



2009 Life and Long-Term Disability Insurance Premium Rates

Rates for Optional Group Life and Long-Term Disability (LTD) insurance are determined by your age, and spouse life insurance is determined by your spouse's age. In each age category, life insurance premiums and LTD insurance premiums remain the same for 2009. However, if you and/or your spouse move into a higher age bracket for 2009, your premiums will increase, as shown in the table. For example, life insurance premiums nearly double in the years you reach age 55 and age 65, and the LTD Premium option rate nearly doubles when you reach age 40.

To comply with tax law, your age bracket for life insurance premiums for all of 2009 will use your age as of *December 31, 2009*. As in the past, your age bracket for LTD premiums for all of 2009 will use your age as of *July 1, 2009*. If your birthday is the latter half of the year, you will move into the higher LTD age bracket the following year (different than life insurance because it is not subject to the same law). Life and LTD coverage and premiums change with your pay during the year.

Age	Life Rate/\$1000	LTD Rate/\$100	
		Standard 60%*	Premium 70%*
< 25	\$0.05	\$0.050	\$0.135
25 – 29	0.06	0.050	0.135
30 – 34	0.08	0.058	0.183
35 – 39	0.09	0.068	0.188
40 – 44	0.10	0.105	0.335
45 – 49	0.15	0.163	0.508
50 – 54	0.23	0.258	0.863
55 – 59	0.43	0.365	1.170
60 – 64	0.66	0.365	1.170
65 – 69	1.27	0.365	1.170
70 +	2.06	0.365	1.170

*LTD benefits are offset by social security and other income.

Calculations: Differences may exist between your calculations and your personalized enrollment worksheet/online enrollment system due to rounding steps.

- **Life** insurance premium rates are per \$1,000 of coverage. Employee coverage options are multiples of annual base pay. Coverage amounts are reduced at age 65 and 70, as shown in your personalized material, if applicable. Coverage amounts that are not in even thousands are rounded up to the next \$1,000. Divide the coverage amount by \$1,000. Multiply by the rate applicable to your age (or your spouse's age) as of December 31, 2009. Multiply the result by 12, and then divide by 26 for biweekly payroll deductions. For example, premiums for a 55-year old earning \$40,000 who elects coverage of two times annual base pay would be: $[(2 \times \$40,000) / \$1000] \times \$0.43 \times 12/26 = \15.88 per biweekly pay period.
- **LTD** rates are per \$100 of covered earnings. Divide your monthly base pay by 100. Multiply the result by the rate applicable to your age as of July 1, 2009. Multiply the result by 12, and then divide by 26 for biweekly payroll deductions. For example, premiums for a 40-year old earning \$36,000 who elects the Premium LTD option would be: $[(\$36,000/12 \text{ months})/100] \times \$0.335 \times 12/26 = \$4.64$.

This material describes only certain portions of some of the Company's benefit plans. It does not supersede the actual provisions of the applicable plan documents, which in all cases are the final authority. The terms of the plans cannot be amended or modified by oral statements. Only the Plan Administrator can interpret the terms of the plans. Although the Company intends to continue the plans described in this material, they may be amended (or even terminated) by the Company at any time without prior notice to or consent by employees, former employees, their dependents, or beneficiaries.