

**Northwest Employers Trust (NET)  
Benefits As of July 1, 2010**

<b>Life and Accidental Death &amp; Dismemberment (AD&amp;D)</b>																			
Basic Life Insurance	\$50,000																		
Basic AD&D Insurance	\$50,000																		
Employer Requirements	Must have at least 10 “enrolled” employees to choose this option.																		
Age Reduction	If you are still working the required number of hours to be eligible for this insurance at age 65, your benefits will reduce according to the following scale. <table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;"><u>Benefits reduce to:</u></th> <th style="text-align: left;"><u>At age:</u></th> </tr> </thead> <tbody> <tr> <td>65%</td> <td>65</td> </tr> <tr> <td>45%</td> <td>70</td> </tr> <tr> <td>30%</td> <td>75</td> </tr> <tr> <td>20%</td> <td>80</td> </tr> <tr> <td>15%</td> <td>85</td> </tr> <tr> <td>10%</td> <td>90</td> </tr> </tbody> </table>	<u>Benefits reduce to:</u>	<u>At age:</u>	65%	65	45%	70	30%	75	20%	80	15%	85	10%	90				
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AD&D Schedule	If due to an accident you die, lose a limb, sight of an eye or become paralyzed, the following benefits are available. <table border="0" style="margin-left: 20px;"> <thead> <tr> <th style="text-align: left;"><u>100% of the Basic AD&amp;D:</u></th> <th style="text-align: left;"><u>50% of the Basic AD&amp;D</u></th> </tr> </thead> <tbody> <tr> <td>Life</td> <td>One hand</td> </tr> <tr> <td>Both hands</td> <td>One foot</td> </tr> <tr> <td>Both feet</td> <td>Sight of one eye</td> </tr> <tr> <td>Sight of both eyes</td> <td>Paraplegia</td> </tr> <tr> <td>One hand and one foot</td> <td>Hemiplegia</td> </tr> <tr> <td>One hand and sight of one eye</td> <td></td> </tr> <tr> <td>One foot and sight of one eye</td> <td></td> </tr> <tr> <td>Quadriplegia</td> <td></td> </tr> </tbody> </table>	<u>100% of the Basic AD&amp;D:</u>	<u>50% of the Basic AD&amp;D</u>	Life	One hand	Both hands	One foot	Both feet	Sight of one eye	Sight of both eyes	Paraplegia	One hand and one foot	Hemiplegia	One hand and sight of one eye		One foot and sight of one eye		Quadriplegia	
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Seat Belt Benefit	If you die in an automobile accident and were wearing your seat belt, your beneficiary(ies) will collect an amount equal to the AD&D benefit to a maximum of \$50,000 in addition to the Basic Life and Basic AD&D benefits described above.																		
Accelerated Benefit	You may collect part of your Basic Life insurance prior to death if you are diagnosed as terminally ill and have a life expectancy of less than 24 months. You may apply for up to 50% of the Basic Life insurance in force, to a \$25,000 maximum. The remaining percent of benefit you do not elect is payable to your beneficiary upon your death.																		
Total Disability	If you become totally disabled (as defined by the policy) prior to age 60 and are disabled for at least 6 consecutive months, your basic life insurance may be continued until you reach age 65 without further premium payment by either your employer or you. At age 65 coverage terminates, however you may continue coverage by applying for a conversion policy at that time.																		
Basic Life Insurance Exclusions	None																		
AD&D Insurance Exclusions	No benefits are payable due to suicide or attempted suicide, riot, war or act of war, military service, felony, voluntary use of a controlled substance.																		
Conversion	You may convert your Basic Life insurance to an individual policy if your coverage is terminated due to termination of employment or other loss of eligibility. You have 31 days from the earliest of, the date your employment terminates or other loss of eligibility to apply for the Conversion policy.																		