

# Group Universal Life Plan

## Life Insurance Program Specifics

	Employee	Spouse/Domestic Partner	Child(ren)
<b>Coverage Amounts</b>	<p>1 to 6 times annual base salary (rounded to the next higher \$10,000).</p> <p><b>Minimum:</b> 1 times base salary or \$10,000 whichever is greater.</p> <p><b>Maximum:</b> 6 times or \$1,000,000</p> <p>If the optional Accidental Death Benefit is elected, an additional amount of coverage is paid if death occurs as the result of a covered accident.</p>	<p>\$10,000 increments up to \$150,000.</p> <p><b>Minimum:</b> \$10,000</p> <p><b>Maximum:</b> \$150,000</p> <p>If the optional Accidental Death Benefit is elected, an additional amount of coverage is paid if death occurs as the result of a covered accident.</p>	<p>\$10,000 on each child.</p> <p>Rate covers all eligible children regardless of how many you insure.</p>
<b>Who is Eligible</b>	<ul style="list-style-type: none"> <li>• Must be a non-bargaining, full-time employee located in Louisiana, Arkansas, Mississippi, Texas and Massachusetts or a nuclear northeast employee currently participating in system benefits. A U.S. Citizen or U.S. permanent resident on U.S. payroll. Bargaining unit participation depends on your respective collective bargaining agreement.</li> <li>• Must be actively at work at Entergy as of December 1, 2003 and able to perform normal activities on both the date the enrollment form is signed and the effective date of coverage.</li> <li>• Must not have been hospitalized during the 90-day period prior to the date the enrollment form is completed.</li> <li>• Must not be receiving or applying for any disability benefits other than medical</li> </ul>	<ul style="list-style-type: none"> <li>• Your spouse may enroll even if you do not, unless you live in Texas, and must meet the following requirements:</li> <li>• New spouse may be enrolled within 31 days of marriage to an Entergy employee. If spouse is also an Entergy employee, he or she can enroll as a spouse or an employee, but not both.</li> <li>• Must not have been hospitalized during the 90-day period prior to the date the enrollment form is completed.</li> <li>• Must not be receiving or applying for any disability benefits other than medical expense benefits.</li> <li>• Must answer eligibility questions on enrollment form to apply for coverage.</li> </ul>	<ul style="list-style-type: none"> <li>• You or your spouse's children.</li> <li>• Must have employee or spouse coverage.</li> <li>• Only one parent may elect children's coverage.</li> <li>• Children must be at least 14 days old and under age 19 (or age 25 if unmarried, full-time student).</li> <li>• Must not have been hospitalized during the 90-day period prior to the date the enrollment form is completed.</li> <li>• Must answer eligibility questions on enrollment form to apply for coverage.</li> </ul>

	<p>expense benefits.</p> <ul style="list-style-type: none"> <li>• Must answer eligibility questions on enrollment form to apply for coverage.</li> </ul>		
<p><b>Medical Requirements</b></p> <ul style="list-style-type: none"> <li>- if coverage is elected within 60 days of employee's hire date or eligibility date</li> <li>- if spouse coverage is elected within 31 days of marriage</li> <li>- Within 45 days of birth or 45 days after adoption of first child to enroll your new child. Additional newborns and newly adopted children are automatically covered at 14 days of age.</li> </ul>	<p><b>No Evidence:</b> 1 to 2 times your annual base salary or coverage amounts of \$10,000 to \$250,000.</p> <p><b>Simplified Evidence:</b> 3 to 4 times annual base salary or coverage amounts of \$260,000 to \$500,000.</p> <p><b>Full Evidence of Good Health:</b> 5 or 6 times your annual base salary, coverage amounts from \$510,000 to the plan maximum of \$1,000,000, a "yes" answer to a health question, or any late entrants will be required to submit full Evidence of Good Health.</p>	<p><b>No Evidence:</b> Up to \$20,000 in coverage in \$10,000 increments.</p> <p><b>Simplified Evidence:</b> Coverage amounts from \$30,000 to \$70,000, not to exceed 2 times employee's base salary</p> <p><b>Full Evidence of Good Health:</b> Coverage amounts from \$71,000 to \$150,000, a "yes" answer to a health question, or any late entrant will be required to submit full Evidence of Good Health.</p>	<p><b>No Evidence:</b> \$10,000</p> <p><b>Full Evidence of Good Health:</b> Late entrants will be required to submit full Evidence of Good Health.</p>
<p><b>Effective Date of Coverage</b></p>	<p>Approved coverage is effective the first day of the month in which your first payroll deduction begins. For Late Entrants and coverage requiring evidence of good health, coverage is effective the first of the month in which payroll deduction can be arranged, following approval from MetLife.</p>	<p>Approved coverage is effective the first day of the month in which your first payroll deduction begins. For Late Entrants and coverage requiring evidence of good health, coverage is effective the first of the month in which payroll deduction can be arranged, following approval from MetLife.</p>	<p>Approved coverage is effective the first day of the month in which your first payroll deduction begins. For Late Entrants and coverage requiring evidence of good health, coverage is effective the first of the month in which payroll deduction can be arranged, following approval from MetLife.</p>
<p><b>Texas Resident Restrictions</b></p>	<p>Employee coverage cannot exceed 7 times your annual salary or \$250,000, less any Energy Benefits Plus group life insurance coverage.</p>	<p>Spouse coverage is only permitted with employee participation and cannot exceed 100% of the employee's issued coverage amount.</p>	<p>Children's coverage is only permitted when employee coverage is also issued and accelerated death benefit is not available.</p>

## Life Insurance Features

Group Universal Life helps you prepare for your future—as well as for circumstances that may happen between now and then. In addition to life insurance coverage, these features enable you to receive automatic increases to your coverage as your pay increases and receive advance payment on your coverage in case of terminal illness.

**Automatic Coverage Increase:** Your coverage will automatically increase as your base salary increases if you choose this option.

If your base salary in effect as of April 1 makes you eligible for additional coverage, your coverage will be increased on July 1 of that year.

Automatic increases are calculated once each plan year. You must be actively at work at Entergy on the effective date of the increase.

**Accelerated Death Benefit:** An advance payment of your life insurance benefits is payable if you are diagnosed with a terminal illness and a life expectancy of 12 months or less.

You can request an advance payment up to 50 percent of your life coverage to a maximum of \$250,000 (minimum \$10,000).

Advance payment permanently reduces the death benefit.

You continue to pay premiums for the remaining coverage.

**Children's Portability Privilege:** When your child is no longer an eligible dependent (age 19 or age 25 if an unmarried, full-time student), he or she can apply for an increase in coverage up to five times the \$10,000 children's rider, as long as the group policy is still in effect. The child will be issued a Group Universal Life certificate and will be eligible to contribute to a cash accumulation fund. The request for coverage must be made in writing to Marsh @WorkSolutions within 90 days of the date the child is no longer an eligible dependent.

The child's portability provision is not available for a disabled child. Children's coverage may be continued for a disabled child as a rider to the existing adult Group Universal Life certificate. The dependent rider may remain in effect as long as the employee or spouse maintains coverage.

**Non-Smoker Rates:** Reduced rates are available if the insured has not smoked or used any form of tobacco for 12 consecutive months prior to the date you complete the enrollment form.

If the insured qualifies at a later date, you may change the rate to non-smoker.

**Accidental Death Benefit:** An additional amount of coverage is paid if death occurs as a result of a covered accident. The death benefit provides your beneficiary with an amount equal to the Group Universal Life insurance amount. This benefit automatically ends upon your retirement, termination or on July 1 following the insured's 70<sup>th</sup> birthday, whichever is earliest.

## **Cash** **Accumulation** **Fund**

You can set aside money in a Cash Accumulation Fund and earn interest that is tax-deferred. What a great way to provide for needs you have today such as home repair, vacations, a new car, college, retirement, or anything you choose.

A Cash Accumulation Fund is cash that you choose to contribute to your Group Universal Life insurance program over and above the cost of your life insurance coverage. You may include a monthly contribution with your payroll deduction. Contributions earn tax-deferred interest. You must have Group Universal Life coverage to contribute to a cash fund.

### **Advantages**

- Your money earns interest at an attractive rate.  
Interest rates are determined annually. The interest rate credited to the entire fund balance will never be less than a guaranteed interest rate of 3 percent.
- The interest you earn is not taxed until it is withdrawn.  
This means the interest that you are earning grows at a faster rate than interest in a comparable, taxable account.

### **Determining your contribution**

As long as you have Group Universal Life coverage for yourself or for your spouse, you may start contributing to a Cash Accumulation Fund at any time.

The Internal Revenue Code regulates the maximum you can contribute. However, the greater the amount of your life insurance coverage, the more flexibility you have in choosing the amount you would like to contribute. No minimum contribution is required, and you can start and stop contributions to your cash fund at any time. Contribution limits are based on the insured's age and the level of coverage elected.

You also have the flexibility to make direct lump-sum contributions to the Cash Accumulation Fund. If you plan to make a lump-sum contribution, contact Marsh @WorkSolutions first to determine whether the amount of your contribution can be accepted under current tax law. Your proposed contribution amount will be reviewed in relation to the amount of life insurance coverage you have.

### **Accessing your money**

You may withdraw cash from your Cash Accumulation Fund at any time, subject only to a minimum \$200 withdrawal amount. You are not charged a fee for making withdrawal.

For more information, please contact  
Marsh @WorkSolutions at:  
1-800-222-1632  
[www.personal-plans.com/entergy](http://www.personal-plans.com/entergy)

Marsh @WorkSolutions<sup>sm</sup>  
is a service of Seabury & Smith

Copyright 2003 Seabury & Smith, Inc.

All rights reserved.



