



Policyholder: Constantia Hueck Foils LLC

Group Term Life Benefit Summary

Effective Date: 01/01/2013

This chart provides you a brief summary of the key benefits of the life coverage available from Principal Life Insurance Company. Following the chart, you will find additional information to answer questions you may have. For a complete list of all your life coverage benefits and restrictions, please refer to your booklet or contact your employer.

Eligibility		
Job Class	ALL MBRS	
Benefits Payable		
Employee Life Benefits		
Benefit Amount	200% of your annual salary, rounded to the next higher \$1,000	
Minimum	\$10,000	
Maximum	\$400,000	
Guarantee Issue	Age	Amount
	Under 70	\$350,000
	70 and older	The lesser of \$350,000 or the amount with the prior carrier
	For benefit amounts above the guarantee issue, proof of good health is required.	
Age Reductions	35% benefit reduction at age 65, with an additional 15% reduction at age 70.	
Dependent Life Coverage		
	Spouse	Child
Benefit Amount	\$5,000	<ul style="list-style-type: none">0 days, but less than 6 months: \$1,0006 months and older: \$2,500
Maximum	Cannot exceed 50% of your benefit amount	
Additional Employee Benefits		
Coverage During Disability	If you become disabled before age 60, coverage will continue and premium may be waived for you and your covered dependents.	
Accelerated Death Benefit	If you are terminally ill, you may be able to receive a portion of your life coverage benefit as a lump sum.	
Individual Purchase Rights	If you terminate employment, you may be able to convert coverage to an individual policy.	
Limitations & Exclusions		
Coverage Outside of the US	Benefits will not be paid if you or your dependents are outside the United States for certain reasons for more than six months.	

GROUP TERM LIFE

Accidental Death & Dismemberment (AD&D) Coverage	
Benefit Amount	<p>Your benefit is equal to your group term life benefit amount if loss is due to accident or injury.</p> <p>You may be paid:</p> <ul style="list-style-type: none">• Full benefit when you lose: your life / both hands / both feet / sight of both eyes / one hand and sight of one eye / one foot and sight of one eye / one hand and one foot.• Half of the benefit when you lose: one hand / one foot / sight of one eye.• One-fourth of the benefit when you lose the thumb and index finger on the same hand. <p>The loss must occur within 365 days of the accident.</p>
Limitations & Exclusions	
Other Limitations	<p>The Benefit Summary is a summary only. For a complete list of benefit restrictions, please refer to your booklet.</p>

Understanding Your Life Coverage Benefits

Am I Eligible For Coverage?

To be eligible for coverage, you must qualify as an eligible member and be considered actively at work.

You will be considered actively at work if you are able and available for active performance of all of your regular duties. Short-term absence because of a regularly scheduled day off, holiday, vacation day, jury duty, funeral leave, or personal time off is considered active work provided you are able and available for active performance of all of your regular duties and were working the day immediately prior to the date of your absence.

Are My Dependents Eligible For Coverage?

If you are covered as a member, your dependents may also be eligible. Additional eligibility requirements may apply.

Eligible dependents include your spouse, if not hospital or home confined and provided they do not elect benefits as an employee, and children.

Special eligibility requirements may exist for step, foster, adopted, legal age or other child relationships. Additional information may be necessary to determine child eligibility.

Additional eligibility requirements may apply.

What Additional Benefits Are Included?

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Coverage During Disability	If you become totally disabled before age 60, coverage will continue and premium will be waived for you and your covered dependents. You must be totally disabled for 9 months before the waiver begins. Coverage continues without premium payment until you recover or for two years, whichever occurs first.
Accelerated Death Benefit	<p>If you are terminally ill you can receive up to 75% of your benefit amount in a lump sum, not to exceed \$250,000, as long as:</p> <ul style="list-style-type: none"> • Your life expectancy is 12 months or less (as diagnosed by a physician), and • Your death benefit is at least \$10,000. <p>If you use the accelerated benefit, your death benefit is reduced by the accelerated benefit payment. There are possible tax consequences to receiving an accelerated benefit payment. You should contact your tax advisor for details. Receipt of accelerated benefits could also affect eligibility for public assistance. The charge for this benefit is included in the premium.</p>
Individual Purchase Rights	If you terminate employment, you and your spouse may be able to convert coverage to individual life coverage. Upon coverage termination your employer is required to inform you of your individual purchase rights to convert to an individual policy without proof of good health. The amount you can purchase varies depending on the termination situation. Contact Principal Life for details.

Claim Processing	Principal Life makes claim administration easy and convenient for employers by offering an online life claim form. Once the form is complete, employers submit the information directly over a secure, confidential Web site, expediting the claim review process. The employer can choose to use the online form or a printable version that can be faxed or mailed. Along with the online claim form, Principal Life also provides Express Claim Processing for claims that meet certain criteria. Through the Express Claim Process, decisions are reached within five working days without the employer or beneficiary submitting paperwork.
Claim Settlement Options	<p>The Interest Draft Account option lets beneficiaries put death benefits into an interest bearing account like a checking account. The Lump Sum Payment option allows beneficiaries to receive the entire benefit payment in a lump sum.</p> <p>An Interest Draft Account is a draft account that works like a checking account. The policy proceeds are placed into this account and earn interest, but no additional deposits are allowed. This account is not FDIC insured but is backed by the strength and stability of Principal Life Insurance Company and, in the event of insolvency, is protected by your state's Life and Health Guaranty Association (LHGA). Contact the National Organization of Life and Health Insurance Guarantee Associations at www.nolhga.com for more information.</p> <p>Interest on the funds in your Interest Draft Account is compounded daily and credited monthly. The interest rate is tied to Principal Bank's Money Market product, is variable, subject to change daily and tiered based on your account balance, and is always greater than 0%. The current interest rate can be found at www.principalbank.com/ida. Please consult with your tax advisor regarding the interest earned.</p> <p>Once your Interest Draft Account is established, you will receive information regarding the account from Principal Bank, an affiliate of Principal Life Insurance Company, which will service the account. You will have complete access to the funds in your account, including the right to withdraw the entire amount at any time by writing a draft to yourself for the remaining balance without any fees or penalties. You can write drafts from your account in the amount of \$500 or more (not less). If your account balance falls below \$500, the balance plus interest will be sent to you at the close of the next business day and your account will be closed. There are no account fees, although wire transfer and stop payment fees will be assessed if applicable. You will receive a monthly statement via regular mail listing all transactions on your account, including cleared drafts and interest earned. You may name a beneficiary for any funds remaining in your account in the event of your death. If your account is inactive for so long that it is considered abandoned or dormant under your state's law, we will attempt to contact you. If there is no response, we will transfer any remaining funds to the state. If you have any questions about your account once it is established, call Principal Bank toll free at 1-800-672-3343 or direct your questions in writing to Principal Bank, P.O. Box 9351, Des Moines, IA 50306-9351.</p>



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