



4Ever Universal Life

Supplemental Insurance Coverage

Program Overview for Employees and Their Families

Protect Your Priorities & Prepare for the Unpredictable

You have a number of priorities in your life – people who count on you; responsibilities and obligations; and goals you want to meet, and you likely want to do what you can to provide for them now – and protect them against anything that may happen in the future. 4Ever 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. 4Ever Universal 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.



Benefits of 4Ever Universal Life

A type of permanent life insurance, 4Ever Universal Life offers an additional layer of protection above your employer-paid life insurance policy, and stays in force until you reach the age of 94 (so long as you continue to pay premiums and meet policy obligations). 4Ever 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.



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 45 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 newborn child within 45 days of birth or adoption (your child must be at least 14 days old).

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 is simple. Visit [4everlifebenefits.com](https://www.4everlifebenefits.com) to begin today.

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

Eligibility

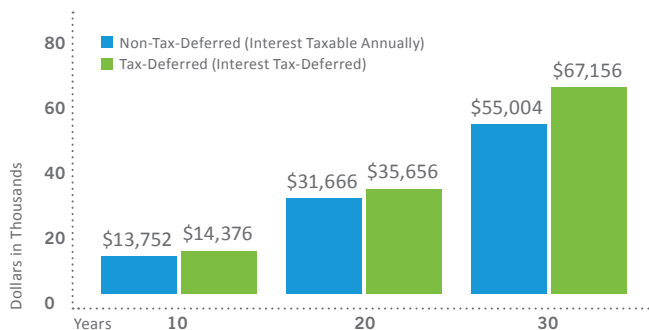
	You ...	Your Spouse ³ ...	Your Child(ren) ...
Requirements for Enrolling in 4Ever Universal Life	<p>Must be a full-time or regular part-time employee.</p> <p>Must be actively at work on both the date the enrollment form is signed and the effective date of coverage.</p> <p>Must not have been hospitalized, except for well-baby delivery, during the 90-day period prior to the date the enrollment form is signed.</p> <p>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 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 \$1.00 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.

Cash Accumulation Feature

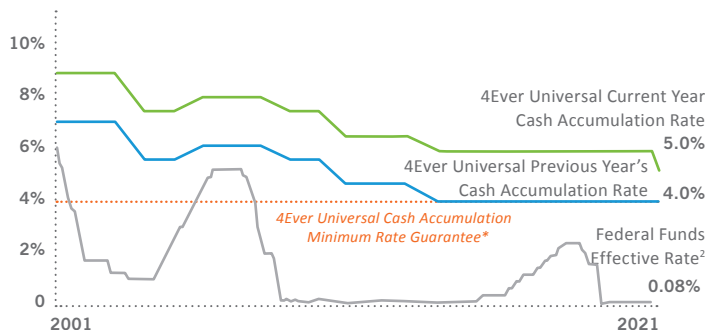
The Value of Tax-Deferred Interest¹ \$100 Monthly Contribution



¹ 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.

Cash Accumulation Interest Rate History

4Ever Universal Life Cash Contributions Grow at Higher Interest Rates Than Traditional Savings Vehicle



*Guaranteed Minimum Interest Rate:
Certificates issued before 1/1/2021 is 4%
Certificates issued after 1/1/2021 is 1.5%

² Board of Governors of the Federal Reserve System (US)

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.

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 Premium/Fees Paid	\$7,800

Cash Accumulation Fund Balance Including Interest

Cash Accumulation Fund Balance	\$6,000
Interest earned	\$360
Total Cash Accumulation Fund Balance	\$6,360

Tax Implications Upon Withdrawal of Cash

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 4Ever 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 4Ever 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.

Leave of Absence

You will be billed directly at your home address (via US mail) once the premium payment is no longer deducted via Payroll deduction. Contact Mercer to ensure mailing address is correct and ensure payments are made on time to keep the certificate current.

Retirement

You can keep your 4Ever 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 4Ever 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 4Ever 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.

Living Benefits

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 4Ever Universal Life coverage in force.

Survivor Benefits & Support

To file a claim, contact Mercer at 1.800.621.2358. Beneficiary on record will be sent claim packet.

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 4Ever Universal Life coverage, contact:

Mercer Voluntary Benefits
customer service representative
1.800.621.2358
Monday – Friday, 8 am – 5 pm (Central)

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.

About Your Employer

Your employer is making this opportunity available to you to enroll in the 4Ever Universal Life program. This 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 4Ever 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 75 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.

About Your Administrator

Mercer delivers advice and technology-driven solutions that help organizations meet the health, wealth and career needs of a changing workforce. Mercer's more than 23,000 employees are based in 44 countries and the firm operates in over 130 countries. Mercer is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC), the leading global professional services firm in the areas of risk, strategy and people. With nearly 65,000 colleagues and annual revenue over \$14 billion, through its market-leading companies including Marsh, Guy Carpenter and Oliver Wyman, Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit www.mercer.com. Follow Mercer on Twitter @Mercer.

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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.

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