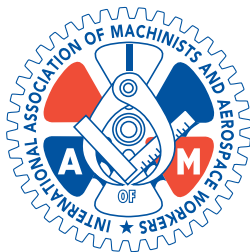


Custom Choices



Worksite Benefits



Developed for the

***International Association of
Machinists and Aerospace Workers***

Boston Mutual Worksite Life Insurance

THE FACTS

THE BOSTON MUTUAL PERMANENT LIFE INSURANCE PLAN: GUARANTEED BENEFITS, LEVEL PREMIUMS AND GREATER POLICY VALUE

The Boston Mutual Permanent Life Insurance Plan is more than just life insurance at an affordable price. It combines the guaranteed premiums, death benefit and cash values that have always been so attractive in whole life insurance with the advantages of cash accumulation at current interest rates. The policy is an endowment at 95 policy with coverage to age 95.

BASIC PLAN

Traditional whole life insurance provides cash value accumulation based on a low fixed interest rate. The Boston Mutual Permanent Life Insurance Plan may credit current interest rates to your policy's cash value. This means that along with guaranteed premiums and guaranteed death benefit, you may also benefit from competitive interest rates. The Boston Mutual Permanent Life Insurance Plan is affordable and is available through the convenience of payroll deduction.

THANKS TO YOUR UNION, YOU NOW HAVE ACCESS TO THE BOSTON MUTUAL PERMANENT PLAN

This individual plan is brought to you by Boston Mutual Life Insurance Company and Employee Benefit Systems Inc. The Boston Mutual Permanent Plan offers benefits for everyone, regardless of where you are in life.

PAYOR WAIVER OF PREMIUM

This benefit pays all the premiums on your policy, your spouse's or dependent's policy or policies in the event the payor (*employee*) becomes totally disabled before age 60. The disability must last at least six consecutive months and meet the definitions set forth in your policy.

This benefit is available for issue on policies owned by employees up to and including issue age 59 at a cost of 10% of the basic premium for each policy. This benefit terminates on the policy anniversary on or following the Payor's 60th birthday, as long as the Payor is not disabled at that time.

Rider Form # WPR-P (9/05)

STRIKE WAIVER OF PREMIUM PROVISIONS

Maintaining your insurance plan in the event of a strike presents a tremendous challenge. This program provides protection to help you maintain this important coverage.

We will waive premiums on this policy if:

- We receive notice that the Payor is on Strike for at least 30 days; and
- the Payor is a dues paying member of the Union shown on the Policy Specification page; and
- the Strike starts at least six (6) months after the effective date of this Rider; or after the effective date of any reinstatement of this Rider; and
- the Strike starts while this Rider is in force; and
- notice of the strike is received by us within three (3) months of the start of the strike.

Premiums will be waived as of the beginning of the first Policy Month after the start of the strike.

Rider Form # WPR-S (1/05)

BENEFIT

Premiums will be waived for up to six (6) months during a continuous Strike. If the Payor qualifies for this benefit for a period of less than six (6) months and the Payor is on Strike again within two (2) months, the Strike periods will be considered as continuous. Premiums will be waived for a total of six (6) months during any continuous period of Striking. The strike must begin prior to the end of the Policy anniversary on or following the Payor's 70th birthday.

DEFINITION: *Strike means a lawful primary strike authorized as provided by the union's constitution and by-laws. The Union is shown on the Policy Specification Page.*

This benefit is issued to employees up to and including issue age 69. This benefit terminates on the policy anniversary on or following the Payor's 70th birthday. The cost for this benefit is 2% of the basic premium.

YOUR PERSONALIZED PLAN HAS MANY ATTRACTIVE FEATURES

AFFORDABLE, FLEXIBLE PROTECTION

You chose the amount of insurance or the amount of premium that best suits your needs and budget.

GUARANTEED ISSUE

All eligible employees and their spouses through insurance age 72 may purchase coverage under the Basic Plan. Weekly deductions range from \$2.00 - \$17.00 per week for employees age 18-72 and \$3.00 per week for spouses (*\$5.00 per week if employee enrolls for at least \$5.00 per week*). The life insurance maximum benefit amount is \$200,000.

Insurance is also available for unmarried dependent children age 15 days through age 25. Grandchildren are eligible from age 15 days to age 15. The amount available is \$3.00 per week even if you choose not to buy coverage for yourself.

In certain states, not all amounts are available for all ages.

INDIVIDUALLY OWNED

Unlike your group term life coverage, you personally own the coverage that you sign up for, whether or not you continue to be an employee of your current employer.

PORTABLE

This program is specifically designed to go with you if you leave or retire, without any change in premium or benefits.

COVERAGE FOR ALL THE MEMBERS OF YOUR FAMILY

You decide which family members to cover (*yourself, your spouse, dependent children or grandchildren*) and you need not be enrolled yourself to enroll your other family members.

AN ENDOWMENT AT 95 POLICY

As long as the premiums are paid, the plan provides coverage to age 95; however, you alone determine the period of time that you wish to be covered. At age 95, the face amount is paid to the policyholder.

CONVENIENT

Through the ease of payroll deduction premium payments, you can, in effect, pay yourself first without the worry and expense of mailing quarterly premium payments.

ACCOUNTABLE

Each year after your policy anniversary, you will receive a statement to keep you informed of all your policy values and the status of your policy. A toll-free number is also provided for your added convenience to answer any questions you may have.

VOLUNTARY

Your enrollment in the plan is voluntary and will not replace your present group term life coverage. If you participate at any level during your initial enrollment, increases during future open enrollments will be guaranteed without medical questions up to the \$15.00 per week maximum. However, if you choose not to enroll at this time, you may enroll later but you may be required to furnish additional proof of insurability.

OPTIONS

ACCIDENTAL DEATH BENEFIT (ADB)

This option could double or even triple your ELOP death benefit. This benefit pays an additional amount equal to the basic coverage to the beneficiary if the insured is killed accidentally.

If accidental death occurs while the insured is a passenger on a bus, plane, train or any other common carrier, this benefit pays the accidental death benefit as above but will also pay an additional benefit of the basic coverage (*up to \$100,000*).

This extra protection is available at affordable rates. Any Basic Plan participant age 5 years through age 60 is eligible for this benefit.

Rider Form # ADR-1 (9/05)

CHILDREN'S TERM BENEFIT (CTB)

For pennies a week, you can provide level term coverage for all your unmarried, dependent children, age 15 days up to and including age 25. Future children will be automatically covered upon the attainment of 15 days with no increase in the premium. This benefit may be added to any policy issued to any employee or spouse age 18-55. Coverages range from \$1,000-\$25,000 in unit increments of \$1,000.

The weekly cost is 11¢ per unit. One premium covers all children. As many as 25 units are allowed regardless of the parents' ELOP Basic Plan contribution. Any number of units may be split between an Employee's and Spouse's policies, not to exceed the 25 units. If the insured parent dies, coverage on the children will continue without further premium payments until the earlier of the child's 26th birthday or the policy anniversary on or following the insured's 65th birthday as if the insured were still alive.

Additionally, any insured child from their 21st birthday to their 26th birthday may purchase without evidence of insurability a permanent policy up to the lesser of 5 times the children's benefit or \$25,000.

Rider Form # ICC13 CTR-1 (3/13)

“Custom Choices Worksite Benefits” is a marketing name used for the employee worksite benefit programs presented and enrolled by Employee Benefit Systems, Inc. and is not the name of the products being offered under this name by the respective underwriting companies.

Underwritten and Administered by:

Boston Mutual Life Insurance Company

120 Royall Street · Canton, MA 02021
Toll Free 1-877-624-2249



Presented and Enrolled by:

Employee Benefit Systems, Inc.

P.O. Box 2489 · Houston, TX 77252
1-888-521-2900