



▶ **HELP PROTECT YOUR LOVED ONES— AND YOUR INCOME**

BankUnited, Inc.

All Eligible Full Time Employees Other Than Directors And Above

Basic Term Life Insurance

Basic Accidental Death & Dismemberment Insurance

Optional Term Life Insurance with Matching OAD&D

Optional Dependent Term Life Insurance

Optional Dependent Term Life Insurance with Matching OAD&D

Short Term Disability Insurance

Long Term Disability Insurance

Coverages are issued by **The Prudential Insurance Company of America (Prudential)**





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Dear Valued Employee:

After careful review, we've selected a group plan issued by **The Prudential Insurance Company of America (Prudential)**. In its 140-plus years, Prudential has become one of the largest life insurance companies in the U.S., and their Rock® symbol is an icon of strength, stability, expertise and innovation that has stood the test of time. *

*Prudential Financial Fact Sheet, September 6, 2017

BankUnited, Inc. is very pleased to provide you with Basic Term Life, Basic Accidental Death & Dismemberment, Short Term Disability and Long Term Disability Insurance as employee benefits.

Basic Term Life: 1.0 times your covered annual earnings to a maximum of \$400,000 **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**

Basic AD&D: Equal to your Basic Term Life coverage amount

Short Term Disability: 60% of weekly earnings to a maximum of \$2,500

Long Term Disability: 66 2/3% of monthly earnings to a maximum of \$20,000

Because you may need additional coverage, we offer you an opportunity to purchase, at competitive group rates, extra financial security including:

Optional Term Life with Matching OAD&D: For you

Optional Dependent Term Life with Matching OAD&D: For your eligible spouse / domestic partner and children

How can I enroll?

Complete the attached Enrollment Form and return it.
Don't miss out on this valuable employee benefit!



ENROLL NOW with the
enclosed Enrollment Form!

“Why do I need life insurance?”

Life is full of pleasant surprises and, at the same time, life holds uncertainties. It's easier to plan for happy events you know will occur, and more difficult to plan for the unexpected--such as a death.

If you were no longer there to help support your family, how would they be able to...

- ✓ Pay off loans--credit cards, mortgage, and auto?
- ✓ Maintain their standard of living--utilities, food, clothing, and personal expenses?
- ✓ Pay monthly rent or mortgage?
- ✓ Provide for your children's future--tuition for their education and weddings?
- ✓ Pay your final expenses--medical care, burial, estate settlement, and inheritance taxes?

A sufficient amount of life insurance can give you added peace of mind now and help your family financially recover from your loss during a very stressful time.

“I already have life insurance-- why do I need more?”

Because, like many people, your life insurance amount may be inadequate.

In fact, a 2016 survey indicated that almost half (48%) of all U.S. households have a life insurance needs gap, with 51% of the same group saying they would buy life insurance within the next year. In the same survey, 38% of married households with children under the age of 18 said they would be in immediate financial trouble if the primary wage earner died, and another 35% said they would only have funds to cover everyday expenses for a few months.¹

You may also be underinsured if your salary has increased since you last purchased insurance. And when you consider new family responsibilities and inflation, the life insurance coverage you have now may not offer enough protection for your family.¹

1LIMRA, "Life Insurance Ownership in Focus: U.S. Household Trends 2016." 2016 LIMRA Ownership Study. LIMRA updates the "Household Trends" study every six years .

“Why do I need AD&D insurance?”

You might be surprised to learn that, in the United States:

- ✓ Accidents are the leading cause of death for people under 45.²
- ✓ Accidents are the third leading cause of death of all Americans.²

While no one can prevent every accident, you can help protect yourself and your family from the financial drain of accidental injuries and death with extra coverage provided by Optional AD&D Insurance.

Optional AD&D provides financial protection to help:

- ✓ Support your family with a lump sum payment following a covered accident.
- ✓ Transition your spouse into the workplace by covering the cost of job training programs, if you die.

This policy provides ACCIDENT insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

IMPORTANT NOTICE - THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS.

This coverage is not health insurance coverage (often referred to as “Major Medical Coverage”).

This type of plan is NOT considered “minimum essential coverage” under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage. If you do not have other health insurance coverage, you may be subject to a federal tax penalty.

²10 Leading Causes of Death by Age Group, United States, 2016" National Vital Statistics System, National Center for Health Statistics, CDC.

Helping to protect those who depend on you from Prudential.

For over 140 years, Prudential has helped customers like you grow and protect their wealth. We are known for delivering on our promises to our customers and are recognized as a trusted brand and of the world's most admired companies. ¹Our Rock symbol is an icon of strength, stability, expertise and innovation that has stood the test of time. ²Life Insurance is an important way to help ensure the financial wellness of those who depend on you. If something were to happen to you, Life Insurance can help ensure that you leave the financial legacy you want. It can also help take care of final arrangement that could burden spouses, children and, others. Our caring customer service professionals can provide your beneficiaries with the kind of support they want and deserve. They are well trained, knowledgeable professionals who can quickly answer your family's questions. For more information about Prudential Group Insurance, visit us online at: www.prudential.com/gi.

¹ About Prudential Financial, <https://www.prudential/about> . Accessed April 10, 2018

² Prudential Financial Fact Sheet, February 16, 2018.

The Booklet-Certificate

you will receive after your insurance becomes effective gives more details.

For your convenience,

visit our website to use an online life insurance needs calculator.

www.prudential.com/howmuchdoineed

"What are the advantages of buying life insurance at work?"

- ✓ **It's convenient.** There are no confusing quotes to sort through. And with automatic payroll deductions, you never have to worry about late payments.
- ✓ **It's economical.** The cost of group insurance may be lower than insurance you could find on your own.
- ✓ **It's flexible.** You may choose the level of coverage that's right for you and your family.
- ✓ **It's convertible.** You and your family can convert your coverage to an individual Prudential insurance policy if you leave the company for any reason.



**Read on to help select the
amount of insurance
that's right for you!**

"What does group insurance offer my family?"

You get affordable premiums for your spouse / domestic partner, and each of your children. Plus, you'll get the special features mentioned below.

Accelerated Benefit Option - If terminally ill, you can get a partial payment of your group term life insurance benefit. You can use this payment as you see fit. In the event of your death, your beneficiary will receive a benefit payout which has been reduced by the amount you receive.

Waiver of Premium - Payment of your premium can be waived if you meet all these conditions: 1) you are less than 60 years old when your disability begins, 2) you are totally disabled and unable to work for at least 9 continuous months, and 3) you continue to be totally disabled. The Waiver of Premium Benefit terminates at age 65. This provision may vary by state.

Conversion to Individual Insurance Coverage - Upon termination of employment, you may convert your coverage to a Prudential individual life insurance policy, without having to provide evidence of good health.

Portability of Group Insurance Coverage - Upon termination of employment, you, your spouse and dependent children (if eligible to port) may choose to continue a coverage amount equal to or lower than your current benefit amount. Coverage amounts for you and your spouse will be subject to a maximum of five times your annual earnings or \$1 million, whichever is less.⁴

⁴ For residents of Minnesota, you may elect to continue coverage at your expense if your employment is terminated either voluntarily or involuntarily, or if you are laid-off, as long as the group policy is still in force with the employer. Coverage may be continued until you obtain coverage under another group policy or you return to work from lay-off; however, the maximum period that coverage may be continued is 18 months.

SD residents: Portability is not available to South Dakota residents.

VT residents: Portability is not available to Vermont residents.

AK residents: Portability is not available to Alaska residents.

"What does Optional AD&D offer me and my family?"

This optional coverage provides an amount of coverage in addition to the Basic Accidental Death & Dismemberment Insurance provided by your employer. Optional AD&D pays you or your beneficiary a benefit for loss of life or other injuries resulting from a covered accident --100% for loss of life and a lesser percentage for other injuries. Injuries covered may include loss of sight or speech, paralysis, and dismemberment of hands or feet. Optional AD&D benefits are paid regardless of other coverages you may have.

Plus, you'll get the special features mentioned below.



Seat Belt Benefit--The plan pays an additional benefit of 10% of your coverage amount, up to a maximum of \$10,000.

Air Bag Benefit--The plan pays an additional benefit of 10% of your coverage amount, up to a maximum of \$10,000.

Additional Benefits-

Loss Due to Exposure and Disappearance Benefit

Loss Due to Coma Benefit

Spouse Tuition Reimbursement Benefit

Child(ren) Tuition Reimbursement Benefit

“How much life insurance is enough?”

The right amount of insurance can help your family. It helps replace your income for a number of years to maintain their standard of living and pay for major financial obligations, such as home mortgage and college tuition.

While rules of thumb may be helpful, they do not take each individual's personal situation into consideration. This worksheet provides a simple method to estimate the amount of life insurance you may need.

Income Needs

1. **Your annual income.** (What your family would need if you die today.) Enter a number that's between 60–70% of your total income.
2. **Annual replacement income.** (Available to your family after you die.) Enter a number that includes Social Security benefits, if applicable.
3. **Total annual income to be replaced.** Subtract line 2 from line 1.

1. \$

2. \$

3. \$

4. **Funds needed to provide income for _____ years.** Choose the number of years your family needs your replacement income. Multiply line 3 by the appropriate factor below. [†]

4. \$

| | | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 10 yrs x 8.1 | 15 yrs x 11.1 | 20 yrs x 13.6 | 25 yrs x 15.6 | 30 yrs x 17.3 | 35 yrs x 18.7 | 40 yrs x 20.0 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|

Expenses

5. **Burial expenses.** (The average cost of an adult funeral is about \$10,000.)
6. **Mortgage and other major debts.** Include mortgage, credit card debt, car loan, home equity loans, etc.
7. **College costs.** [‡] (Current cost of a 4 year education: public—\$71,440; private—\$158,072.) Multiply the college costs by the appropriate factor, based on the number of years between now and when your child begins college.

5. \$

6. \$

7. \$

| | | | |
|-------------|--------------|--------------|--------------|
| 5 yrs x .82 | 10 yrs x .68 | 15 yrs x .56 | 20 yrs x .46 |
|-------------|--------------|--------------|--------------|

Child 1: \$ _____ Child 3: \$ _____

Child 2: \$ _____ Child 4: \$ _____

8. **Total capital required.** Add lines 4, 5, 6 and 7.

8. \$

Assets

9. **Savings and investments.** Include bank accounts, CDs, stocks, bonds, mutual funds, real estate/rental property, etc.
10. **Retirement savings.** Include 401(k) plans, Keogh, pension and profit sharing plans.
11. **Present amount of life insurance.** Include group insurance and personal insurance purchased on your own.
12. **Total of all assets.** Add lines 9, 10 and 11.
13. **Estimated amount of life insurance needed.** Subtract line 12 from line 8.

9. \$

10. \$

11. \$

12. \$

13. \$

[†] Inflation is assumed to be 4%. The rate of return on investments is assumed to be 8%.

[‡] The College Board, **Trends in College Pricing 2012**. Costs include tuition, room, board, books and supplies, transportation, and other expenses.

“How much insurance can I buy?”

You can customize coverage to fit your family's needs. Your salary determines the maximum coverage amount available to you. See the chart below for details.

| Coverage Options | |
|---|---|
| EMPLOYEE Optional Term Life | <ul style="list-style-type: none"> ■ Purchase coverage for 1.0 to 4.0 times your covered annual earnings to a maximum of \$500,000. Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed. ■ <u>New Hires:</u> Get up to \$300,000 - no medical questions asked - when enrolling when first eligible in Optional Group Term Life. ■ <u>Current Participants:</u> Your current coverage amount will be continued. Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all increases in coverage amounts. ■ <u>Current Employees who were denied coverage in the past, Current Employees who waived coverage in the past or Late Entrants (did not enroll when first eligible):</u> Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all coverage amounts. ■ Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70. |
| EMPLOYEE Optional AD&D + | <ul style="list-style-type: none"> ■ You are automatically enrolled for an equal amount of Optional AD&D Insurance coverage when you enroll for Optional Term Life Insurance. ■ Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70. |
| SPOUSE / DOMESTIC PARTNER Optional Dependent Term Life | <ul style="list-style-type: none"> ■ Purchase coverage of \$25,000. Please note: The Optional Dependent Term Life Insurance coverage amount on your spouse may not exceed 50% of your Optional Term Life coverage amount. There are no health requirements for this coverage. ■ You must be enrolled in Employee Optional Term Life coverage in order to be eligible for Optional Dependent Term life on your spouse. <ul style="list-style-type: none"> ■ <u>New Hires:</u> Get up to \$25,000 for your spouse - no medical questions asked - when enrolling when first eligible in Optional Dependent Group Term Life. ■ <u>Current Participants:</u> Your spouse's current coverage amount will be continued. Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all increases in coverage amounts. ■ <u>Current Employees whose spouse has been denied coverage in the past, Current Employees who waived spouse coverage in the past or Late Entrants (did not enroll when first eligible):</u> Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all coverage amounts. |
| SPOUSE / DOMESTIC PARTNER Optional AD&D + | <ul style="list-style-type: none"> ■ Your spouse is automatically enrolled for an equal amount of Optional AD&D Insurance coverage when you enroll your spouse for Optional Dependent Term Life Insurance coverage. ■ Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70. |

"How much insurance can I buy" (continued from previous page)

| Coverage Options | |
|--|--|
| CHILDREN Optional Dependent Term Life | <ul style="list-style-type: none">■ Purchase coverage for \$5,000. Please note: The Optional Dependent Term Life Insurance coverage amount on your children may not exceed 50% of your Optional Term Life coverage amount. There are no health requirements for this coverage.■ You must be enrolled in Employee Optional Term Life coverage in order to be eligible for Optional Dependent Term life on your child(ren).■ Coverage begins from 14 days, and continues to age 19, if unmarried. If unmarried, dependent on you and a full-time student, coverage continues to age 25. |

+ This policy provides ACCIDENT insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

IMPORTANT NOTICE - THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS.

+This coverage is not health insurance coverage (often referred to as “Major Medical Coverage”).

This type of plan is NOT considered “minimum essential coverage” under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage. If you do not have other health insurance coverage, you may be subject to a federal tax penalty.

How much it will cost

“How much does life insurance cost?”

The following steps will show you how to calculate your monthly cost of insurance.

| | | Employee |
|--------------------------------|---|-------------------------|
| Step 1 | Enter the amount of Employee coverage you wish to purchase. | \$ <input type="text"/> |
| Step 2 | Divide the coverage amounts by 1,000. | \$ <input type="text"/> |
| Step 3 | Multiply the dollar amounts in Step 2 by the cost of coverage per \$1,000 of coverage, according to your age, that you'll find in the chart that follows. This gives you the monthly cost of insurance. | \$ <input type="text"/> |
| TOTAL COST FOR EMPLOYEE | | \$ <input type="text"/> |

| Cost of Optional Term Life Insurance for You with Matching OAD&D | | |
|--|---------------|--|
| Monthly Cost Per \$1,000 of Coverage - Effective 01/01/2020 (Use your age to calculate your cost.) | | |
| Employee's Age | Employee Rate | |
| < 29 | \$0.060 | |
| 30 - 34 | \$0.069 | |
| 35 - 39 | \$0.087 | |
| 40 - 44 | \$0.132 | |
| 45 - 49 | \$0.213 | |
| 50 - 54 | \$0.357 | |
| 55 - 59 | \$0.528 | |
| 60 - 64 | \$0.681 | |
| 65 - 69 | \$1.275 | |
| 70 - 100 | \$2.985 | |

| Example | |
|-------------------------------|---|
| A 35 year-old employee elects | \$50,000 of Optional Term Life for themselves |
| Employee Monthly Cost | \$4.35 (\$50,000 / 1,000 x \$0.087) |

“How much does life insurance cost?”

Use the grids below to find the cost of insurance for your spouse / domestic partner, and each of your children.

Optional Dependent Term Life - Spouse / Domestic Partner Monthly Cost per Coverage Amount with Matching OAD&D

Spouse / Domestic Partner rate is based on employee's age

| Age | \$25,000 |
|--------|----------|
| 0-29 | \$1.50 |
| 30-34 | \$1.73 |
| 35-39 | \$2.18 |
| 40-44 | \$3.30 |
| 45-49 | \$5.33 |
| 50-54 | \$8.93 |
| 55-59 | \$13.20 |
| 60-64 | \$17.03 |
| 65-69 | \$31.88 |
| 70-100 | \$74.63 |

Optional Dependent Term Life - Children Monthly Cost per Coverage Amount One premium rate covers all eligible children

| |
|---------|
| \$5,000 |
| \$0.54 |

Rates may change if plan experience requires a change for all insureds.

IMPORTANT NOTICE

A record of your beneficiary is required for
Basic Term Life Insurance, Basic AD&D Insurance, and Optional Term Life Insurance

"Why do I need disability insurance?"

If you think a disability won't happen to you, you might be surprised to learn that:

- One in four 20-year-olds will become disabled before they reach age 67.¹

Think about how our world has changed. Technological advances, like airbags for instance, protect you from death, and modern medicine can keep you alive. But that doesn't mean you'll be able to work on a full-time basis.

Then, too, a serious illness or injury can result in a heavy financial burden. Among the approximately one-quarter of Americans ages 18-64 who reported having problems paying medical bills, 91% said those bills had at least some impact on their families. In the same group, 62% of both those with and without medical insurance said they had difficulty paying other bills as a result of medical debt, with over a third in each group saying they couldn't cover basic necessities like food, heat, or housing.²

"How can disability insurance help?"

If you are sick or injured, disability insurance can help maintain your financial security by replacing a portion of your lost income--provided you are partially or totally disabled.

Long Term Disability insurance is important because you may not be eligible for Social Security disability payments--they are limited to individuals with disabilities expected to last at least 12 months or end in death. To qualify for these benefits, you must be unable to engage in any type of work, as defined by Social Security.

"How can I help protect my financial stability?"

Because disability insurance replaces a portion of your lost income when you are totally or partially disabled, it can help you pay your bills.

¹ Social Security Administration, Fact Sheet, June 2015.

² Kaiser Family Foundation/New York Times, "The Burden of Medical Debt," January 2016.

What are the advantages of group disability insurance?

- ✓ **It's easy.** There are no confusing quotes to sort through.
- ✓ **It's economical.** The cost of group insurance may be lower than insurance you could find on your own.



Read on to help select the amount of insurance that's right for you!

“How much disability insurance is provided to me?”

For Short Term Disability

Your weekly Short Term Disability benefit[^] will be 60% of your weekly pre-disability earnings, up to a maximum of \$2,500, less deductible sources of income.** The minimum weekly benefit is 10% of your weekly benefit.

[^] This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

North Carolina residents: THIS IS NOT A MEDICARE SUPPLEMENTAL PLAN. If you are eligible for Medicare, review the Guide to Health Insurance for People with Medicare, which is available from the company.

** Deductible sources of income may include benefits from statutory plans, unemployment income, and salary continuation.

“How much disability insurance is provided to me?”

For Long Term Disability

Your monthly Long Term Disability benefit[^] will be 66 2/3% of your monthly pre-disability earnings, up to the maximum of \$20,000, less deductible sources of income.** The minimum monthly benefit is the greater of \$100 or 10% of your gross monthly benefit.

[^] This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

North Carolina residents: THIS IS NOT A MEDICARE SUPPLEMENTAL PLAN. If you are eligible for Medicare, review the Guide to Health Insurance for People with Medicare, which is available from the company.

** Deductible sources of income may include benefits from statutory plans, Social Security for you and your dependents, workers' compensation, unemployment income and other income.

"When are disability benefits payable?"

For Short Term Disability

If you meet the definition of disability, your benefits will begin on the 8th day following a non-occupational accidental injury or the 8th day following a non-occupational sickness. The benefit duration is 12 weeks.

You are considered disabled when, because of injury or sickness, you are under the regular care of the doctor, are unable to perform the material and substantial duties of your regular occupation and your disability results in a loss of weekly income of at least 20%.

For Long Term Disability

If you meet the definition of disability, your benefits will begin 90 days following an accidental injury or sickness. The benefit duration is up to your normal retirement age under the Social Security Act. However, if you become disabled at or after age 65 benefits are payable according to an age-based schedule. Refer to the Booklet-Certificate for details.

You are considered disabled when, because of injury or sickness, you are under the regular care of a doctor, you are unable to perform the material and substantial duties of your regular occupation and your disability results in a loss of income of at least 20%. After receiving benefits for 24 months, you are considered disabled when, due to the same sickness or injury, you are unable to perform the material and substantial duties of any gainful occupation for which you are reasonably fitted by education, training or experience, and disability results in a loss of income of a specified percentage determined by your plan.

"What plan features does this insurance offer?"

You'll get the plan features mentioned below.

For Short Term Disability

STD Zero Day Residual Provision--You can satisfy the elimination period without being totally disabled if you are unable to perform the material and substantial duties of your regular occupation due to sickness or injury, you are under the regular care of a doctor, and you have a 20% or more loss in earnings.

STD Partial Disability Benefit--You can work while disabled and remain eligible for all or part of your disability benefits. You must have a 20% loss in earnings, and benefits may be reduced by part-time earnings.

For Long Term Disability

LTD Zero Day Residual Provision--You can satisfy the elimination period without being totally disabled if you are unable to perform the material and substantial duties of your regular occupation due to sickness or injury, you are under the regular care of a doctor, and you have a 20% or more loss in earnings.

LTD Partial Disability Benefit--You can work while disabled and remain eligible for all or part of your disability benefits. You must have a 20% loss in earnings, and benefits may be reduced by part-time earnings.



**Read on to help select
the amount of insurance
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LTD Return-to-Work Incentive--During the first 24 months of part-time work while disabled, you can receive full benefits as long as your combined income and disability benefits do not exceed your monthly indexed earnings.

For Long Term Disability Only

Worksite Modification--The Prudential Insurance Company of America may identify a worksite modification that is likely to help you remain at work or return to work. Your employer may be reimbursed for the cost of such modification. This provision may vary by state. See your plan booklet for details.

LTD Survivor Benefit--A survivor benefit is payable to your spouse or children in the event of your death and being disabled for at least 180 days and receiving or expected to receive LTD benefits. The survivor benefit is 3 times your gross disability payment and it is payable to your spouse or children under age 25.

Waiver of Premium--While disabled, payment of your disability insurance premium will be waived following the elimination period.

Rehabilitation Program--Prudential may elect to offer and pay for a rehabilitation program. The rehabilitation program may include such services as vocational evaluation, job placement assistance, resume preparation, job-seeking skills training, and/or retraining for a new occupation. Your participation in this rehabilitation program is required and may affect payment of benefits.

Enhanced Rehabilitation Program--This program includes:

- **Enhanced Rehabilitation Benefit**--If you participate in a rehabilitation program approved by Prudential, you will receive an additional monthly benefit equal to a specified percentage of the monthly benefit payment for a specified period of time. This benefit will be reduced if it, together with the monthly LTD benefit, exceeds the maximum monthly benefit.
- **Spouse and Elder Care Benefit**--If you participate in a rehabilitation program approved by Prudential, and have a chronically ill or disabled spouse, or certain other family members who are chronically ill or disabled, you may receive an additional monthly benefit (for each eligible family member) to help cover the eligible spouse and elder care expenses for a specified period of time.
- **Day Care Benefit**--If you participate in a rehabilitation program approved by Prudential, you may receive an additional monthly benefit (for each eligible child) to help with day care expenses. This benefit is payable for a specified period of time.

Catastrophic Disability Benefit--The plan may pay an additional 20% of monthly earnings up to \$5,000 when the employee is receiving LTD benefits under the plan and is either unable to perform, with substantial assistance, at least 2 activities of daily living or has a severe cognitive impairment which requires substantial assistance. An employee must be catastrophically disabled for 30 consecutive days before the additional Catastrophic benefit is payable. This benefit will not be reduced by any other sources of income.

“Who can answer my questions?”

Here are the answers to some common questions regarding these insurance coverages. **For additional information**, contact your Human Resources Department or Benefits Administrator.

“Does this plan pay Optional Term Life benefits in addition to my basic plan?”

Yes, this plan pays in addition to any Basic Term Life Insurance coverage offered by your employer.

“When can I enroll for life insurance coverage?”

The easiest way to enroll and guarantee a certain level of coverage is to sign up when first eligible. If you enroll at any other time or for more than the guaranteed coverage amount, you will need to provide evidence of good health satisfactory to Prudential.

“Can I drop this life insurance coverage at any time?”

Yes, subject to your employer’s administrative policies.

“When will disability coverage go into effect?”

For your coverage to become effective, you must be actively at work during the enrollment period and on the effective date of your coverage.

“Are any disabilities limited in coverage?”

Yes. Disabilities due to mental illness are limited to 24 months of benefits during your lifetime. Examples of mental illness include schizophrenia, depression, manic depressive or bipolar illness, anxiety, somatization, substance related disorders (including drug and alcohol abuse), and/or adjustment disorders. Disabilities which are primarily based on self-reported symptoms are limited to 24 months of benefits during your lifetime. Examples of self-reported symptoms include headache, pain, fatigue, stiffness, soreness, ringing in the ears, dizziness, numbness and loss of energy. Disabilities due to mental illness and disabilities which are primarily based on self-reported symptoms have a combined limited pay period during your lifetime.

“Are any disabilities excluded from coverage?”





Yes. You are not covered for a disability caused by war or any act of war, an intentionally self-inflicted injury, active participation in a riot, and commission of a crime for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

LTD benefits will not be paid for a disability that begins during the first 12 months of coverage and due to a pre-existing condition. A pre-existing condition is an injury or sickness for which you received medical treatment, consultation, diagnostic measures, prescribed drugs or medicines, or for which you followed treatment recommendations during the 6 months prior to your effective date of coverage.

"Can I convert my disability coverage if I leave my present employment?"

STD coverage cannot be converted. LTD coverage cannot be converted.

"What is the difference between a primary and contingent beneficiary?"

Your primary beneficiary is the person you designate to receive your life insurance benefit when you die. You can name more than one primary beneficiary and assign a different percentage of your benefit to each, if you like. If you name a contingent beneficiary, that person will receive the life insurance benefit when you die only if all primary beneficiaries are not living at the time of your death. You can name more than one contingent beneficiary and assign different percentages to them, too.

"What if I want to change my beneficiary?"

Beneficiary Change Forms and related information may be obtained by contacting your Human Resources Department or Benefits Administrator.

"When is a medical exam required and who pays for it?"

A medical exam may be required if you elect more coverage than the guaranteed amount. We will pay the cost of any required medical exam when medical exams are conducted by an examiner who is chosen by Prudential.

"When will coverage go into effect?"

For your coverage to become effective, you must be actively at work during the enrollment period and on the effective date of your coverage. If you apply for an amount that requires evidence of good health, you must be actively at work on the date of approval for the amount requiring evidence of good health. If your dependents are confined for medical treatment at home or

elsewhere, their coverage will begin when confinement ends. Refer to the Booklet-Certificate for details.

"Can I increase my coverage in the future?"

Yes, you can increase your coverage up to your plan's maximum coverage amount. However, evidence of good health satisfactory to Prudential will be required as previously noted.

Receipt of accelerated death benefits may affect eligibility for public assistance programs and may be taxable. There is no administrative fee to accelerate death benefits. The accelerated amount is not discounted.

Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered terminally ill. You may wish to seek professional tax advice before exercising this option.

"How can I enroll?"

To enroll, simply complete the Enrollment Form with Beneficiary Designations. Then, return it as instructed. After the date your group insurance becomes effective, you will receive a Booklet-Certificate that details your plan provisions.

Implementation of the insurance plan(s) will depend upon having a specific percentage of all eligible employees enrolling in the plan(s). In the event the minimum participation level is not met, Prudential retains the right to re-evaluate the rates, require a re-enrollment, reduce the rate guarantee period, or terminate coverage.

All benefit features may not be available in all states.

Group Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial Company, Newark, NJ. Life Claims: 1-800-524-0542 and Disability Support: 1-800-842-1718. This brochure is intended to be a summary of your benefits and does not include all plan provisions, exclusions and limitations. Please refer to the Booklet-Certificate, which is made a part of the Group Contract, for all plan details, including any exclusions, limitations and restrictions which may apply. If there is a discrepancy between this document and the Booklet-Certificate/Group Contract issued by The Prudential Insurance Company of America, the terms of the Group Contract will govern. Contract provisions may vary by state. Contract Series: 83500.

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IMPORTANT NOTICE

A record of your beneficiary is required for
Basic Term Life Insurance, Basic AD&D Insurance, and Optional Term Life Insurance

Beneficiary Designation - BankUnited, Inc.**Control # 50941****Employee General Information**

| | | | |
|-----------|------------|----------------|---------------------|
| Last Name | First Name | Middle Initial | Social Security No. |
| _____ | | | ____ - ____ - ____ |

Employee/Applicant Beneficiary Designations (to be completed by employee/applicant or assignee, if assigned)

Please designate at least one primary beneficiary. Use a separate sheet if you want to name more than two primary beneficiaries. If designating a Trust, Estate, or Corporation, please complete the corresponding fields. Do not name a beneficiary for Dependent Term Life Coverage; these benefits are paid to you while living. If more than one primary beneficiary is designated, settlement will be made in equal shares to the designated beneficiaries (or beneficiary) who are then still living, unless their shares are specified. If there is no named beneficiary, or no beneficiary survives the insured, settlement will be made in accordance with the terms of your Group Contract.

Basic Term Life, Basic AD&D, Optional Term Life, Optional AD&D- Primary Beneficiary Designation

| | | | |
|----------------------------------|---|---------------------|------------------|
| Last Name | First Name | MI | Telephone Number |
| | | | |
| Social Security Number | Date of Birth | Relationship | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |
| Check one, if applicable: | <input type="checkbox"/> Trust <input type="checkbox"/> Estate <input type="checkbox"/> Corporation | Entity Name: | |
| Tax ID #/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |

| | | | |
|----------------------------------|---|---------------------|------------------|
| Last Name | First Name | MI | Telephone Number |
| | | | |
| Social Security Number | Date of Birth | Relationship | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |
| Check one, if applicable: | <input type="checkbox"/> Trust <input type="checkbox"/> Estate <input type="checkbox"/> Corporation | Entity Name: | |
| Tax ID #/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |

Basic Term Life, Basic AD&D, Optional Term Life, Optional AD&D- Contingent Beneficiary Designation

- Death benefits will be paid to the contingent beneficiaries if the primary beneficiary(ies) is not alive. Use a separate sheet if you want to name more than two contingent beneficiaries. If designating a Trust, Estate, or Corporation, please complete the corresponding fields.

| | | | |
|----------------------------------|---|---------------------|------------------|
| Last Name | First Name | MI | Telephone Number |
| | | | |
| Social Security Number | Date of Birth | Relationship | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |
| Check one, if applicable: | <input type="checkbox"/> Trust <input type="checkbox"/> Estate <input type="checkbox"/> Corporation | Entity Name: | |
| Tax ID #/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |

| | | | |
|----------------------------------|---|---------------------|------------------|
| Last Name | First Name | MI | Telephone Number |
| | | | |
| Social Security Number | Date of Birth | Relationship | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |
| Check one, if applicable: | <input type="checkbox"/> Trust <input type="checkbox"/> Estate <input type="checkbox"/> Corporation | Entity Name: | |
| Tax ID #/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| | | | |
| Street Address | City | State | Zip |
| | | | |

The above beneficiary designation only applies to: Basic Term Life, Basic AD&D, Optional Term Life, Optional AD&D

Employee Signature _____ **Date (mm/dd/yyyy)** _____

If you have any questions, please see Human Resources for details.

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