

Life and Accident Insurance

Your Life and Accident Insurance benefits are designed to provide financial security for your survivors in the event of your death, and for you, in case of accidental dismemberment, disability or, in the case of Special Accident, paralysis.

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Highlights

Your Benefits ...

... Provide Security for Your Family Through Basic Life Coverage

Your basic life insurance coverage pays a benefit of at least two times your Pay to your beneficiary in case of your death from any cause. You and the Company share the cost of this coverage.

... Offer the Opportunity for Added Protection Through Supplemental, Spouse, and Dependent Life Coverage

You may purchase supplemental life insurance coverage from one to five times your Pay to provide greater security for your beneficiary in case of your death from any cause. You may also purchase spouse life insurance in amounts from \$10,000 to \$50,000 and dependent life insurance in the amount of \$10,000.

... Automatically Provide Business Travel Accident Coverage

Business travel accident insurance coverage pays a benefit of four times your Pay, up to \$500,000, to you or your beneficiary in case of accidental death, dismemberment, or Total and Permanent Disability (as defined in the Glossary) while you are traveling on a Business Trip (as defined in the Glossary). This coverage is provided automatically, at no cost to you.

... Give You Extra Security Through Special Accident Coverage

Special accident insurance coverage from \$20,000 to \$500,000 can provide extra financial security for you or your beneficiary in the event of accidental death, dismemberment, or paralysis. Family coverage is also available.

What happens to your benefits when ...

For more information about what happens to your life and accident benefits when certain changes or events occur, see “How Changes Affect Your Benefits” in the “About Your Benefits” chapter.

Basic Life Insurance

Basic Life Insurance is available on an optional contributory basis. This coverage pays benefits to your beneficiary in the event of your death from any cause while you are insured.

Benefit Amounts

During Active Service

If you are actively working at the Company, your basic life insurance amount is equal to two times your annual Pay (rounded to the next higher \$1,000 if your annual Pay is not an even multiple of \$1,000).

The term “Pay” is defined in the Glossary.

When your Pay increases enough to put you in a new insurance bracket, your insurance amount will automatically increase. If your Pay decreases, your insurance amount will be reduced if your new Pay rate puts you in a lower insurance bracket.

Any change will be effective immediately. If you are on leave of absence, long-term disability, or strike at that time, the increase or reduction in insurance will take place upon your return to work.

During Disability

After you have been on Short-Term Disability continuously for 13 weeks, your basic life insurance coverage will continue at the level in effect at the time your disability began, providing you pay any required cost. For Bargaining Unit employees, after 13 weeks of continuous disability, your coverage continues at no cost while you are on Short-Term Disability.

For both Salaried and Bargaining Unit employees, if you transition to Long-Term Disability, you may continue your coverage, and you may apply for a waiver of premium. If approved, your coverage will continue at no cost.

If you become Totally Disabled (as defined in the Glossary) during active service and before age 63, your basic life insurance coverage will continue at the level in effect at the time your disability began for as long as you remain Totally Disabled or until you reach age 65, whichever comes sooner. If your Total Disability begins after your 63rd birthday, however, your insurance will continue for 2 years, but not beyond age 70.

If you are a Casual employee, coverage may be continued by paying the necessary premiums through the billing process.

At age 65, or at the expiration of the 2 year period if later, you may be eligible to continue a portion of your insurance amount, as described previously.

About Your Basic Life Insurance Amount

If your annual Pay is not an even multiple of \$1,000, it is rounded up for purposes of determining your basic life insurance amount. This rounding of your Pay means that insurance amounts are actually provided in \$2,000 steps as shown by the examples in the following chart.

If your annual Pay is:	Your basic life insurance amount is:
\$34,000.01 to \$35,000	\$70,000
\$35,000.01 to \$36,000	\$72,000
\$49,000.01 to \$50,000	\$100,000
\$50,000.01 to \$51,000	\$102,000
\$74,000.01 to \$75,000	\$150,000
\$75,000.01 to \$76,000	\$152,000
\$90,000.01 to \$91,000	\$182,000
\$91,000.01 to \$92,000	\$184,000
in steps of \$1,000	in steps of \$2,000

All Bargaining Unit Employees and Salaried Employees Hired Prior to 4/1/12:

During Retirement—At Age 65 and After

If you retire at age 65 or later, a reduced amount of basic life insurance coverage (described below) will continue for the rest of your life, provided you had basic life insurance coverage for at least 1 year immediately preceding retirement. This reduced coverage is currently provided at no cost to you.

If you had basic life insurance coverage for at least 1 year but less than 5 years immediately preceding your retirement, your reduced life insurance amount will be \$625.

Basic Life Insurance (cont.)

If you had basic life insurance coverage for at least 5 continuous years immediately preceding your retirement, the amount of your reduced insurance will be the greater of:

- 20% of your basic life insurance just before retirement.
or
- 1% of your basic life insurance amount just before retirement multiplied by your years of service (including any fraction of a year), plus \$500, with a minimum of \$2,500 or 25% of your basic life insurance just before retirement, up to a maximum of \$10,000

If you retire after age 65, the amount of your reduced life insurance will be calculated using the amount of your basic life insurance in force at age 65.

During Retirement—Before Age 65

If you retire before age 65, are eligible for an immediate pension benefit, and had basic life insurance coverage

for at least 1 year immediately preceding retirement, you can:

- continue your full basic life insurance amount until age 65 by continuing to make your regular premium payments
or
- take the reduced basic life insurance amount (as described under “During Retirement—At Age 65 and After”) immediately at no cost to you.

The reduced policy can be elected at retirement or any time after retirement until age 65

The balance between your reduced amount and the original amount can be converted to an individual policy within 31 days of termination of coverage.

Salaried Employees Hired on or After 4/1/12

Coverage ends upon termination from the company. Your coverage can be converted to an individual policy. Refer to “Conversion Privileges” at the end of this section for more information.

Supplemental Life Insurance

Supplemental Life Insurance is available on an optional contributory basis. This coverage provides added protection to your beneficiary in the event of your death from any cause while you are insured. You must elect basic life insurance in order to elect this coverage.

Benefit Amounts

During Active Service

If you are actively working, you can elect a supplemental life insurance amount equal to 1 to 5 times your annual Pay (rounded to the next higher \$1,000 if not an even multiple of \$1,000), up to a maximum of \$500,000.

The term “Pay” is defined in the Glossary.

When your Pay increases enough to put you in a new insurance bracket, your insurance amount will automatically increase. If your Pay decreases, your insurance will be reduced if your new Pay rate puts you in a lower insurance bracket

During Disability

After you have been on Short-Term Disability continuously for 13 weeks, your supplemental life insurance coverage will continue at the level in effect at the time your disability began, providing you pay any required cost. For Bargaining Unit employees, after

13 weeks of continuous disability, your coverage continues at no cost while you are on Short-Term Disability.

For both Salaried and Bargaining Unit employees, if you transition to Long-Term Disability, you may continue your coverage and apply for a waiver of premium. If approved, your coverage will continue at no cost.

If you become Totally Disabled (as defined in the Glossary) during active service and before age 63, your supplemental life insurance coverage will continue at the level in effect at the time your disability began for as long as you remain Totally Disabled or until you reach age 65, whichever comes first

If your Total Disability begins after your 63rd birthday, however, your insurance will continue for 2 years, but not beyond age 70.

If you are a Casual employee, coverage may be continued by paying the necessary premiums through the billing process.

Supplemental Life Insurance (cont.)

At age 65, or at the expiration of the 2 year period, if later, you may be eligible to continue a portion of your insurance amount, as described below.

During Retirement—At Any Age

Your supplemental life insurance coverage terminates unless you convert it to an individual policy or elect the portability option. Refer to “Conversion Privileges” at the end of this section if you would like to convert to an individual policy, or see “Portability” if you would like to elect the portability option.

Payment of Benefits

Basic and Supplemental Life death proceeds are deposited into a Total Control Account Money Market Option. Interest is paid on the fund from the date of death. The beneficiary can choose among other long-term settlement options at any time, including:

- guaranteed interest certificates (6 months to 7 years)
- annuity options, which provide a guaranteed income for life.

Accelerated Benefit Option

If you are diagnosed with a terminal illness with 6 months or less to live and have at least \$10,000 of life insurance (basic and supplemental coverage combined), you may make a one-time request to receive a portion of your life insurance benefit before you die. You must furnish satisfactory proof of your illness to the insurance company before any benefits can be paid.

You may receive up to 50% of the amount of your basic and supplemental life insurance coverage, with a maximum living benefit of \$250,000 of your basic life insurance coverage and \$250,000 of your supplemental life insurance coverage. Benefits will be paid in a lump sum.

Living benefit payments may be taxable and may affect your eligibility for certain government benefits, such as Medicaid. In addition, the amount of benefits payable to your beneficiary upon your death will be reduced by the amount of the living benefit that you receive.

If you wish to apply for a living benefit, please contact the ORNL Benefits Office for information.

Dependent Life Insurance

You may purchase dependent life insurance coverage for your spouse (up to the last day of the month in which your spouse turns age 70) and your eligible dependent children from 14 days up to the last day of the month in which they turn age 24. You must elect basic life insurance in order to elect this coverage.

You may purchase \$10,000 to \$50,000 in increments of \$10,000 for your spouse and \$10,000 for each dependent child.

Evidence of Insurability is required for a spouse if:

- you are enrolling for coverage after the 30 days of becoming eligible
- you are requesting more than \$10,000 in coverage for your spouse.

Eligible Child Life Insurance coverage ends on the last day of the month in which they turn age 24.

UT-Battelle does not maintain a record of covered dependents for child life. It is the employee's responsibility to cancel coverage when appropriate. Otherwise premiums will continue to be taken.

All Dependent Life coverage ends on the last day of the month in which an active employee terminates employment or retires. It also ends on the last day of the month when an individual goes on long-term disability, upon divorce, or when a dependent is no longer eligible. Refer to “Conversion Privileges” at the end of this section if you would like to convert to an individual policy.

Business Travel Accident Insurance

Business Travel Accident Insurance pays benefits to you if you should lose sight, speech, hearing, or limb, or become paralyzed or Totally and Permanently Disabled. Benefits are also payable to your beneficiary in case of your death as a result of an accident that occurs while you are traveling on a Business Trip (as defined in the Glossary). This does not include commuting to or from work. If your spouse and/or eligible dependent children are authorized to travel with you, they will also be covered for accidental death or dismemberment.

Coverage is provided 24 hours a day during a "business trip" (as defined in the Glossary), starting when you leave your home or place of business (whichever is later) and continuing until you return to your home or place of business (whichever is earlier). Coverage is also provided while you are on a side trip or vacation that is taken in conjunction with a business trip not lasting longer than 14 days, or on the Company premises to which you are permanently assigned in the event of a bomb scare, bomb search, bomb explosion, or felonious assault (committed by someone other than a fellow employee or family member).

Business Travel Accident Insurance benefits are paid in addition to any other life and accident insurance benefits you are eligible to receive.

Travel Assistance Services— Business Travel

Travel assistance services are available 24 hours a day, 365 days a year while traveling on Company business at least 100 miles from your place of residence. Services range from pre-departure information to replacing lost passports to coordinating emergency medical evacuations. Please call 1-888-226-4567 within the United States and Canada or call collect 1-202-331-7635 from any other location. Travel assistance services are provided by Cigna Secure Travel. ID cards are available from the travel office.

Emergency Medical Evacuation

When necessary, Cigna Secure Travel will arrange and pay for your transportation to the nearest adequate medical facility that can properly treat your condition.

Repatriation Benefit

If you die while traveling, Cigna Secure Travel will arrange and pay for all necessary government authorization, and pay for the return of your remains to your place of residence for burial.

Benefit Amounts

While you are actively employed, and until age 70, your business travel accident benefit amount equals four times your annual Pay, with a minimum benefit of \$100,000 and a maximum benefit of \$500,000. In a Company aircraft accident, your maximum benefit is \$100,000.

Your spouse's benefit amount is \$100,000, and the benefit amount for each eligible dependent child is \$50,000.

A combined maximum benefit of \$5,000,000 is payable on behalf of all covered individuals in one aircraft accident. Therefore, for any aircraft accident in which more than \$5,000,000 is claimed, there will be a proportionate distribution of the \$5,000,000 maximum. In addition, a combined maximum benefit of \$10,000,000 is payable on behalf of all covered individuals involved in one on-premises terrorism, on-premises bomb scare, search, explosion, or on-premises felonious assault accident. Therefore, for any such accident in which more than \$10,000,000 is claimed, there will be a proportional distribution of the \$10,000,000 maximum for those eligible.

As an active employee age 70 and older, your benefit amount will be reduced as follows:

If you are at least this age:	Your benefit will be this percentage of your pre-age-70 benefit
70	82.5%
75	57.5%
80	37.5%
85	20%

Business Travel Accident Insurance (cont.)

Dismemberment Benefits

If you, your spouse, or your eligible dependent children should lose sight, speech, hearing, or limb, or become paralyzed as a result of and within 1 year after an accident which occurs while you are traveling on a business trip, you, your spouse, and your eligible dependent children will receive the following benefits in a lump sum:

For loss of:	The plan pays:
One hand or one foot and sight in one eye	100% of the benefit amount
Both hands, both feet, or sight of both eyes	100% of the benefit amount
Both speech and hearing (both ears)	100% of the benefit amount
Quadriplegia (total paralysis of both upper and lower limbs)	100% of the benefit amount
One hand, one foot, sight of one eye, speech, or hearing (both ears)	50% of benefit amount
Paraplegia (total paralysis of both lower limbs)	75% of benefit amount
Hemiplegia (total paralysis of upper and lower limbs on one side of the body)	50% of benefit amount
Thumb and index finger of same hand	25% of benefit amount

If two or more of these losses are sustained in the same accident, your benefit amount will be for the loss with the largest percentage amount payable. For example, if you sustain an injury that entitles you to 25% of your benefit amount and another from the same accident that entitles you to 50%, you will be paid 50% of your benefit amount.

“Loss” is defined in the Glossary.

Payment of Benefits

Death Benefits

If you should die as a result of and within 1 year after an accident which occurs while you are traveling on a business trip, the full amount of your business travel accident benefit will be paid to your beneficiary in a lump sum. In the event of your spouse's or eligible dependent child's death, you will receive their full benefit amount.

Seat Belt Benefit

An extra benefit is payable if you or an eligible dependent on a business trip dies as a result of injuries sustained while driving or riding in a private passenger car equipped with seat belts. If it was certified in the official report of the accident, or by the investigating officer at the time of the accident, that the eligible person was wearing a seat belt (or was protected by a child restraint as defined by state law), that person's benefit will be increased 10%, up to an additional \$10,000.

If it is unclear whether the eligible person was wearing the required protection, the plan will pay \$1,000 to the beneficiary.

Total and Permanent Disability Benefits

If within 365 days of a covered accident you become Totally and Permanently Disabled as a result of an injury sustained in the accident, you will receive a lump-sum payment after you have been Totally and Permanently Disabled for 12 consecutive months. The amount of this payment will be your full benefit amount, less any other amount payable from this plan as a dismemberment benefit for the same accident.

Business Travel Accident Insurance (cont.)

Exclusions

Business travel accident benefits are not payable for losses or death caused by:

- illness or disease
- bacterial infections; this exclusion does not apply to infection in an accidental cut or wound, or due to food poisoning
- commission of a common law felony by the covered individual
- intentionally self-inflicted injury or suicide
- flying in a rocket-propelled aircraft
- crop dusting
- war or any act of war in the United States or any nation of which you permanently reside (there is war risk coverage outside the United States); this exclusion does not apply to the hijacking or air piracy of any conveyance used during a covered trip or acts of terrorism while traveling on a covered trip, or on any premises of the Company
- service in the armed forces of any country
- commuting to and from work
- flying in any aircraft other than a properly licensed and piloted commercial, chartered, corporate, or other Company-owned aircraft.

Special Accident Insurance

Special Accident Insurance is available on an optional contributory basis. This coverage provides extra financial security for you and your family in the event of accidental death, dismemberment, or paralysis.

Coverage is provided 24 hours a day anywhere in the world, on or off the job, on business or vacation, and at home.

Special Accident Insurance benefits are paid in addition to any other life and accident insurance benefits you are eligible to receive.

Payment of Benefits

Death Benefits

If you or a covered eligible dependent should die as a result of and within 1 year after an accident, the full benefit amount is payable to you or your beneficiary, as applicable, in a lump sum. If you and your covered spouse should both die in the same accident or separate accidents that occur within a 24 hour period, your spouse's benefit will increase to 100% of your benefit. However, the combined benefit will not be more than \$1,000,000.

Seat Belt Benefit

An extra benefit is payable if you or a covered eligible dependent dies as a result of injuries sustained while driving or riding in a private passenger car equipped with seat belts. If the covered person was wearing a seat belt (or protected by a child restraint as defined by state law) at the time of the accident, that person's benefit will be increased 10%, up to an additional \$10,000.

If it is unclear whether the covered person was wearing the required protection, the plan will pay \$1,000 to the beneficiary.

Child Care Center Benefit

If you elect family coverage and you or your spouse dies as a result of an accident, an additional annual benefit of up to 3% of your special accident insurance benefit (to a maximum of \$5,000 per year for each child) will be payable for a licensed child care center to care for your surviving child.

To be eligible for this payment, your child must have been enrolled in a legally licensed child care center prior to your death (or your spouse's death) or within 365 days thereafter. This benefit will be paid once a year for up to 4 years, or until your child reaches age 13, whichever comes first.

After the child has been in child care for 12 months following the accident, the claim for child care should be submitted to the ORNL Benefits Office for reimbursement. If the surviving spouse has custody of the child, benefits will be paid to the surviving spouse. If there is no surviving spouse or the child does not live with the spouse, benefits will be paid to the child's legally appointed guardian.

If you had family coverage at the time of the accident, but no children are eligible for the child care benefit, a onetime \$1,500 payment will be made to your beneficiary.

Special Accident Insurance (cont.)

Benefit Amounts

If you want to cover your spouse and eligible dependent children, you can elect family coverage. The benefit amount for family members is a percentage of your benefit amount and is based on the composition of your family at the time of loss, as follows:

If you have these dependents at the time of loss:	Your spouse's benefit will be:	Each child's benefit will be:
Spouse and children	90%	20%
Spouse only	100%	n/a
Children only	n/a	30%

You can elect special accident insurance coverage for yourself from \$20,000 to \$500,000 in \$10,000 increments. You may elect coverage greater than \$250,000 only if the amount you choose does not exceed 10 times your Pay. Bargaining Unit employees receive a Total and Permanent Disability feature.

In any case, your total coverage may not exceed \$500,000.

As an active employee age 70 and older, your benefit amount will be reduced as follows:

If you are at least this age:	Your benefit will be this percentage of your pre-age-70 benefit
70	82.5%
75	57.5%
80	37.5%
85	20%

Your contributions for special accident insurance will not be reduced when your benefit is reduced.

Education Benefit

If you elect family coverage and then lose your life or become permanently disabled as the result of an accident, an annual education benefit of an additional 5% of your benefit amount, up to \$15,000 a year, is payable on behalf of any dependent child who, on the accident date is:

- enrolled as a full-time student in any institution of higher learning beyond the 12th grade

or

- enrolled in the 12th grade and, within 365 days after the accident, enrolls as a full-time student in an institution of higher learning beyond the 12th grade.

Benefits are payable for 4 years provided your child remains a full-time student.

If you have family coverage at the time of the accident but no dependent children who qualify for the education benefit, your beneficiary will receive an additional \$5,000 lump-sum benefit.

Spouse Retraining Benefit

If you elect family coverage and then lose your life as the result of an accident, a "spouse retraining benefit" is payable to your surviving spouse who enrolls in any professional or trade school or training program to obtain an independent source of income and support. The plan will pay up to \$5,000 toward the cost of training received if enrolled in an accredited school within 3 years of the employee's death.

Surviving Spouse Benefit

If you choose family coverage and you or your covered spouse dies as a result of an accident, an additional ½% of your special accident insurance amount will be payable to the surviving spouse each month for 12 months up to a maximum of \$2,500.

Total and Permanent Disability Benefit Feature— Available to Bargaining Unit Employees Only

If, within 365 days of a covered accident, you become Totally and Permanently Disabled as a result of an accident, you will receive a monthly benefit after you have been Totally and Permanently Disabled for 12 consecutive months. The amount of this monthly benefit is 2% of your benefit amount, up to \$5,000 a month with a maximum of \$250,000. Benefits are payable for up to 50 months or until you recover, whichever comes first.

If you should die before receiving the maximum benefit—100% of your benefit amount—your beneficiary will receive the remaining benefit.

There are no Total and Permanent Disability benefits for dependents or Salaried employees.

Special Accident Insurance (cont.)

Dismemberment Benefits

If you or a covered eligible dependent should suffer a loss as a result of and within 1 year after an accident, you or your family member will receive the following benefits in a lump sum:

For loss of:	The plan pays:
One hand or one foot and sight in one eye	100% of benefit amount
Both hands, both feet, or sight of both eyes	100% of benefit amount
Both speech and hearing (both ears)	100% of benefit amount
Total paralysis of both upper and lower limbs (quadriplegia)	100% of benefit amount
One hand, one foot, or sight of one eye	50% of benefit amount
Speech or hearing (both ears)	50% of benefit amount
Total paralysis of both lower or upper limbs (paraplegia)	75% of benefit amount
Total paralysis of upper and lower limbs on one side of body (hemiplegia)	50% of benefit amount
Thumb and index finger of same hand	25% of benefit amount

If two or more of these losses are sustained in the same accident, your benefit amount will be for the loss with the largest percentage amount payable.

“Loss,” “paralysis,” and “limb” are defined in the Glossary.

Rehabilitation Benefit

If you or an eligible dependent is injured as a result of an accident, an additional benefit of up to \$50,000 will be payable for approved rehabilitation expenses incurred within 2 years of the accident.

Covered expenses include physical therapy, home reconstruction, and outfitting of special vehicles. This benefit will be reduced by any other rehabilitation benefits that are payable, such as health or accidental insurance, Workers' Compensation, occupational disease, or similar law.

You must notify the ORNL Benefits Office in writing of your injury before any rehabilitation benefits are payable

Common Exclusions

In addition to any benefit-specified exclusions, benefits will not be paid for any Covered Injury or Covered Loss which, directly or indirectly, in whole or in part, is caused by or results from any of the following:

1. Intentionally self-inflicted injury, suicide, or any attempt threat while sane or insane;
2. Commission of or attempt to commit a felony or an assault;
3. Declared or undeclared war or act of war;

4. Flight in, boarding or alighting from an Aircraft or any craft designed to fly above the Earth's surface:
 - a. Except as a passenger on a regularly scheduled commercial airline;
 - b. Being flown by the Covered Person or in which the Covered Person is a member of the crew;
 - c. Being used for:
 - i. Crop dusting, spraying or seeding, giving and receiving flying instruction, fire-fighting, sky writing, sky diving or hang-gliding, pipeline or power line inspection, aerial photography or exploration, racing, endurance tests, or stunt or acrobatic flying; or
 - ii. Any operation that requires a special permit from the FAA, even if it is granted (this does not apply if the permit is required only because of the territory flown over or landed on);
 - d. An ultralight or glider;
 - e. Being used for the purpose of parachuting or skydiving;
 - f. Being used by any military authority, except an Aircraft used by the Air Mobility Command or its foreign equivalent;

Special Accident Insurance (cont.)

5. Sickness, disease, bodily or mental infirmity, bacterial or viral infection, or medical or surgical treatment thereof, except for any bacterial infection resulting from an accidental external cut or wound or accidental ingestion of contaminated food;
6. Travel in any Aircraft owned, leased, or controlled by the Subscriber, or any of its subsidiaries or affiliates. An Aircraft will be deemed to be “controlled” by the Subscriber if the Aircraft may be used as the Subscriber wishes for more than 10 straight days, or more than 15 days in any year;
7. A Covered Accident that occurs while engaged in the activities of active duty service in the military of any country or international organization. Covered Accidents that occur while engaged in Reserve or National Guard training are not excluded until training extends beyond 31 days.

If the Company requests participation in any activity listed in paragraphs 4(c), 4(d), 4(e) or 4(f) above, the aircraft exclusions will be modified.

Other Important Information

The following information applies to your life and accident insurance benefits.

Naming Your Beneficiary

You may name anyone as your beneficiary, and you also may change your beneficiary designation at any time on the ORNL Benefits Enrollment web site at <https://portal.adp.com> or by phone at 1-800-211-3622. The beneficiary you name for basic life insurance benefits automatically will be your beneficiary for supplemental life and business travel accident insurance unless you elect otherwise in writing. You may also name anyone as your beneficiary for special accident insurance.

If you do not designate a beneficiary, insurance benefits will be paid to the first survivor among the following beneficiaries:

- your spouse
- your child or children
- your mother or father
- your sisters or brothers

If you do not have any living beneficiaries, insurance benefits will be paid to your estate.

If you elect dependent life coverage or family coverage under the special accident insurance plan, you will automatically be the beneficiary in case of the death of a family member unless you elect otherwise in writing.

Costs for Coverage

As described in the “About Your Benefits” chapter, you and the Company share the cost of basic life insurance coverage. You pay the full cost of all supplemental and

dependent life insurance and special accident insurance coverage. The Company pays the cost of business travel accident coverage.

Tax Consequences

Under current tax law, employer-paid insurance coverage in excess of \$50,000 may result in additional taxable income for federal income and FICA tax purposes. This additional taxable income, called imputed income, is reported on your W-2 earnings statement as “other income.”

Claiming Benefits

You or your beneficiary must file a claim with the ORNL Benefits Office to receive any life and accident insurance benefits. By contacting the ORNL Benefits Office, you or your beneficiary will receive the necessary forms as well as instructions and assistance in filing forms.

When Coverage Ends

Business travel accident insurance and special accident insurance coverages end on the date your employment terminates for any reason.

If you are on temporary suspension of work or an approved leave of absence, you may continue your basic life insurance and supplemental life insurance coverage until the end of the third month following the month in which your absence began. In addition, you may elect to continue your special accident insurance coverage for up to 12 months if you are on an approved leave of absence or long-term disability, provided you continue to pay the required premiums.

Other Important Information (cont.)

Basic life insurance, supplemental life insurance, dependent life insurance, business travel accident insurance, and special accident insurance coverages may end before termination of employment. However, these coverages will end on the earliest of the following dates:

- the date you are no longer considered eligible because of a change in your employment status
- the last day of the period for which your last contribution was made
- the date the plan is terminated.

Special accident insurance coverage for a dependent child will end the earlier of 120 days after your child stops being a full-time student or if your child turns age 28, marries, or begins full-time employment.

Employment during school break periods is not considered full-time employment. If the dependent child is not enrolled in school full time, coverage for that child will end at age 19.

Conversion Privileges

Within 31 days after your basic life insurance, supplemental life insurance, spouse and dependent life insurance, and special accident insurance coverages terminate, you may convert all or part of these coverages to an individual whole life insurance policy without taking a medical examination. The cost for individual coverage will be based on the insurance company's regular premium rates for the type and amount of insurance available to you through the conversion privilege. The conversion privilege under the special accident insurance plan ends at age 70.

If your life and/or accident insurance coverages terminate, you may contact the ORNL Benefits Office to request a conversion form.

Business travel accident insurance may not be converted.

Portability

Although your costs may differ from what you are currently paying, the cost to continue your supplemental life coverage under the portability option is generally less expensive than converting to an individual life insurance policy. When you elect to continue coverage under the portability option, you won't lose the valuable features of the Total Control Account (TCA) or the Accelerated Benefits Option (ABO).

Within 31 days after your supplemental life insurance coverage terminates due to voluntary termination, retirement, or dismissal, you may port all of the coverage to a term life policy without taking a medical examination. The cost for the ported coverage will be based on your age and will increase incrementally as you get older.

The portable coverage reduces at age 70 and terminates at age 80. (You may convert the ported coverage when the benefit reduces at age 70 and when it terminates at age 80.)

The minimum amount of coverage that you can port is \$20,000 and the maximum amount is the lesser of the amount of supplemental life coverage you had at the time your group supplemental life benefits ended and \$1,000,000. Once you select a coverage amount, you may only decrease coverage in the future; you cannot increase the amount.

If your supplemental life benefits terminate, you may contact the insurance company to request an Election of Portable Coverage Form.

NOTE: You may not continue group coverage under portability AND convert the coverage to an individual policy. Benefits may either be ported in full, converted in full, or a combination of the two. The total amount of coverage converted and/or ported cannot exceed the amount of insurance that was in effect prior to coverage termination. If you are electing portable coverage and it is reduced or ends due to age, new conversion rights may be triggered.

Administrative Information

Information about the administration of your life and accident insurance benefits can be found in the chapter titled "Administrative Information."