

Life and AD&D Benefits

PRUDENTIAL

Basic Life and AD&D Insurance

Basic Life and Accidental Death and Dismemberment (AD&D) insurance provides financial protection for unforeseen events, helping you and your family cover immediate expenses and long-term obligations.

Southern Land Company provides all active, full-time employees with Basic Life and AD&D insurance through Prudential. **This plan is available to employees at no cost.** **Southern Land Company pays 100% of the Basic Life and AD&D premium.** Employees will pay tax on premium amounts over \$50,000.

- Benefit Amount: 1x annual earnings, up to a maximum of \$400,000
- Benefits reduce to 65% at age 65; 50% at age 70

Voluntary Life and AD&D Insurance

Benefit eligible employees have the option to purchase Voluntary Life and AD&D coverage for yourself, as well as your eligible spouse and dependent children. You must purchase voluntary coverage for yourself to add coverage for your spouse and/or child(ren). **You are responsible for 100% of the premium amount that applies.**

BENEFIT DESCRIPTION	
Employee	5x annual earnings, in increments of \$10,000, up to a maximum of \$500,000 with a guaranteed issue of \$150,000*
Spouse	Increments of \$5,000, up to a maximum of 100% of employee election or \$500,000 with a guaranteed issue of \$25,000*
Dependent Child (Up to age 19 or age 26 if full-time student)	Increments of \$2,000, up to a maximum of \$10,000 (minimum election amount is \$2,000)

*Evidence of Insurability (EOI)

Evidence of Insurability (EOI) is health information required by Prudential to approve your life insurance coverage.

When EOI is Required:

- **New Employees:** Electing more than \$150,000 for employee life or \$25,000 for spouse life coverage.
- **Annual Enrollment:** For any increases or first-time enrollments, regardless of the amount.
- **Late Enrollment:** Enrolling more than 31 days after becoming eligible, for any amount.
- **Life Events (e.g., marriage, baby):** For coverage amounts above the guaranteed limits (must enroll or make changes within 31 days).

When EOI is NOT Required:

- **Children's Coverage:** Never requires EOI.
- **New Employees:** Up to \$150,000 for employee life and \$25,000 for spouse life coverage.

Important: If EOI is required, you must complete and submit in a timely manner. In order for your coverage to take effect, Prudential must approve your EOI.

Eligible employees who initially waived coverage can elect a minimum of \$10,000 to "lock in" to the plan, but EOI* is required for this enrollment due to your initial decline of coverage.

- Future increases: You can then increase coverage by up to \$50,000 annually without EOI, up to the \$150,000 guarantee issue limit
- Lock-in benefit: If you become uninsurable later, this feature allows you to continue increasing coverage up to the guaranteed issue limit without EOI