

## Plan Highlights

### Voluntary Group Accidental Death & Dismemberment Insurance



#### Michaels Stores, Inc.

#### ELIGIBILITY

**Team Members:** All Active Full-time Team Members working 30 or more hours per week.

**Dependents:** You must be insured for your Dependents to be covered.

Dependents are:

- ▶ Your legal spouse who is not legally separated or divorced from you
- ▶ Your legally-recognized domestic or civil union partner
- ▶ Your unmarried financially dependent children\* birth to 26 years.

\*Natural and adopted children; stepchildren and foster children in your custody.

Also included are your children beyond the limiting age incapable of self-sustaining employment by reason of intellectual disability or physical handicap and chiefly dependent on you for support and maintenance (may vary by state).

For dependents who are confined in a hospital or at home on the date on which they would otherwise become insured, insurance will be effective as of the date the confinement ends.

- ▶ A person may not have coverage as both a Team Member and Dependent.
- ▶ Only one insured spouse may cover Dependent children.

#### BENEFIT AMOUNT

**Team Member:**

A choice of 1 or 8 times earnings, rounded to the next higher \$1,000, subject to a maximum of \$700,000.

**Dependent:**

**Spouse:** Choose from a minimum of \$5,000, a maximum of \$100,000 in \$5,000 increments

(spouse amount may not exceed 100% of employee amount)

**Dependent Child(ren):**

Birth to age 26 years: \$1,000 to \$10,000 in increments of \$1,000

#### CONTRIBUTION REQUIREMENTS

**Team Member:** 100% Team Member paid.

**Dependent:** 100% Team Member paid.

#### AD&D SCHEDULE

For Accidental Loss of	Amount Payable
Life	100%
Two or More Members*	100%
Speech and Hearing	100%
One Member*	50%
Speech or Hearing	50%
Thumb and Index Finger of Same Hand	25%

\* "Member" refers to a hand, foot or eye

#### BENEFIT REDUCTION DUE TO AGE

(Applicable to employee / spouse coverage)

Age	Original Benefit Reduced to
70	50%

#### FEATURES

- ▶ COMA Benefit
- ▶ Conversion Privilege
- ▶ Exposure and Disappearance
- ▶ FMLA / MSLA Continuation
- ▶ Seat Belt and Air Bag Benefit

#### VALUE-ADDED SERVICES

- ▶ Travel Assistance Services

## **EXCLUSIONS**

### **LIMITATIONS:**

If you or your insured dependent die by suicide, while sane or insane, within two (2) years of your effective date for True VAR and/or Dependent insurance coverage, our payment will be limited to a refund of all life insurance premiums paid prior to the date of death.

### **AD&D EXCLUSIONS:**

AD&D benefits will not be payable for a loss: caused or contributed by by suicide or intentionally self-inflicted injuries; caused by or resulting from war or any act of war, declared or undeclared; to which sickness, disease or myocardial infarction, including medical or surgical treatment thereof, is a contributing factor.

For a comprehensive list of exclusions and specific limitations, please refer to the Certificate of Insurance. The Certificate also provides all requirements necessary to be eligible for coverage and benefits.

This Plan Highlights is a brief description of the key features of the RSL insurance plan. The availability of the benefits and features described may vary by state. It is not a certificate of insurance or evidence of coverage. Insurance is provided under group policy form LRS-6422, et al.