

Commander Navy Installations Command

Summary of Enhancements to Benefit Plans

Basic Life

- Higher plan maximum from \$500,000 to \$750,000 combined with Optional Life Insurance
- Navy is paying 33% of the premium
- The rates have decreased 31%

Optional Life

- 1-2x Basic Annual Earnings **increased** to 1-6x Basic Annual Earnings
- The rates have **decreased** 35-40% depending on the age bracket
- Many Value Added Services added to the plan for **7/1/2008**

Dependent Life

- New coverage offered for the first time **7/1/2008**

Retiree Life

- Effective **7/1/2008**, Retiree Life contributions will be 100% Employee contributory. All Retirees prior to 7/1/08 will be grandfathered into the Life Plan as 100% Employer paid.

Change In Long Term Disability Plan Contributions

- Effective **7/1/2008**, the employee will contribute 25% cost of the premium for LTD Plan. The Navy will contribute 75% of the cost. LTD Plan participants that already contributed 1.5% of salary for one year, then 0% thereafter will be grandfathered into the LTD plan with that same arrangement.

Value Added Service for Life & Disability Insurance

*Our innovative plan enhancements transform Group Life from a death benefit to a **living benefit** employees derive value from today, while our services for beneficiaries help survivors when they need assistance most.*

Will Preparation

Travel Assistance

Portability

Accelerated Benefits Option

Survivor Assistance for Beneficiaries

Total Control Account®

MetLife Advice for Conversions

Employee Assistance Program with Long Term Disability Insurance