



Prudential

## SUMMARY OF BENEFITS

Snowflake Inc.

### All Employees

Basic Term Life, Basic Accidental Death & Dismemberment, Optional Term Life, Optional Dependent Term Life, Optional Accidental Death & Dismemberment, and Long Term Disability

Issued by **The Prudential Insurance Company of America**

#### **BASIC TERM LIFE**

100% Employer Paid

- ▶ Basic Term Life - You are automatically enrolled for 2 times your covered annual earnings to \$1,000,000. **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**
- ▶ If you are terminally ill, you can get a partial payment of your group life insurance benefit. You can use this payment as you see fit. The payment to your beneficiary will be reduced by the amount you receive with the Accelerated Benefit Option.\* Refer to the plan booklet for details
- ▶ Payment of premium can be waived if you are totally disabled for 6 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 65. This provision may vary by state.
- ▶ Coverage will be reduced as you age – by 35% at age 65 and 50% at age 70.
- ▶ You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your coverage ending to a separate group term life contract.

#### **BASIC ACCIDENTAL DEATH & DISMEMBERMENT**

100% Employer Paid

- ▶ Basic Accidental Death & Dismemberment pays you and your beneficiary a benefit for the loss of life or other injuries resulting from a covered accident — 100% for loss of life and a lesser percentage for other injuries. Injuries covered may include loss of sight or speech, paralysis, and dismemberment of hands or feet. Basic Accidental Death & Dismemberment benefits are paid regardless of other coverages you may have.
- ▶ Basic Accidental Death & Dismemberment: You are automatically enrolled for an amount equal to your Basic Term Life coverage amount.
- ▶ Coverage will be reduced as you age – by 35% at age 65 and 50% at age 70.

## EMPLOYEE - OPTIONAL TERM LIFE

100% Employee Paid

- ▶ Purchase coverage in increments of \$10,000 up to a maximum of \$500,000, not to exceed 5 times your covered annual earnings. **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**
  - If enrolling when first eligible within the specified period of your date of hire or the occurrence of a life event, you can elect up to \$300,000 without providing proof of good health to Prudential.
  - During the annual enrollment period, you can increase your coverage amount by \$10,000, up to a total coverage of the Guaranteed Issue amount, without providing proof of good health to Prudential.
  - All other elections or enrolling after the enrollment period will require proof of good health satisfactory to Prudential for all coverage amounts.
  - If you have been previously denied coverage in the past, proof of good health satisfactory to Prudential is required for all coverage amounts.
- ▶ If terminally ill, you can get a partial payment of your group term life insurance benefit. You can use this payment as you see fit. In the event of your death, your beneficiary will receive a benefit payout which has been reduced by the amount you receive.
- ▶ Payment of premium can be waived if you are totally disabled for 6 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 65. This provision may vary by state.
- ▶ Coverage will be reduced as you age – by 35% at age 65 and 50% at age 70.
- ▶ You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your coverage ending to a separate group term life contract.

## SPOUSE/DOMESTIC PARTNER - OPTIONAL DEPENDENT TERM LIFE

100% Employee Paid

- ▶ Purchase coverage on your spouse/domestic partner in increments of \$5,000 up to a maximum of \$250,000. **Please Note:** The Optional Dependent Term Life coverage amount on your spouse/domestic partner cannot exceed 50% of your Optional Term Life coverage amount.
  - If enrolling your spouse/domestic partner when first eligible within the specified period of your date of hire or the occurrence of a life event, you can elect up to \$25,000 without providing proof of good health to Prudential.
  - All other elections or enrolling after the enrollment period will require proof of good health satisfactory to Prudential for all coverage amounts.
  - If your spouse/domestic partner has been previously denied coverage in the past, proof of good health satisfactory to Prudential is required for all coverage amounts.
- ▶ Coverage will be reduced as you age – by 35% at age 65 and 50% at age 70.
- ▶ You may convert your dependent(s) insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your dependent(s) coverage ending to a separate group term life contract.

## CHILD - OPTIONAL DEPENDENT TERM LIFE

100% Employee Paid

- ▶ Purchase coverage on your child(ren) for \$10,000. **Please note:** The Optional Dependent Term Life Insurance coverage amount on your children may not exceed 50% of your Optional Term Life coverage amount.
- ▶ Coverage begins at live birth, and continues to age 26, if unmarried.
- ▶ You may convert your dependent(s) insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your dependent(s) coverage ending to a separate group term life contract.

## EMPLOYEE - OPTIONAL ACCIDENTAL DEATH & DISMEMBERMENT

100% Employee Paid

- ▶ Purchase coverage in increments of \$10,000 to a maximum of \$500,000, not to exceed 5 times your covered annual earnings. **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**
- ▶ Coverage will be reduced as you age – by 35% at age 65 and 50% at age 70.

## SPOUSE/DOMESTIC PARTNER - OPTIONAL ACCIDENTAL DEATH & DISMEMBERMENT

100% Employee Paid

- ▶ Purchase coverage in increments of \$5,000 to a maximum coverage amount of \$250,000.
- ▶ Coverage will be reduced as you age – by 35% at age 65 and 50% at age 70.

## CHILD - OPTIONAL ACCIDENTAL DEATH & DISMEMBERMENT

100% Employee Paid

- ▶ Purchase coverage for \$10,000.
- ▶ Coverage begins at live birth, and continues to age 26, if unmarried.

## LONG TERM DISABILITY

- ▶ Your Employer has provided for the cost of your coverage by adding the premium amount to your earnings. As a result, the Long Term Disability plan is considered to be provided to you on a contributory basis with after-tax dollars, and benefits are considered non-taxable.
- ▶ Your monthly Long Term Disability benefit will be 60% of your monthly pre-disability earnings, up to the maximum of \$25,000, less deductible sources of income. No medical questions asked - if enrolling when first eligible. The minimum monthly benefit is the greater of \$100 or 10% of your gross monthly benefit.
- ▶ Deductible sources of income may include benefits from statutory plans, Social Security to you and your dependents, workers' compensation and other income.
- ▶ If you meet the definition of disability, your benefits will begin 180 days following an accidental injury or sickness. The benefit duration is up to your normal retirement age under the Social Security Act. However, if you become disabled at or after age 65 benefits are payable according to an age-based schedule. Refer to the Booklet- Certificate for details.
- ▶ You are considered totally disabled when you are not working at your usual occupation and, as a result of your sickness or injury you are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your usual occupation. You are considered partially disabled while actually working in your usual occupation and as a result of your sickness or injury, you are unable to earn 80% or more of your indexed monthly earnings.
- ▶ After receiving benefits for 24 months, you are considered totally disabled when, as a result of the same sickness or injury, you are unable to engage with reasonable continuity in any occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life, and physical and mental capacity. You are considered partially disabled after 24 months of payments while actually working in an occupation, and as a result of the same sickness or injury, you are unable to engage with reasonable continuity in that or any other occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life and physical and mental capacity.
- ▶ Disabilities primarily due to mental illness are limited to 24 months of benefits during your lifetime. Examples of mental illness include schizophrenia, depression, manic depressive or bipolar illness, anxiety, somatization, substance related disorders (including drug and alcohol abuse), and/or adjustment disorders. Disabilities due to mental illness have a combined limited pay period during your lifetime.
- ▶ LTD benefits will not be paid for a disability that begins during the first 12 months of coverage and is caused by or substantially contributed to by a pre-existing condition. A pre-existing condition is a diagnosed condition for which you received medical treatment, care or services or took prescribed medication in the 3 months just prior to your effective date. This provision also applies to undiagnosed conditions under very limited circumstances as outlined in your Booklet-Certificate.
- ▶ During the first 12 months of part-time work while disabled, you can receive full benefits as long as your combined income and disability benefits do not exceed your monthly pre-disability earnings.
- ▶ If you die while collecting disability benefits, a lump sum payment may be paid to your eligible survivors.
- ▶ You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, active participation in a riot, and commission of a felony for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

Implementation of the insurance plan(s) will depend on having a specific percentage of all eligible employees enrolling in the plan(s). If this percentage of enrollment level is not met, these coverage(s) may not be effective.

*Benefits, exclusions and provisions may vary by state. Refer to the plan booklet for details.*

For your coverage to become effective, you must be actively at work on the effective date of the plan. If you apply for an amount that requires satisfactory evidence of insurability to The Prudential Insurance Company of America, you must be actively at work on the date of approval for the amount requiring satisfactory evidence of insurability.

\*Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered "terminally ill" or "chronically ill." You may wish to seek professional tax advice before exercising this option.

This policy provides ACCIDENT insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

**IMPORTANT NOTICE - THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS.**

This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

**North Carolina residents: THIS IS NOT A MEDICARE SUPPLEMENT PLAN. If you are eligible for Medicare, review the Guide to Health Insurance for People with Medicare, which is available from the company.**

**This coverage is not health insurance coverage (often referred to as “Major Medical Coverage”).**

**This type of plan is NOT considered “minimum essential coverage” under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage.**

Group Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, Newark, NJ. The Booklet-Certificate contains all details, including any policy exclusions, limitations, and restrictions, which may apply. Contract Series: 83500

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