

Compass Critical Illness Insurance

Enrollment at a glance

An affordable way to help protect against the financial stress of a serious illness.

For the employees of: Plexus Corp

Do you know someone who has had a serious illness like a heart attack or stroke? You probably do but don't expect to ever experience one yourself. The problem is, no one thinks it could happen to them and when it does, they may not be prepared for the financial ramifications. On top of the medical bills, there are still everyday expenses to pay for, which can be challenging during recuperation. Plus, you may need help with day-to-day tasks like house maintenance, child care and transportation. That's where Critical Illness Insurance can help.

What is Critical Illness Insurance?

Critical Illness Insurance pays a lump-sum benefit if you are diagnosed with a covered illness or condition on or after your coverage effective date. Critical Illness Insurance is a limited benefit policy. It is not health insurance and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

Features of Critical Illness Insurance include:

- **Guaranteed Issue:** No medical questions or tests are required for coverage.
- **Flexible:** You can use the benefit payments for any purpose you like.
- **Payroll deductions:** Premiums are paid through convenient payroll deductions.
- **Portable:** If you leave your current employer or retire, you can take your coverage with you.

How can Critical Illness Insurance help?

Below are a few examples of how your Critical Illness Insurance benefit could be used (coverage amounts may vary):

- Medical expenses, such as deductibles and copays
- Child care
- Home healthcare costs
- Mortgage payment/rent and home maintenance

Who is eligible for Critical Illness Insurance?

- **You**—all active employees working 30+ hours per week.
- **Your spouse****— under age 70. If you are covered, you may elect spouse coverage.
- **Your children*****— to age 26. If you are covered, you may elect children coverage.

**The use of "spouse" in this document means a person insured as a spouse as described in the certificate of insurance or rider. This may include domestic partners or civil union partners as defined by the group policy. Please contact your employer for more information.

***The definition of "child" may vary by state. Please contact your employer for more information.

For what critical illnesses and conditions are benefits available?

Critical Illness Insurance provides a benefit payment for the following illnesses and conditions. Covered illnesses/conditions are broken out into groups called “modules”. Benefits are paid at 100% of the Maximum Critical Illness Benefit amount unless otherwise stated. For a complete description of your benefits, along with applicable provisions, conditions on benefit determination, exclusions and limitations, see your certificate of insurance and any riders.

Base Module

- Heart attack*
- Stroke
- Coronary artery bypass (25%)
- Coma
- Major organ failure
- Permanent paralysis
- End stage renal (kidney) failure

*Cardiac arrest is not a heart attack

Cancer Module

- Cancer
- Skin cancer (10%)
- Carcinoma in situ (25%)

How many times can I receive the Maximum Critical Illness Benefit?

Usually you are only able to receive the Maximum Critical Illness Benefit once for each covered condition. Your plan includes the Recurrence Benefit*, which allows you to receive a benefit for the same condition a second time. It's important to note that in order for the second occurrence of the illness to be covered, it must occur after 12 consecutive months without the occurrence of any covered critical illness named in your certificate, including the illness from the first benefit payment.

If you have reached the benefit limit by receiving the maximum benefit for each covered condition, you may choose to end your coverage; however, if you have coverage for your spouse and/or children, you must continue your coverage in order to keep their coverage active. Please see your certificate of coverage for details.

What Maximum Critical Illness Benefit am I eligible for?

- For you
 - Basic Coverage - Plexus Corp provides you with a \$5,000 Maximum Critical Illness Benefit at no cost to you when you enroll in the Consumer Choice 4000 medical plan.
 - Supplemental Coverage - You have the opportunity to purchase a Maximum Critical Illness Benefit of \$5,000 regardless of your medical election
- For your spouse
 - Basic Coverage - Plexus Corp provides a \$5,000 Maximum Critical Illness Benefit for your spouse at no cost to you if your spouse is covered under your Consumer Choice 4000 medical plan.
 - Supplemental Coverage - You have the opportunity to purchase a Maximum Critical Illness Benefit of \$5,000 for your spouse regardless of your medical election
- For your child(ren)
 - Basic Coverage - Plexus Corp provides a \$5,000 Maximum Critical Illness Benefit for each covered child at no cost to you when you enroll in the Consumer Choice 4000 medical plan.
 - Supplemental Coverage - You have the opportunity to purchase a Maximum Critical Illness Benefit of \$5,000 for your child(ren) regardless of your medical election

*This benefit does not apply to the cancer module.

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What does my Critical Illness Insurance include?

The benefits listed below are included with your Critical Illness Insurance coverage. There may be some variation by state. For a list of standard exclusions and limitations, please refer to the end of this document. For a complete description of your available benefits, exclusions and limitations, see your certificate of insurance and any riders.

- **Spouse* Critical Illness Insurance:** If you have coverage for yourself, your spouse will also be covered, as long as your spouse is under age 70 and is not covered under your employer's plan as an employee.
 - Your spouse will be covered for the same critical illness benefits as you are.
 - Your spouse will be able to receive a benefit the same number of times as you, as outlined above.
 - Guaranteed issue: No medical questions or tests are required for coverage.
- **Children's Critical Illness Insurance:** If you have critical illness coverage on yourself, your natural children, stepchildren, adopted children or children for whom you are a legal guardian will also be covered under your employer's plan, up to the age of 26.
 - Your children will be covered for the same covered conditions as you are however, actual benefit amounts may vary.
 - Your children will be able to receive a benefit the same number of times as you, as outlined above.
 - One premium amount covers all of your eligible children.
 - Guaranteed issue: No medical questions or tests are required for coverage.
 - If both you and your spouse are covered under the policy as an employee, then only one, but not both, may cover the same children for Critical Illness Insurance. If the parent who is covering the children stops being insured as an employee then the other parent may apply for children's coverage.

When is my coverage effective?

The effective date of coverage is the date you are eligible to begin filing claims. The condition or illness must occur on or after the coverage effective date.

Open Enrollment

- Your coverage becomes effective on January 1st following the election of coverage. Coverage for your spouse and/or children becomes effective on the same date as your coverage.

New Hires

- Employer-paid Coverage becomes effective at 12:01 AM on the latest of the following:
 - The date you are eligible for coverage.
 - The first day of the month following the date you return to active employment, if you are not in active employment when your coverage would otherwise become effective.
- If you elect Supplemental Coverage, that coverage becomes effective at 12:01 AM on the latest of the following:
 - The date you are eligible for coverage, if you apply on or before that date.
 - The first day of the month following the date you apply for coverage.
 - The first day of the month following the date you return to active employment, if you are not in active employment when your coverage would otherwise become effective.
- Coverage for your spouse and/or children becomes effective on the same date as your coverage.

How much does Critical Illness Insurance cost?

See the chart below for the premium amounts of Voluntary/Supplemental Coverage. Rates shown are guaranteed until January 1, 2023.

Employee Coverage		Spouse Coverage*	
Weekly Rates (52 pay periods)		Weekly Rates (52 pay periods)	
Attained Age	\$5,000	Attained Age	\$5,000
Under 30	\$0.45	Under 30	\$0.45
30-34	\$0.50	30-34	\$0.50
35-39	\$0.61	35-39	\$0.62
40-44	\$0.95	40-44	\$0.98
45-49	\$1.42	45-49	\$1.50
50-54	\$2.16	50-54	\$2.27
55-59	\$3.02	55-59	\$3.25
60-64	\$3.81	60-64	\$4.08
65-69	\$4.78	65-69	\$4.88
70+	\$6.63	70+	\$5.60

*Spouse rates are based on the age of the employee.

Employee Coverage		Spouse Coverage*	
Bi-Weekly Rates (26 pay periods)		Bi-Weekly Rates (26 pay periods)	
Attained Age	\$5,000	Attained Age	\$5,000
Under 30	\$0.90	Under 30	\$0.90
30-34	\$0.99	30-34	\$0.99
35-39	\$1.22	35-39	\$1.25
40-44	\$1.89	40-44	\$1.96
45-49	\$2.84	45-49	\$3.00
50-54	\$4.32	50-54	\$4.55
55-59	\$6.05	55-59	\$6.51
60-64	\$7.62	60-64	\$8.17
65-69	\$9.55	65-69	\$9.76
70+	\$13.27	70+	\$11.19

*Spouse rates are based on the age of the employee.

Children Coverage	
Weekly Rates (52 pay periods)	
\$5,000	\$0.15

Children Coverage	
Bi-Weekly Rates (26 pay periods)	
\$5,000	\$0.30

Exclusions and Limitations

Benefits are not payable for any critical illness caused in whole or directly by any of the following*:

- Participation or attempt to participate in a felony or illegal activity.
- Suicide, attempted suicide or any intentionally self-inflicted injury, while sane or insane.
- War or any act of war, whether declared or undeclared, other than acts of terrorism.
- Loss that occurs while on full-time active duty as a member of the armed forces of any nation. We will refund, upon written notice of such service, any premium which has been accepted for any period not covered as a result of this exclusion.
- Alcoholism, drug abuse, or misuse of alcohol or taking of drugs, other than under the direction of a doctor.

*Definition and limitation/exclusions may vary by state.

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Who do I contact with questions?

How do I enroll?

Contact your local Human Resource Representative for more information.

Where do I get more information?

Please refer to Connect or your local Human Resource Representative for more information.

For questions on the plan, including how to file a claim, please call Voya Employee Benefits Customer Service at (877) 236-7564 or log on to <https://presents.voya.com/EB/LandingPage/PlexusCorp>

This offer is contingent upon participation requirements being met.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Critical Illness Insurance is underwritten by ReliaStar Life Insurance Company, a member of the Voya[®] family of companies. Policy Form #RL-CI3-POL-12; Certificate Form #RL-CI3-CERT-12; and Rider Forms: Spouse Critical Illness Rider Form #RL-CI3-SPR-12, Children's Critical Illness Rider Form #RL- CI3-CHR-12, and Recurrence Rider Form #RL- CI3-REC-12 Form numbers, provisions and availability may vary by state.

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