

Comparison of MetLife and NCFlex Life Insurance Plans

	MetLife Insurance	NCFlex Life Insurance
Pre-tax	No	*For Employee Only coverage.
Post-tax	Yes	No
Employee Only Coverage	Yes up to 5 times salary or \$625,000	Yes up to \$500, 000
Employee Child(ren) Coverage	Yes, \$10,000 per child	Yes, \$5,000 or \$10,000
Employee Family Coverage	Yes, \$25,000 for spouse or domestic partner	Yes, no more than 100% of employee's coverage
Evidence of Insurability Required	Yes, for 3, 4 or 5 times salary or after first 30 days of hire	Yes, for amounts over \$100,000; or when increasing coverage; or during annual enrollment
Accelerated Death Benefit	Yes, 80% of benefit up to \$500,000	Yes, 50% of benefit up to \$250,000
AD& D	Optional supplement	Separate NCFlex benefit
Disability Waiver of Premium	No	Yes
Carryover to Another State Agency	No	Yes
Conversion/Portability	Yes	Yes
Will Preparation	Yes	No
Enrollment	MetLife Election Online	NCFlex Online Enrollment

*If covering dependents, premiums deducted post tax.

**For employee only life insurance amounts over \$50,000, you do not save any taxes

Services included with the MetLife Life Insurance Plan:

Will Preparation: Provided by Hyatt Legal, a Met Life Company, this service fully covers the legal fees associated with preparing or updating your will and your spouse's when using a participating plan attorney. Employees should call the Hyatt Legal toll-free phone number at 1-800-821-6400 and a Client Service Representative will assist in locating a plan attorney.

Your Group Number is 34360. **This benefit does not include Living Wills.**

Travel Assistance: This service is included automatically for you and your dependents *if* you have elected the Accidental Death and Dismemberment (AD&D) benefits. This service covers you while traveling internationally or domestically more that 100 miles from home and offers medical, travel, legal and financial services.