

Schedule of Benefits

Laitram LLC

Life and Accidental Death & Dismemberment (AD&D)

Effective: January 1, 2019



Life and AD&D Schedule

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| Eligibility | Class 1 | All active, full-time Employees of the Employer who normally work at least 30 hours per week, who are non U.S.-based employees working temporarily in an assignment country, or non-U.S.-based Employees working in their country of usual residence and designated by the Employer in writing delivered to the Insurance Company as essential to the management of that country's operation so long as the coverage of each such Employee by the Insurance company is permitted by applicable law including the laws of the jurisdiction in which the Employee resides, and who are not U.S. Nationals or Nationals of the Netherlands, excluding all those on Dutch payroll. |
| | Class 2 | All active, full-time Employees of the Employer who normally work at least 30 hours per week and active, part-time Employees, who are Nationals of the Netherlands working temporarily in an assignment country, or Nationals of the Netherlands designated by the Employer in writing delivered to the Insurance Company as essential to the management of that country's operation so long as the coverage of each such Employee by the Insurance company is permitted by applicable law including the laws of the jurisdiction in which the Employee resides, excluding all those on Dutch Payroll. |
| | Class 3 | All active, full-time Employees of the Employer who normally work at least 30 hours per week and active, on Dutch payroll, who are Nationals of the Netherlands or the United States working temporarily in an assignment country, or Nationals of the Netherlands designated by the Employer in writing delivered to the Insurance Company as essential to the management of that country's operation so long as the coverage of each such Employee by the Insurance company is permitted by applicable law including the laws of the jurisdiction in which the Employee resides. Note: Local Nationals of Australia, Brazil, China, Japan, Mexico, the Russian Federation and the United Kingdom working in their home country are excluded from coverage. |
| Employee Contribution | Non-Contributory | |
| Employee Basic Life and AD&D Benefit | 2 X Base Annual Earnings rounded up to the next \$1,000, minimum \$50,000, up to a maximum benefit of \$300,000 | |
| Guaranteed Issue | \$300,000 | |
| Employee Basic AD&D Benefit | | |
| Loss of: | | |
| Life | 100% | |
| Both Hands or Both Feet | 100% | |
| Sight of Both Eyes | 100% | |
| One Hand and One Foot | 100% | |
| One Hand and the Sight of One Eye | 100% | |
| One Foot and the Sight of One Eye | 100% | |
| One Hand or One Foot | 50% | |
| Sight of One Eye | 50% | |
| Age Reductions | Benefits reduce by 35% at age 65 and an additional 15% at age 70 and terminate upon retirement | |
| Termination | Upon termination, an employee may elect to convert their life coverage to an individual life policy without having to supply medical evidence of insurability. The employee must submit a written application and the first premium must be paid within thirty-one (31) days after the insurance terminates. | |
| Disability Provision | Waiver of Premium | |

Life Insurance: Exclusions

Benefits will not be payable for any loss caused in whole or in part by, or resulting in whole or in part from, the following:

1. suicide or any attempt thereof by the Insured Person or a dependent's within two years of the effective date of such Insured Person's coverage under the Policy;
2. the commission of or attempt to commit a felony;
3. the participation in a riot or insurrection;
4. declared or undeclared war, or any act of declared or undeclared war; or
5. an insured's death caused as a result of radiological, nuclear, chemical, or biological weapons or events.

Accidental Death And Dismemberment Insurance: Exclusions

Benefits will not be payable for any loss caused in whole or in part by, or resulting in whole or in part from, the following:

1. suicide or any attempt at suicide or intentionally self-inflicted Injury or any attempt at intentionally self-inflicted Injury;
2. Sickness, disease or infections of any kind; except bacterial infections due to an accidental cut or wound, botulism or ptomaine poisoning;
3. the Insured Employee's commission of or attempt to commit a felony;
4. the Insured Employee's participation in a riot or insurrection;
5. declared or undeclared war, or any act of declared or undeclared war; or
6. full-time active duty in the armed forces of any country or international authority, except the National Guard or organized reserve corps duty (unearned premium will be returned if the Insured Employee enters military service).
7. travel or flight in or on (including getting in or out of, or on or off of) any vehicle used for aerial navigation, if the Insured Employee is:
 - a. riding as a passenger in any aircraft not licensed for the transportation of passengers for hire.
 - b. performing, learning to perform or instructing others to perform as a pilot or crew member of any aircraft.
8. the Insured Employee's being under the influence of drugs or intoxicants, unless taken under the advice of a Physician.