



Life & Disability Insurance

Prepared for: Anne Arundel County Government



Why is life insurance so important?



Lost Income

Replacement of lost income



Standard of Living

Helping your loved ones maintain their standard of living



Financial Security

Financial security for you and your family



Nearly one in three Americans say they need more life insurance¹

Why evaluate your life insurance needs annually?

Your needs may evolve over time...



You're married or getting married



You have a new or growing family



You have a new or larger mortgage



You have a new job or salary increase



You are planning for retirement

“I want to protect my family...”

John

40-year-old
computer software
salesman



Susan

38-year-old
homemaker,
children 6 and 4



Monthly expenses	\$3,000
Additional expenses to plan for	\$100,000
Outstanding debt	\$200,000*
Assets/Savings	\$20,000
Coverage amount to consider	\$640,000**

“I want to provide for my aging parents...”

Debbie
30-year-old
entrepreneur



Tom
28-year-old
mechanic,
no children

Monthly expenses	\$1,600
Additional expenses to plan for	\$50,000
Outstanding debt	\$100,000*
Assets/Savings	\$20,000
Coverage amount to consider	\$196,000**

“I want to position my kids to help them achieve their goals...”



Amy

39-year-old
single parent of two children

Monthly expenses	\$2,000
Additional expenses to plan for	\$100,000
Outstanding debt	\$150,000*
Assets/Savings	\$15,000
Coverage amount to consider	\$355,000**

Anne Arundel County Government Life insurance plan

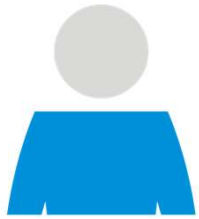


Basic Life



Basic Accidental Death & Dismemberment

Supplemental coverage: Employee term life insurance



Employee

Enrollment in this supplemental life plan is available without providing a Statement of Health form as long as you are actively at work and meet the conditions below:

Annual Enrollment*

You are continuing the coverage you had last year.

New Hires*

- Coverage available – in increments of \$25,000, to a maximum of \$400,000
- Your enrollment takes place within 31 days from the date you become eligible for benefits; and
- You are enrolling for coverage equal to or less than \$200,000

Note: If you do not enroll when initially eligible or you are requesting an increase in your coverage amount a full statement of health is required.

* If you do not meet all the conditions above, you will need to provide additional medical information by completing a Statement of Health form.

Supplemental coverage: Dependent term life insurance



Spouse – Enrollment in this dependent term life plan is available without providing a Statement of Health form as long as you are actively at work and meet the conditions below:

Annual Enrollment*

Your spouse is continuing the coverage s/he had last year

New Hires*

- Coverage available – increments of \$5,000, \$25,000 or \$50,000
- Your enrollment takes place within 31 days from the date you become eligible for benefits; and
- You are enrolling for coverage equal to or less than \$25,000.

Note: if you do not enroll when initially eligible or you are requesting an increase in your coverage amount a full statement of health is required.



Dependent Child(ren)

- Coverage available – in increments of \$2,500, \$5,000 or \$10,000.

* If your spouse does not meet all the conditions above, s/he will need to provide additional medical information by completing a Statement of Health form.

Supplemental coverage: Accidental Death & Dismemberment insurance



Accidental Death & Dismemberment (AD&D) provides you with additional protection in the event of accidental death or serious injury

Supplemental AD&D

- You automatically receive Supplemental AD&D coverage if you elect the Supplemental term life coverage.
- This benefit is not available for your spouse and/or children.

MetLife Group Life insurance... MetLife AdvantagesSM

Support, planning and protection when you need it most



Support

- Grief Counseling¹
- Total Control Account²

Planning

- Face-to-Face Will Preparation⁶
- Face-to-Face Estate Resolution Services⁶
- WillsCenter.com⁷
- Funeral Planning Services⁸

Protection

- Services for workplace transitions²
– Portability⁹

Please refer to the notes at the end of this presentation regarding these value-added services.

Choosing the right amount doesn't have to be difficult



Useful tools for figuring out how much Life insurance you need

- Use the Life Insurance Calculator at www.metlife.com/lifeneeds.

Creating your own personal safety net

MetLife provides you...

more than 150 years of experience in the insurance coverage

assistance to find the right amount of coverage with tools and resources

additional benefits and services – many that are included standard with your policy

So you can...

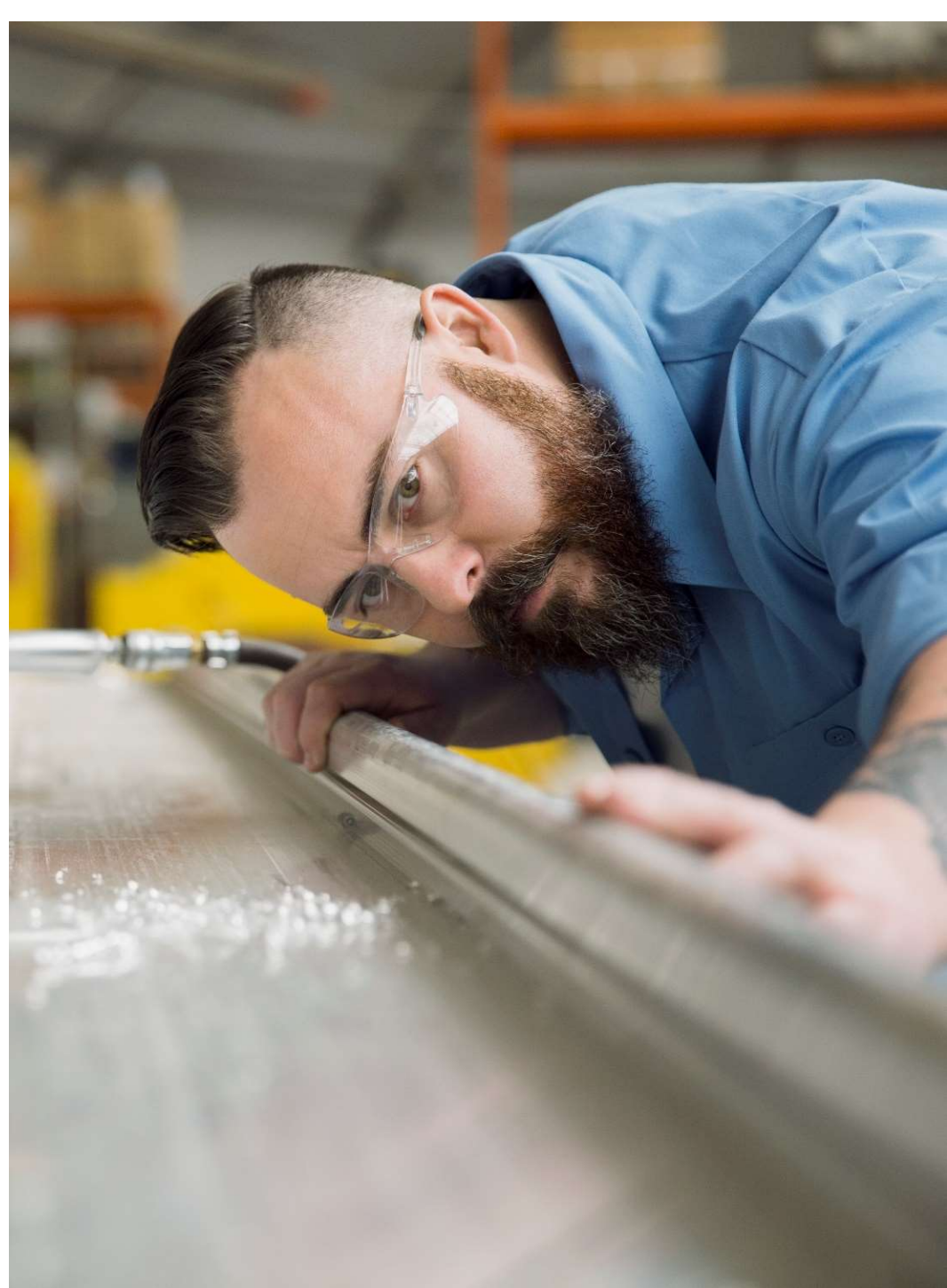
rest assured that we have the experience to understand what matters most to you

feel confident that you have the coverage you need and your family needs

relax, because we will help ensure things go right when you need them to the most

Safeguard a portion of your salary with disability insurance

- **Helps you protect a portion of your income** when you are unable to work due to a covered sickness or injury
- **Benefits are paid directly to you.**
STD benefits are paid weekly
LTD benefits are paid monthly
- Direct disbursements allow you to **use the money on whatever you like**



Can it happen to you?

Anyone who depends on their income, even if they are young and healthy, may need disability insurance. The risk of suffering a disabling illness or accident may be more likely than you realize. From pregnancy and back surgery to cancer and musculoskeletal disorders, disability insurance protects you from common health issues.

Just over 1-in-4

of today's 20 year-olds will likely become disabled before reaching age 67¹



3 out of 10 American adults indicate they can't pay an unexpected \$400 bill without having to carry a balance on their credit card or borrow money from friends, family, or the bank.²



Short Term Disability (STD) plan highlights

Eligibility	All full-time/part-time employees working 20 or more hours/week
Weekly Benefit	60% of weekly earnings (as defined in the plan)
Elimination Period	For injury, 7 calendar days For sickness (includes pregnancy) 7 calendar days
Maximum Weekly Benefit	\$1,154
Maximum Benefit Duration	Up to 26 weeks

Long Term Disability (LTD) plan highlights

Eligibility	All full-time/part-time employees working 20 or more hours/week
Benefit	60% of monthly salary
Maximum Monthly Benefit	\$6,000
Maximum Benefit Duration	Greater of Social Security Normal Retirement Age or Reducing Benefit Duration
Elimination Period	The greater of the maximum STD benefit duration or 180 days

Ease your burden with additional incentives



Work Incentive Benefit

Lets you receive up to 100% of your predisability earnings including your disability benefit, rehabilitative work earnings, rehabilitation incentives and other income sources.



Rehabilitation Incentive

Boosts your benefit by up to 10% when you work within a MetLife approved rehabilitation program.



Family Care Incentive

Get reimbursed for eligible expenses incurred for the care of each qualified family member when working or participating in a MetLife approved rehabilitation program.



Moving Expense Incentive

Provides reimbursement for your move to a different address you make as part of a MetLife approved rehabilitation program.

Coverage is easy to get and easy to use, take the first step.



Enroll through your benefits site.



Don't Delay...

Enrollment period runs from 10/1 – 10/31

Thank you.

Footnotes and disclosures

1. Social Security Fact Sheet, <https://www.ssa.gov/news/press/factsheets/basicfact-alt.pdf>, accessed July 2021.
2. Council for Disability Awareness Family Matters Fact Sheet, <https://disabilitycanhappen.org/family-matters/>, May 2021. Accessed October 2021.
3. LIMRA, U.S. Workplace Disability Insurance Sales and In Force Survey, Second Quarter 2020.

Like most group benefit programs, benefit programs offered by MetLife contain certain exclusions, exceptions, waiting periods, reductions, limitations, and terms for keeping them in force. Ask your MetLife group representative for costs and complete details.

MetLife AdvantagesSM Footnotes

1. Grief Counseling and Funeral Assistance services are provided through an agreement with LifeWorks. LifeWorks is not an affiliate of MetLife, and the services LifeWorks provides are separate and apart from the insurance provided by MetLife. LifeWorks has a nationwide network of over 30,000 counselors. Counselors have master's or doctoral degrees and are licensed professionals. The Grief Counseling program does not provide support for issues such as: domestic issues, parenting issues, or marital/relationship issues (other than a finalized divorce). For such issues, members should inquire with their human resources department about available company resources. This program is available to insureds, their dependents and beneficiaries who have received a serious medical diagnosis or suffered a loss. Events that may result in a loss are not covered under this program unless and until such loss has occurred. Services are not available in all jurisdictions and are subject to regulatory approval. Not available on all policy forms.
2. Subject to state law, and/or group policyholder direction, the Total Control Account is provided for all Life and AD&D benefits of \$5,000 or more. The TCA is not insured by the Federal Deposit Insurance Corporation or any government agency. The assets backing TCA are maintained in MetLife's general account and are subject to MetLife's creditors. MetLife bears the investment risk of the assets backing the TCAs, and expects to receive a profit. Regardless of the investment experience of such assets, the interest credited to Total Control Accounts will never fall below the guaranteed minimum rate. Guarantees are subject to the financial strength and claims paying ability of MetLife. TCA is not available with Accidental Death and Dismemberment and Business Travel Accident products in the state of New Hampshire.
6. Will Preparation and MetLife Estate Resolution Services are offered by MetLife Legal Plans, Inc., Cleveland, Ohio. In certain states, legal services benefits are provided through insurance coverage underwritten by Metropolitan Property and Casualty Insurance Company and affiliates, Warwick, Rhode Island. For New York sitused cases, the Will Preparation service is an expanded offering that includes office consultations and telephone advice for certain legal matters beyond Will Preparation. Tax Planning and preparation of Living Trusts are not covered by the Will Preparation Service. Certain services are not covered by Estate Resolution Services, including matters in which there is a conflict of interest between the executor and any beneficiary or heir and the estate; any disputes with the group policyhold, MetLife and/or any of its affiliates; any disputes involving statutory benefits; will contests or litigation outside probate court; appeals; court costs, filing fees, recording fees, transcripts, witness fees, expenses to a third party, judgements or fines; and frivolous or unethical matters.
7. WillsCenter.com is a document service provided by SmartLegalForms, Inc., an affiliate of Epoq Group, Ltd. SmartLegalForms, Inc. is not affiliated with MetLife and the WillsCenter.com service is separate and apart from any insurance or service provided by MetLife. The WillsCenter.com service does not provide access to an attorney, does not provide legal advice, and may not be suitable for specific needs. Employees should consult with their financial, legal, and tax advisors for advice with respect to such matters. WillsCenter.com is available to anyone regardless of affiliation with MetLife.
8. Funeral Planning services are provided through an agreement with LifeWorks. LifeWorks is not an affiliate of MetLife, and the services LifeWorks provides are separate and apart from the insurance provided by MetLife. Service. MetLife neither captures nor stores any of the preferences or personal information you enter in the Funeral Planning Services. MetLife is not responsible for retention or communication to any third party of the contents of your Funeral Planning Services. MetLife suggests printing the completed service information and saving it in a secure place with your other important personal information and documentation. This Planning service is provided t for informational purposes only and does not intend to cover all aspects of specific circumstances. Neither MetLife nor any of its affiliates, employees, or representatives provide specific tax or legal advice.
9. To take advantage of this benefit for Group Term Life insurance, coverage of at leas \$20,000 must be elected.

Footnotes and disclosures

* This example assumes the couple wishes to pay off their mortgage. In this case they do not enter the mortgage amount in their monthly expenses and ~~it is only entered in the outstanding debt section.~~

** The example on this slide is a hypothetical example and is used for illustration purposes only. Your particular needs may vary. You may utilize the Life Insurance Planner located on the inside front cover of your enrollment materials or use the Life Insurance Calculator at www.metlife.com/lifeneeds to assist you in determining the amount that is best for you and your specific needs. You may also want to consult with a tax advisor or financial planner.

**** Cost of insurance rates are determined using methodologies that vary by company. These rates can vary and will generally increase with age. Rates for active employees may be different than those available to terminated or retired employees. It's important to look at all factors when evaluating the overall competitiveness of rates and the value of life insurance coverage.

Nothing in these materials is intended to be advice for any particular situation or individual. Like most group insurance policies, MetLife group term life policies contain certain exclusions, limitations, reductions of benefits and terms for keeping them in force. Your local MetLife representative can answer any questions about costs and details of coverage. A full description of benefits will be provided in the certificate.

MetLife's Group Term Life Insurance is issued by Metropolitan Life Insurance Company, 200 Park Avenue, New York, NY 10166 under Policy Form# GPNP99

MetLife's Supplemental Group Term Life insurance, Dependent Group Term Life Insurance and Group Accidental Death & Dismemberment Insurance] is issued by Metropolitan Life Insurance Company, 200 Park Avenue, New York, NY 10166 under Policy Form # GPNP99.

