage/Civil Unions/Domestic Partnerships

Spouse definition: means your spouse in a legally recognized union of two people. Spouse includes your civil union and domestic partner.



Estimating Needs

The following guide may help you determine the approximate amount of life insurance benefits your dependents may need to maintain their current standard of living without your income.

1 Annual Expenses

Estimate your total monthly expenses. Include mortgage⁴ or rent, home and car maintenance, childcare, clothing, food, medical expenses, loan payments, insurance, taxes, and utilities. Multiply this amount by 12 to find your Annual Expenses.

Monthly Expenses	\$		\$	2,000
Months	X	12	X	12
Annual Expenses	= \$		= \$	24,000

Example

2 Ongoing Expenses

Enter your Annual Expenses from above. Multiply this amount by the number of years these expenses would need to be paid by your survivors. These are your Ongoing Expenses.

Annual Expenses	\$		\$	24,000
Survivor Years	X		X	10
Ongoing Expenses	= \$		= \$	240,000

3 Future Expenses

Estimate one-time future expenses, including funeral costs, medical charges, estate taxes, and estate settlement fees. Also include emergency funds and college expenses for your children. If you want your family to be debt-free, include the balance of your mortgage⁴ and any other loans. Add these together to find your Future Expenses.

Funeral/Etc.	\$		\$	15,000
Emergencies	\$		\$ +	5,000
Education	\$		\$ +	60,000
Mortgage ⁴	\$		\$ +	0
Other	\$		\$ +	0
Future Expenses	= \$		= \$	80,000

4 Life Insurance Coverage Needed

Add your Ongoing Expenses and Future Expenses from above to find your Total Survivor Expenses.

Combine existing assets that may be used to lower your family's debt or help support them. Be sure to include other life insurance coverage, savings, and any other liquid assets to find your Total Assets.

Next subtract Total Assets from Total Survivor Expenses to find the approximate amount of life insurance coverage you may need to provide for your survivors.

Ongoing Expenses	\$		\$	240,000
Future Expenses	\$		\$ +	80,000
Total Survivor Expenses	= \$		= \$	320,000
Other Life Insurance	\$		\$	110,000
Savings	\$		\$ +	20,000
Misc. Assets	\$		\$ +	40,000
Total Assets	= \$		= \$	170,000
Total Survivor Expenses	\$		\$	320,000
Total Assets	\$		\$ -	170,000
Total Coverage Amount	= \$		= \$	150,000

5 Multiple of Annual Base Pay⁵

Divide Total Coverage Amount by your Annual Base Pay and round up to the next number in half increments from 1 to 6 to find the multiple of coverage you may need. If this number is greater than 6, the multiple should be 6.

Total Coverage Amount	\$		\$	150,000
Annual Base Pay	÷		÷	45,000
Annual Expenses	= \$		= \$	3½

⁴You may include your mortgage payment in part one or include the total amount required to pay off the balance in part three. Include in one or the other, but not both.

⁵This worksheet does not assume interest earned on the unused portion of the death benefit, inflation rates, or taxes payable on interest earned. This worksheet is only a guide. You may wish to consult your financial advisor regarding the appropriate amount of life insurance needed.



Calculating Costs

This worksheet is designed to calculate deductions for monthly payroll. The examples below use sample rates. Please refer to the premium rate tables, included in your enrollment packet, for the actual rates and contribution amounts.

A Choose Employee Coverage

Multiply 1, 1½, 2, 2½, 3, 3½, 4, 4½, 5, 5½, or 6 times your annual base pay and round up to the next higher \$1,000 increment if multiple of annual base pay is not evenly divisible by \$1,000—maximum of \$1,500,000. Remember your optional accidental death benefit.

Example

\$ 45,000 x 3½ = \$ 157,500 round up = \$ 158,000 / \$1,000 = 158 x \$.11 = \$ 17.38
 annual base pay multiple of annual base pay if not divisible by \$1,000 coverage amount coverage units x sample rate With accidental death benefit monthly cost of insurance

\$ _____ x _____ = \$ _____ round up = \$ _____ / \$1,000 = _____ x \$ _____ = \$ _____
 annual base pay multiple of annual base pay if not divisible by \$1,000 coverage amount coverage units x see rate table With accidental death benefit monthly cost of insurance

B Select Spouse³ Coverage

Choose life insurance coverage in \$1,000 units up to 2 times your annual base pay, not to exceed \$100,000. If 2 times your annual base pay is not evenly divisible by \$1,000, round up to the next \$1,000 increment. Remember your optional spouse³ accidental death benefit.

Example

\$ 50,000 / \$1,000 = 50 x \$.11 = \$ 5.50
 coverage amount coverage units x sample rate With accidental death benefit monthly cost of insurance

\$ _____ / \$1,000 = _____ x \$ _____ = \$ _____
 coverage amount coverage units x see rate table With accidental death benefit monthly cost of insurance

C Include Children Coverage

Select children coverage. Rate covers all eligible children for \$10,000 per child, regardless of number.

Example: Child(ren) Rate \$ 1.00
 monthly cost of insurance

D Calculate Maximum Monthly Cash Contributions:

Example \$ 2.02 x 158 units = \$ 319.16
 sample maximum contribution multiply by the number of \$1,000 coverage units selected in Section A maximum monthly contribution

Employee \$ _____ x _____ units = \$ _____
 see additional premium table multiply by the number of \$1,000 coverage units selected in Section A maximum monthly contribution

Spouse³ \$ _____ x _____ units = \$ _____
 see additional premium table multiply by the number of \$1,000 coverage units selected in Section B maximum monthly contribution

E Calculate Total Deduction

Cost of Insurance

Employee \$ _____
 Add \$1.50 Administrative Fee \$ _____
 Spouse³ \$ _____
 Add \$1.50 Administrative Fee \$ _____
 Child(ren) \$ _____

Cash Contributions

Employee \$ _____
 Spouse³ \$ _____

Total Monthly Payroll Deduction \$ _____

About Your Employer

Your employer is making this opportunity available to you to enroll in the 4 Ever Group Universal Life program. This Group Universal Life program is not intended to be an employer-sponsored welfare benefit plan for the purposes of the Employee Retirement Income Security act of 1974, as amended. Thus while not endorsing the program, your employer does: 1) provide 4 Ever Life Insurance Company, the program underwriter, and Mercer Health & Benefits Administration LLC, the program administrator, with the necessary records and information to verify your qualification for insurance under the program, 2) make payroll deduction of Group Universal Life premium available to you and 3) enable the distribution to you of information provided by 4 Ever Life Insurance Company and Mercer Voluntary Benefits.

About Your Underwriter

4 Ever Life Insurance Company enhances protection with unique underwriting solutions nationwide for insurance companies, brokers, agents, administrators, employers, employees, and individuals.

With over 60 years' experience in enhancing protection, 4 Ever Life is rated "A-" (Excellent) by A.M. Best and licensed to provide health and life insurance solutions in all 50 states, the District of Columbia, and Puerto Rico.

4 Ever is protection, enhanced.

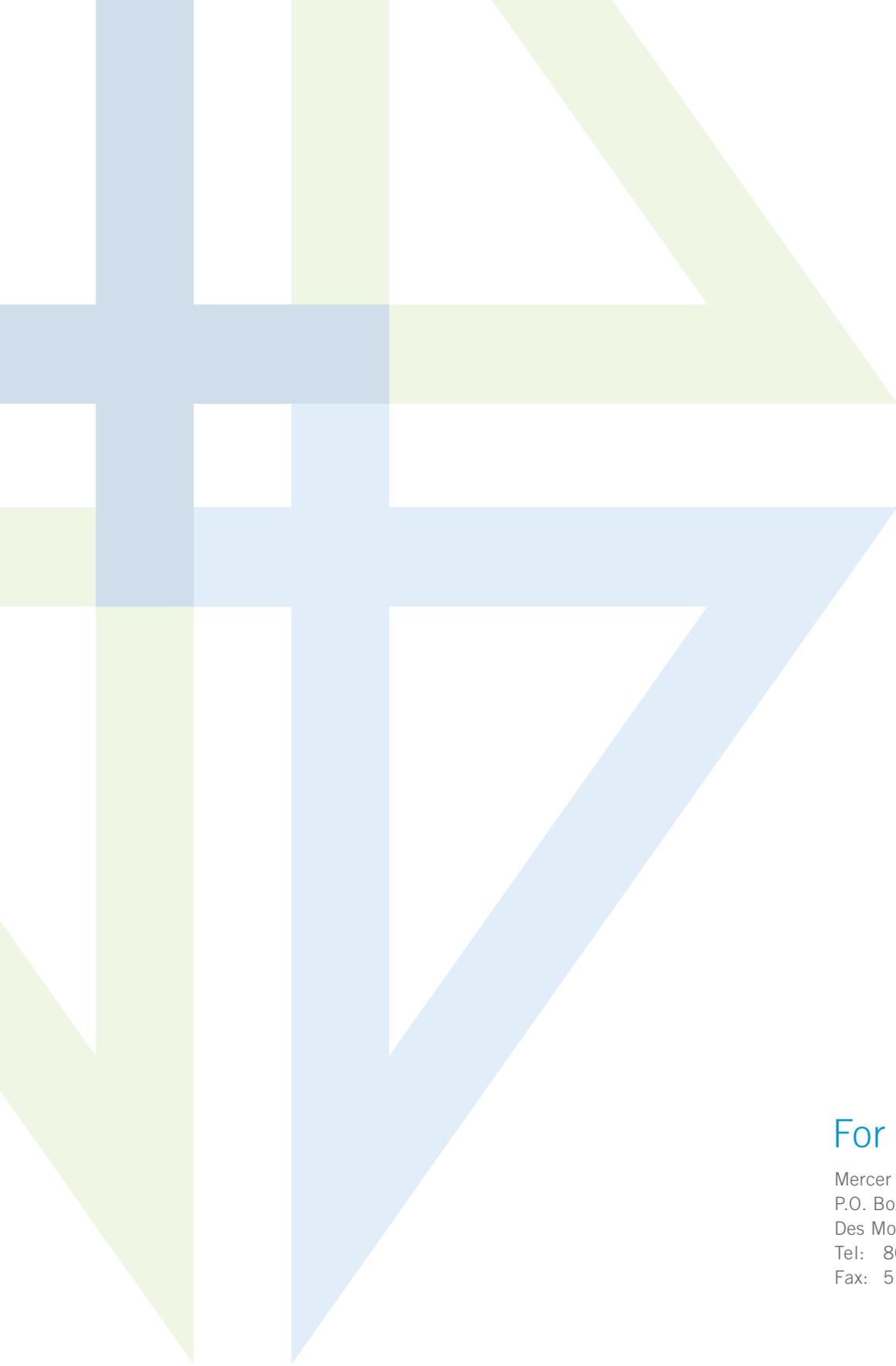
About Your Administrator

Mercer Health & Benefits Administration LLC, designs, implements, and manages insurance, risk management, and financial service programs for private clients and sponsoring entities. On behalf of their clients, Mercer Health & Benefits Administration LLC delivers vision, value, convenience, choice, and innovation to consumers worldwide.

With continuous market sourcing and sophisticated, data-driven marketing strategies, Mercer Health & Benefits Administration LLC expands customer access and program utilization, delivering increased revenue opportunities, security, and asset protection to clients and consumers.

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This communication material is not a contract; it is a brief description of the benefits of the program and contains references to concepts that have legal, accounting, and tax implications. If you elect coverage, you will receive a Certificate of Insurance outlining the full terms, conditions, and limitations of your coverage. Our comments are intended to convey our general understanding of applicable provisions, but are not intended as a legal opinion. Since we cannot serve as a tax advisor, we recommend you consult your personal financial advisor. Subsequent developments in the law may impact the benefits described. Please keep this summary of program provisions with your other records. In all cases, the actual insurance policy will govern.



For More Information

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