

Income Protection Benefits

In addition to health benefits, Thompson Thrift also offers eligible employees income protection benefits. These benefits are intended to provide financial assistance for you and your beneficiaries in the event of disability, accident, or death.

Thompson Thrift offers the following benefits:

LIFE INSURANCE

Thompson Thrift provides each Team Member with \$50,000 of basic life insurance coverage at no cost to you. Benefits do reduce starting at age 65.

You may also elect additional life insurance coverage for yourself and your family.

Team Member	\$10,000 increments up to \$300,000 Guarantee Issue: \$200,000
Team Member's Spouse	\$5,000 increments up to \$150,000 Guarantee Issue: \$50,000
Team Member's Child(ren)	\$1,000 increments up to \$10,000

Please Note: Evidence of insurability may be requested for amounts over the Guarantee Issue.

VOLUNTARY COVERAGE

Thompson Thrift provides you the opportunity to purchase voluntary critical illness, hospital indemnity and accident insurance through Guardian. These benefits are designed to help Team Members offset the financial effects of a catastrophic illness or accident with a lump sum benefit paid directly to you to use as you wish.

Voluntary Coverages	Critical Illness	Hospital Indemnity	Accident Insurance
Type of coverage	Provides a cash payment for serious illnesses such as cancer, heart attack, stroke, etc.	Covers some of the cost associated with a hospital stay.	Provides a cash payment if you suffer and unexpected, qualified accident. Examples include coverage for fractures, burns, concussion, and eye injury.
Benefit Offering	Team Members select a lump sum benefit in \$5,000 increments up to \$25,000. Coverage options are also available for dependents.	\$3,000 per admission (limited to 1 admission per insured and 3 admissions per covered family per year) plus \$100 per day limited to 15 days.	Payments are based on the corresponding accident and pay schedule. In addition, there is an accidental death and dismemberment benefit tied to this coverage.
Rates	Rates based on age, please refer to ADP.	Rates based on age, please refer to ADP	Team Member – Only: \$4.50 Team Member + Spouse: \$7.14 Team Member + Child(ren): \$8.30 Team Member + Family: \$10.95