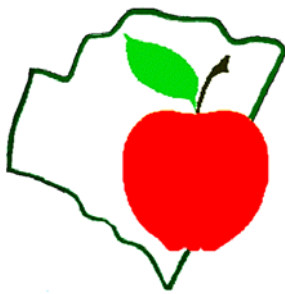


Group Life Insurance Program

for employees of



**Franklin
County
Schools**

Optional Employee Life Insurance

and

Optional Dependent Life Insurance

GROUP LIFE INSURANCE

OPTIONAL EMPLOYEE LIFE INSURANCE

You have the opportunity to obtain valuable life insurance protection for you and your dependents at low group rates to go along with any personal insurance coverage you may have.

OPTIONAL DEPENDENT LIFE INSURANCE

Provides coverage on::

- Your Spouse
- Child(ren) from 15 days of age to age 19 (to age 25 if wholly dependent upon you for maintenance and support **and** if enrolled as a full-time student in an accredited school or college). Handicapped children can continue to be covered with no age limit.

FEATURES

The plan features easy eligibility and simple enrollment procedures. AND ...There is no need for a medical exam if you sign up during the enrollment period and meet the eligibility criteria. Furthermore, automatic payroll deductions simplify paperwork. This means less bookkeeping for you and no worries about a lapse in coverage due to missed payments.

LOW COST

Your cost is lower than for comparable insurance on an individual basis due to the "wholesale" economies inherent in group insurance. Additionally, the System absorbs the cost of administering the program which is underwritten by Metropolitan Life – a leader in the field of group coverage.

ELIGIBILITY

You will be eligible for this program if you are a full-time active employee.

ENROLLMENT

Enrollment is simple – just fill out the election card provided by your employer. Make sure you supply all the required information and return the form where you work. You have 31 days from date of hire to enroll yourself and your dependents without evidence of insurability. That's all. You will be notified as to when coverage starts.

BENEFICIARY

You have the right to designate the beneficiary of your choice under employee coverage. You are automatically the beneficiary under Dependent Life.

WHEN YOUR INSURANCE STARTS

In order for your Optional Employee Life Insurance and Optional Dependent Life Insurance to become effective, it is necessary for you to certify that neither you nor any of your eligible dependents have been "hospitalized" in the last three months prior to your enrollment date. The term "hospitalized" includes inpatient hospital care, hospice care, care in an intermediate or long-term care facility and/or receipt of chemotherapy, radiation therapy or dialysis treatment. However, a confinement which is strictly due to pregnancy or childbirth will not be included in the term "hospitalized".

In addition, coverage will not become effective for you or any dependent who is hospitalized as defined above or who is not performing normal daily activities on the date coverage would otherwise become effective. Normal daily activities means that the individual is not confined at home under the care of a doctor for a sickness or injury or is not entitled to receive any disability income from any source.

If you meet the eligibility requirements described above for date of enrollment and for effective date of coverage, your Optional Employee Life Insurance, if you have enrolled for that coverage, will become effective on the date of your eligibility provided you are then actively at work; otherwise, on the day you return to active work. If you enroll for Optional Dependent Life Insurance, that coverage will become effective on the date your Optional Employee Life Insurance becomes effective, for any dependents who meet the eligibility requirements described above.

If you or any dependents do not satisfy the eligibility requirements described above for date of enrollment and for effective date of coverage, that person will not become insured for Optional Life Insurance until such person has furnished medical evidence of insurability satisfactory to Metropolitan Life.

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TERMINATION OF COVERAGE

All insurance under this plan will terminate upon the earlier of retirement, termination of employment, when the plan ceases or when you withdraw from the plan. Nevertheless, if you should die within 31 days thereafter, your life insurance will still be paid to the beneficiary. If any of your covered dependents should die within such 31 day period, the amount of Life Insurance on account of such dependent will be paid to you.

DISABILITY

Your insurance may be continued during your disability provided the Board of Education continues premium payments on your behalf. However, your insurance will be subject to reduction as shown under "Reductions at ages 70 & Over below.

CONVERSION

If your employment terminates while you are covered under the plan, you may purchase without medical evidence of insurability, any individual insurance policy, except a term policy, issued by Metropolitan Life in any amount up to the amount of your coverage in effect on your date of termination. You must apply for this policy within 31 days after the date your employment terminates. This privilege applies to Optional Employee life Insurance as well as Dependent Life Insurance.

PORTABILITY

Portability allows employees whose coverage ends due to certain qualifying events to continue their current (or a lesser) amount of insurance. Portability applies to Employee Optional Life Insurance only.

Qualifying Events Include:

- Termination of Employment
- Retirement
- Change in employee class which results in the termination of Optional Life Benefits.

The minimum face amount which an employee may elect portability is \$20,000. Portable coverage reduces to 50% on January 1st of the year the insured attains age 70 and terminates on January 1st of the year the insured attains age 80. When portable coverage ends, insured individuals have the right to convert to an individual policy.

SUICIDE EXCLUSION

No Optional Employee Life Benefits are payable if you commit suicide within two years from the effective date of the coverage.

REDUCTIONS AT AGE 70 & OVER

If you remain in active service beyond age 70 your Optional Employee Life Insurance will reduce as follows:

Attained Age	Percent of Original Amount
70	65%
75	45%
80	30%

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SCHEDULE OF BENEFITS

OPTIONAL EMPLOYEE LIFE INSURANCE

Your choice of the following amounts:*

\$50,000, \$40,000
#30,000, \$20,000 or \$10,000

*See "Reductions at age 70 and Over"

OPTIONAL DEPENDENT LIFE INSURANCE

\$10,000 on your spouse
\$5,000 on each of your eligible children

You choose either:
Family coverage, Spouse only coverage or Child(ren) only coverage

Optional Dependent Life Insurance is available only to those eligible employees who are insured for Optional Employee Life Insurance.

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YOUR MONTHLY COST

<u>Optional Employee Life Insurance</u>	<u>Monthly Payroll Deduction</u>
\$50,000	\$9.00
40,000	7.20
30,000	5.40
20,000	3.60
10,000	1.80

Optional Dependent Life Insurance

Family Coverage	\$6.60
Spouse Only Coverage	\$5.60
Child(ren) Only Coverage	\$1.00**

**Regardless of the number of children

GROUP POLICY AND CERTIFICATE

The insurance briefly described in this document is subject to the terms and conditions of the Group Policy issued by the Metropolitan Life Insurance Company. If you become insured, you will receive a certificate outlining your benefits under the policy.

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PLAN SPONSOR:

Franklin County Schools
PO Box 449
Louisburg, NC 27549

CLAIMS PROCEDURE

Claim forms needed to file for benefits under the group insurance program can be obtained from your employer who will also be ready to answer questions about the insurance benefits and to assist in filing claims. The instructions on the claim form should be followed carefully. This will expedite the processing of the claim. Be sure all questions are answered fully. If there is any question about a claim payment, an explanation can be requested from your employer, who is usually able to provide the necessary information.

This document has been prepared to give you the highlights of coverage now being offered by your School Board to meet your insurance needs. For details, please ask your personnel office or refer to the certificate of insurance that you will receive after you have signed up for protection.

This insurance is underwritten by Metropolitan Life Insurance Company, New York, New York 10010

MetLife

Plan arranged by
Mark III Brokerage, Inc.
211 Greenwich Road
Charlotte, NC 28211
(704) 365-4280 or (800) 532-1044