

After Tax Choices

Guardian

Employer-Sponsored Life And Accidental Death & Dismemberment (AD&D) Insurance

- Employee receives two times your annual compensation* (rounded to the highest \$1,000) up to a maximum of \$450,000.
- You will be charged per pay period the economic benefit of all life insurance amounts over \$50,000 per Section 79 IRC

Base Spouse And Child(ren) Life Insurance

- Spouse: \$20,000 for Life and AD&D Insurance
- Children—14 days to 26 years (26 if full time student): \$5,000
- Cost per pay period: \$2.08
- Log into your www.spiraxsarcobenefits.com/WM account to enroll in this benefit

If a new hire enrolls within their initial enrollment the premium should be deducted the first payday deductions are taken for the employee's enrollment. If they do not enroll for this coverage during their initial enrollment period, then they must be approved by the carrier to bind this coverage (EOI) before deductions are taken.

Additional Employee Life Insurance

- Increments of \$10,000
- Minimum coverage is \$10,000 and maximum coverage is \$500,000.
- There is a guaranteed acceptance amount of \$200,000 which means completion of medical questions is not required if you enroll within your initial enrollment (or subsequent open enrollments).
- This only applies to new coverage or coverage increases.
- Refer to the chart for the life only rates.
- Age based reductions when you are age 65 or older, your life insurance benefits will reduce to:
 - 35% of the life insurance benefit at age 65
 - 50% of the life insurance benefit at age 70
- Log into your www.spiraxsarcobenefits.com/WM account to enroll in this benefit.

Age Bands	Life only Rate per\$1,000
Under Age 29	\$0.06
30-34	\$0.08
35-39	\$0.10
40-44	\$0.14
45-49	\$0.21
50-54	\$0.37
55-59	\$0.63
60-64	\$0.97
65-69	\$1.86
70 and above	\$3.02

Additional Spouse Life Insurance

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- You can purchase Additional Spouse Life Insurance only if you purchase Additional Employee Life Insurance.
- You can select a minimum of \$10,000 to \$250,000 in \$5,000 increments, not to exceed 100% of employee's amount.
- There is a guaranteed acceptance amount of \$50,000 which means completion of medical questions is not required if your spouse enrolls within your initial enrollment (or subsequent open enrollments). This only applies to new coverage or coverage increases.
- Refer to the life only rate chart on page 31. Spouse rate is based off the employee age bracket.
- Log into your www.spiraxsarcobenefits.com/WM account to enroll in this benefit.

Additional Child Life Insurance

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- You may purchase a flat amount of \$10,000 in Life Insurance only per dependent child.
- The cost is the same no matter how many children are to be insured on the plan.
- If you do not enroll for this coverage during your initial enrollment period or subsequent open enrollments, then you and/or your family will be required to answer health questions and be approved by the carrier to bind this coverage (EOI). Watson Marlow, Inc. will not deduct any premiums until you are approved by the carrier in this situation.
- Cost per Pay Period: \$1.68
- Log into your www.spiraxsarcobenefits.com/WM account to enroll in this benefit.

Business Travel Accident Life Insurance

Cigna

You have \$50,000 of business travel accident life insurance.

Salary Continuation— Watson Marlow

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Full time employees are eligible for salary continuation benefits the first of the month following the month in which they complete a 30-day waiting period. The Company has established a uniform procedure when employees are unable to work due to a non-work related illness or injury. An employee of Watson Marlow who is unable to work due to non-occupational illness or injury may apply to have salary continued in the amount shown below during the first 180 days of such disability, depending on the length of the individual's service with the Company.

Years of Service	Amount of Salary Continued
Less than 30 days	Not Eligible
More than 30 days but less than 1 year	Up to 26 weeks at 60%
More than 1 year but less than 5 years	Up to 4 weeks at 100%; balance of 26 weeks at 60%
More than 5 years but less than 10 years	Up to 12 weeks at 100%; balance of 26 weeks at 60%
10 years or more	Up to 26 weeks at 100%

If a new hire enrolls within their initial enrollment the premium should be deducted the first payday deductions are taken for the employee's enrollment. If they do not enroll for this coverage during their initial enrollment period, then they must be approved by the carrier to bind this coverage (EOI) before deductions are taken.