

Dependent Life Insurance Plan

Lowe's offers the Lowe's Dependent Term Life Insurance Plan (the Dependent Term Life Plan Option), insured through Cigna, to help with expenses related to the death of a dependent. You must be enrolled as an employee in the Basic Term Life Insurance Plan Option or the Supplemental Term Life Insurance Plan Option to enroll your dependents in the Dependent Term Life Insurance Plan Options.

The following sections summarize the Dependent Term Life Plan Options. Please review these provisions and retain this book for future reference.

Benefit Cost

The employee pays 100% of the cost of the dependent term life insurance coverage. Coverage premiums for your spouse or domestic partner are calculated based on the age of your spouse or domestic partner.

You may enroll your dependents in the plan at the same time you become eligible, or within 31 days of acquiring an eligible dependent as long as you are eligible for dependent coverage.

Dependent coverage may be selected for spouse or domestic partner only, children and/or domestic partner's children only, or both spouse or domestic partner and children and/or domestic partner's children.

About This Coverage

Rules Regarding Dependents

On the date the dependent insurance is scheduled to take effect, the dependent must not be:

- Confined at home under a physician's care;
- Receiving or applying to receive disability benefits from any source; or
- Hospitalized

A natural child born to you or your spouse or domestic partner while you are covered for dependent children will be covered even though the child is in the hospital. Coverage will become effective on the child's date of birth if you are covered with respect to dependent children on that date.

Your unmarried child qualifies for coverage if he or she meets the following requirements:

- A child from live birth until the end of the month in which he or she turn 26 years old and primarily supported by you;
- A child who is 26 or more years, primarily supported by you and incapable of self-sustaining employment by reason of mental or physical handicap. Proof of the child's condition and dependence must be submitted to us within 31 days after the date the child ceases to qualify as a Dependent for the reasons listed above. During the next two years, we may, from time to time, require proof of the continuation of such condition and dependence. After that, we may require proof no more than once a year.
- Note: the following are some examples of what Cigna may use to verify child dependency and primarily supported by you: proof of coverage under the employee's medical plan, payment of rent or other expenses, custody agreements, tax returns, tuition payments, etc.

Reporting Changes in Eligibility of Dependents

If you acquire a new dependent, or one of your dependents becomes eligible for coverage under the Dependent Term Life Plan Option, you must notify Lowe's promptly to change your dependency class. It may also be necessary

for you to change your contribution to cover an additional dependent.

You do not need to notify Lowe's about adding dependents if you are already in the class covering those dependents. For example, if you already have a dependent child covered under the Dependent Term Life Plan Option, you do not need to notify Lowe's of the birth of the second child. However, you should notify Lowe's when a dependent is no longer eligible.

For more information regarding adding eligible dependents to the Dependent Term Life Plan Option, contact the Lowe's HR Shared Services Department at 1-888-474-6365.

Late Enrollment

You should apply for coverage when first eligible. If you apply more than 60 days after your date of hire, your spouse or domestic partner must meet Cigna's insurability requirement. Any cost incurred in order to complete the proof of good health forms is the employee's responsibility.

Coverage will then become effective on the date Cigna accepts and approves your dependent's proof of insurability, provided you are actively at work.

You must reenroll if, for any reason, coverage ceases.

Cancellation of Coverage and Beneficiary Designation

You can cancel coverage under the Dependent Term Life Plan Option by cancelling coverage online via Empowered Benefits by going to MyLowe'sLife>MyHealth. See the "Termination of Coverage" section under [Plan Overview](#) for more information regarding cancellation of coverage.

You will be the beneficiary for your spouse's, domestic partner's, dependent children's, and/or domestic partner's children's coverage under the Dependent Term Life Plan Option.

Portability and Conversion of Life Insurance

Portability

If your spouse, domestic partner, covered dependent's and/or domestic partner's children's coverage ends due to your termination of employment with Lowe's, including retirement, or loss of eligibility due to your reduced hours or your death, you may be eligible to continue all or part of the coverage amount that ends. You must port your basic term life or supplemental term life coverage in order to port dependent term life coverage. In addition, the amount of ported dependent coverage may not exceed more than 100% of the life insurance amount ported by you. Portable group term life insurance is not available if coverage ends because Lowe's policy with Cigna terminates or coverage ends for a class of employees.

In the case of your death, your dependents may elect portable coverage. Children cannot become insured for portable coverage unless the spouse or domestic partner is also insured. If a Dependent Child is insured under the Policy and is at least 19 years of age, Life Insurance Benefits may be continued under this option. Coverage may be continued up to the Maximum Benefit shown in the Schedule of Benefits for this option.

To apply for portable group term life insurance, you must:

- Complete the application; and
- Send the application to Cigna at the address shown on the application within 62 days after the date that coverage under the Dependent Life Plan Option ends.

If you are applying for coverage, your portable group term life insurance will begin on the first day of the month following the day that coverage under the policy ends.

The premium due will be based on Cigna's then current rate for your spouse, domestic partner, covered dependent's or domestic partner's children's age at the birthday nearest to the effective date of portable group term life insurance coverage.

The amount of portable group term life insurance for your spouse or domestic partner will not be greater than the lesser of:

- The amount of life insurance in effect for your spouse or domestic partner prior to the date it ends; or
- 100% of your amount of ported coverage;

The amount of ported coverage for a child will not be greater than the lesser of:

- The amount of life insurance for the child in effect immediately prior to the date it ends; or
- The amount of portable insurance continued on your life

The insurance benefits under the portability certificate may not be the same as those under the Lowe's group policy.

Conversion

If all or any part of your spouse's, domestic partner's, covered dependent's or domestic partner's children's coverage under the Dependent Term Life Plan Option ends, you may convert to an individual policy. You must convert your basic term life or supplemental term life coverage in order to convert dependent term life coverage. The policy can be on any form then in use by Cigna. The policy will not contain disability or supplementary benefits.

You will receive a conversion notification from Cigna. If you want to convert your dependent term life coverage, contact Cigna at 1-800-423-1282 to speak to a representative. You must apply under this option for the individual policy within 62 days after the date that coverage ends. Proof of good health is NOT required.

The premium for the policy will be based on your spouse's or domestic partner's covered dependent's or domestic partner's children's:

- Age;
- Class of risk; and
- The form and amount of the policy.

If your dependent coverage has been in effect for at least three years and:

- The Dependent Term Life Plan Option ends; or
- The Dependent Term Life Plan Option ceases to include the class of employees of which you are a member.

Then you may convert your spouse's, domestic partner's, covered dependent's or domestic partner's children's coverage to an individual policy on the same basis as above. The converted policy will be limited to the lesser of:

- The amount of life insurance you had under the Dependent Term Life Plan Option, less any amount of life insurance you become eligible for under another group policy within 62 days after the Dependent Term Life Plan Option ceases; or
- The maximum benefit shown in the schedule of benefits.

If premium payment is made, the converted policy will become effective at the end of the 31-day period allowed for conversion. If your spouse, domestic partner, covered dependent or domestic partner's children die during that period, the amount of life insurance you could have converted will be paid to their beneficiaries, regardless of whether a conversion application has been filed. If coverage is combined under the Extended Death Benefit provision, the employee has 62 days following the end of the one-year continuation period to elect to convert.

Life Insurance Benefits

As indicated in "[Benefit Cost](#)", the coverage option that you choose will impact your premium amount.

You can elect coverage for your spouse or domestic partner in increments of \$25,000 up to a maximum of \$250,000. Coverage amounts over \$25,000 are subject to approval by Cigna. Your spouse or domestic partner will need to provide satisfactory proof of good health to Cigna. If you are unable to provide proof of good health regarding your spouse or domestic partner, you can elect coverage for your spouse or domestic partner up to a maximum of \$25,000. The amount of your spouse's or domestic partner's coverage will be reduced over time based on your spouse's or domestic partner's age.

Benefit amounts are reduced by 35% of the pre-65 amount at your spouse's or domestic partner's age 65 and 50% of the pre-65 amount at your spouse's age 70. Your spouse's or domestic partner's benefit amount will be rounded to the nearest \$1,000 after the applicable percentage is applied. After your spouse's or domestic partner's benefit amount is reduced due to age, there will be no further increases in the amount of your spouse's or domestic partner's coverage.

You can also elect coverage for your dependent children and/or domestic partner's children. For children under 26, you can elect \$5,000, \$10,000, or \$20,000 in coverage.

Terminal Illness Benefit Option

Individuals covered by the Dependent Term Life Plan Option and diagnosed with a life expectancy of less than 12 months may apply, while still alive, to receive up to 50% of their coverage amount under the Dependent Term Life Plan Option. This benefit cannot exceed \$125,000. A physician's certification is required and is subject to review and concurrence by Cigna. The subsequent death benefit will be reduced by the amount of the terminal illness benefit payment.

If you elect to receive a terminal illness benefit, you must continue to pay premiums under the Dependent Term Life Plan Option.

Terminal illness benefits may be taxable. Before applying for this benefit, you should consult your personal tax advisor.

Exclusions

The Dependent Term Life Plan Option does not cover any losses where death is caused by, contributed to by, or results from:

- Suicide occurring within 24 months after your covered dependent's initial effective date of insurance; or
- Suicide occurring within 24 months after the date of any increases or additional insurance becomes effective for your covered dependent.

This exclusion will apply to any amount of insurance for which you pay all or part of the premium. In addition, this exclusion will apply to any amount that is subject to the evidence of insurability requirements.

Filing Claims

Contact your HR Representative who will advise Cigna of a claim. Cigna will certify that your deceased dependent is insured under the plan and will send the employee a claim form requesting completion and return with a copy of the certified death certificate.

Additional items may be necessary to process a death claim, such as police and/or autopsy reports. Any cost incurred as the result of obtaining additional items will be your responsibility.

When the claim has been processed, you will be notified of the benefits paid. If any benefits have been denied, you will receive a written explanation.