Benefits that may help cover costs such as those not covered by your medical plan.

Accident Insurance Benefits - January 1, 2025 to December 31, 2029

With MetLife, you'll have a choice of two plans (called the "Low Plan" and the "High Plan") that provide payments in addition to any other insurance payments you may receive¹. Here are just some of the covered events/services².

	LOW PLAN			HIGH PLAN			
BENEFIT	BENEFIT LIMITS	EMPLOYEE	SPOUSE	CHILD	EMPLOYEE	SPOUSE	CHILD
PARALYSIS BENEFIT CATEGORY							
Two Limbs (paraplegia or hemiplegia)	NI/A	\$5,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000
Four Limbs (quadriplegia)	N/A	\$10,000	\$10,000	\$10,000	\$20,000	\$20,000	\$20,000

		LC	W PLAN		Н	HIGH PLAN		
BENEFIT	BENEFIT LIMITS	EMPLOYEE	SPOUSE	CHILD	EMPLOYEE	SPOUSE	CHILD	
	ACCIDENTAL IN	JURY BENEFIT	S CATEGO	RY				
	Fractu	re Benefit (Clo	sed)					
Face or Nose (except mandible or maxilla)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000	
Skull Fracture - depressed (except bones of face or nose)		\$1,500	\$1,500	\$1,500	\$3,000	\$3,000	\$3,000	
Skull Fracture - non depressed (except bones of face or nose)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	
Lower Jaw, Mandible (except alveolar process)		\$250	\$250	\$250	\$500	\$500	\$500	
Upper Jaw, Maxilla (except alveolar process)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000	
Upper Arm between Elbow and Shoulder (humerus)	If more than one bone is	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000	
Shoulder Blade (scapula), Collarbone (clavicle, sternum)	fractured, the amount we will pay for all fractures combined will be no more	\$250	\$250	\$250	\$500	\$500	\$500	
Forearm (radius and/or ulna), Hand, Wrist (except fingers)	than 2 times the highest Fracture Benefit.	\$250	\$250	\$250	\$500	\$500	\$500	
Rib		\$250	\$250	\$250	\$750	\$750	\$750	
Finger, Toe		\$100	\$100	\$100	\$200	\$200	\$200	
Vertebrae, Body of (excluding vertebral processes)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	
Vertebral Process		\$250	\$250	\$250	\$500	\$500	\$500	
Pelvis (includes ilium, ischium, pubis, acetabulum except coccyx)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	
Hip, Thigh (femur)		\$1,500	\$1,500	\$1,500	\$3,000	\$3,000	\$3,000	
Соссух		\$250	\$250	\$250	\$500	\$500	\$500	



Leg (tibia and/or fibula)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Kneecap (patella)		\$250	\$250	\$250	\$500	\$500	\$500
Ankle		\$250	\$250	\$250	\$500	\$500	\$500
Foot (except toes)		\$250	\$250	\$250	\$500	\$500	\$500
Chip Fracture		25%	25%	25%	25%	25%	25%
	Fractu	ure Benefit (Op	oen)				
Face or Nose (except mandible or maxilla)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Skull Fracture - depressed (except bones of face or nose)		\$3,000	\$3,000	\$3,000	\$6,000	\$6,000	\$6,000
Skull Fracture - non depressed (except bones of face or nose)		\$2,000	\$2,000	\$2,000	\$4,000	\$4,000	\$4,000
Lower Jaw, Mandible (except alveolar process)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Upper Jaw, Maxilla (except alveolar process)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Upper Arm between Elbow and Shoulder (humerus)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Shoulder Blade (scapula), Collarbone (clavicle, sternum)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Forearm (radius and/or ulna), Hand, Wrist (except fingers)	If more than one bone is fractured, the amount we	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Rib	will pay for all fractures combined will be no more	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Finger, Toe	than 2 times the highest	\$200	\$200	\$200	\$400	\$400	\$400
Vertebrae, Body of (excluding vertebral processes)	Fracture Benefit.	\$2,000	\$2,000	\$2,000	\$4,000	\$4,000	\$4,000
Vertebral Process		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Pelvis (includes ilium, ischium, pubis, acetabulum except coccyx)		\$2,000	\$2,000	\$2,000	\$4,000	\$4,000	\$4,000
Hip, Thigh (femur)		\$3,000	\$3,000	\$3,000	\$6,000	\$6,000	\$6,000
Соссух		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Leg (tibia and/or fibula)		\$2,000	\$2,000	\$2,000	\$4,000	\$4,000	\$4,000
Kneecap (patella)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Ankle		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Foot (except toes)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Chip Fracture		25%	25%	25%	25%	25%	25%
	Dislocat	ion Benefit (C	losed)				
Lower Jaw	If more than one joint is	\$250	\$250	\$250	\$500	\$500	\$500
Collarbone (sternoclavicular)	dislocated, the amount we will pay for all dislocations	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Collarbone (acromioclavicular and separation)	combined will be no more than 2 times the highest	\$250	\$250	\$250	\$500	\$500	\$500
Shoulder (glenohumeral)	Dislocation Benefit.	\$250	\$250	\$250	\$500	\$500	\$500



Rib		\$250	\$250	\$250	\$500	\$500	\$500
Elbow		\$250	\$250	\$250	\$500	\$500	\$500
Wrist		\$250	\$250	\$250	\$500	\$500	\$500
Bone or Bones of the Hand (other than fingers)		\$250	\$250	\$250	\$500	\$500	\$500
Hip		\$1,500	\$1,500	\$1,500	\$3,000	\$3,000	\$3,000
Knee (except patella)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Ankle - Bone or bones of the Foot (other than toes)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
One Toe or Finger		\$50	\$50	\$50	\$100	\$100	\$100
Partial Dislocation		25%	25%	25%	25%	25%	25%
	Disloca	tion Benefit (C	pen)				
Lower Jaw		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Collarbone (sternoclavicular)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Collarbone (acromioclavicular and separation)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Shoulder (glenohumeral)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Rib		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Elbow	If more than one joint is dislocated, the amount we	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Wrist	will pay for all dislocations combined will be no more	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Bone or Bones of the Hand (other than fingers)	than 2 times the highest Dislocation Benefit.	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Hip		\$3,000	\$3,000	\$3,000	\$6,000	\$6,000	\$6,000
Knee (except patella)		\$2,000	\$2,000	\$2,000	\$4,000	\$4,000	\$4,000
Ankle - Bone or bones of the Foot (other than toes)		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
One Toe or Finger		\$100	\$100	\$100	\$200	\$200	\$200
Partial Dislocation		25%	25%	25%	25%	25%	25%
	ا	Burn Benefit					
2nd Degree w/ less than 10% of surface skin burnt		\$50	\$50	\$50	\$100	\$100	\$100
2nd Degree 10-25% surface skin burnt		\$100	\$100	\$100	\$200	\$200	\$200
2nd Degree 25-35% surface skin burnt		\$250	\$250	\$250	\$500	\$500	\$500
2nd Degree 35% or more of surface skin burnt	1 time per accident;	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
3rd Degree w/ less than 10% of surface skin burnt	Unlimited time(s) per calendar year	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
3rd Degree 10-25% surface skin burnt		\$1,000	\$1,000	\$1,000	\$1,500	\$1,500	\$1,500
3rd Degree 25-35% surface skin burnt		\$2,500	\$2,500	\$2,500	\$5,000	\$5,000	\$5,000
3rd Degree 35% or more of surface skin burnt		\$5,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000
	Con	cussion Bene	fit				



Concussion	1 time(s) per calendar year	\$200	\$200	\$200	\$400	\$400	\$400
	C	Coma Benefit					
Coma	1 time(s) per accident; Unlimited time(s) per calendar year	\$5,000	\$5,000	\$5,000	\$10,000	\$10,000	\$10,000
	Lac	eration Benefi	it				
Without repair by stiches		\$25	\$25	\$25	\$50	\$50	\$50
Repaired by stiches but less than 2 inches long	1 time per accident;	\$50	\$50	\$50	\$100	\$100	\$100
Repaired by stiches and 2-6 inches long	3 time(s) per calendar year	\$100	\$100	\$100	\$200	\$200	\$200
Repaired by stiches and over 6 inches long		\$200	\$200	\$200	\$400	\$400	\$400
	Broken Tooth Benefit						
Crown	1 time(s) per accident; Unlimited time(s) per calendar year (applies to all procedures)	\$100	\$100	\$100	\$200	\$200	\$200
Extraction	1 time(s) per accident; Unlimited time(s) per calendar year (applies to all procedures)	\$50	\$50	\$50	\$100	\$100	\$100
Filling	1 time(s) per accident; Unlimited time(s) per calendar year (applies to all procedures)	\$25	\$25	\$25	\$50	\$50	\$50
Eye Injury Benefit							
Eye Injury	1 time(s) per accident; Unlimited time(s) per calendar year	\$200	\$200	\$200	\$300	\$300	\$300

		LC	W PLAN		HI	GH PLAN	
BENEFIT	BENEFIT LIMITS	EMPLOYEE	SPOUSE	CHILD	EMPLOYEE	SPOUSE	CHILD
	MEDICAL TREATMENT A	ND SERVICES	BENEFITS	CATEGO	RY		
	Ground	Ambulance Be	enefit				
Ground Ambulance	1 time(s) per accident; Unlimited time(s) per calendar year	\$200	\$200	\$200	\$300	\$300	\$300
	Air Ambulance Benefit						
Air Ambulance	1 time(s) per accident; Unlimited time(s) per calendar year	\$750	\$750	\$750	\$1,000	\$1,000	\$1,000
	Emerg	ency Care Ber	nefit				
Emergency Room	1 time per accident	\$50	\$50	\$50	\$100	\$100	\$100
Physician's Office	(combined with Non- Emergency Initial Care	\$50	\$50	\$50	\$100	\$100	\$100
Urgent Care	Benefit)	\$75	\$75	\$75	\$150	\$150	\$150



Non-Emergency Initial Care Benefit							
	1 time per accident	ency initial Cal	e benent				I
Non-Emergency Initial Care	(combined with Emergency Care Benefit)	\$25	\$25	\$25	\$75	\$75	\$75
	Medic	al Testing Ben	efit				
Medical Testing (X-rays, MRI/MR, Ultrasound, NCV, CT/CAT, EEG)	2 time(s) per accident; Unlimited time(s) per calendar year	\$100	\$100	\$100	\$200	\$200	\$200
	Physicia	ın Follow-Up B	enefit				
Physician Follow-Up Visit	2 time(s) per accident; 6 time(s) per calendar year	\$75	\$75	\$75	\$150	\$150	\$150
	Trans	sportation Ben	efit				
Transportation	1 time(s) per accident; 2 time(s) per calendar year	\$200	\$200	\$200	\$400	\$400	\$400
	Therap	y Services Be	nefit				
Acupuncture		\$25	\$25	\$25	\$50	\$50	\$50
Chiropractic Therapy		\$25	\$25	\$25	\$50	\$50	\$50
Cognitive Behavioral Therapy		\$25	\$25	\$25	\$50	\$50	\$50
Occupational Therapy	10 time(s) per accident; Unlimited time(s) per	\$25	\$25	\$25	\$50	\$50	\$50
Physical Therapy	calendar year	\$25	\$25	\$25	\$50	\$50	\$50
Respiratory therapy		\$25	\$25	\$25	\$50	\$50	\$50
Speech Therapy		\$25	\$25	\$25	\$50	\$50	\$50
Vocational Therapy		\$25	\$25	\$25	\$50	\$50	\$50
		Pain Benefit					
Pain Management (for Epidural Anesthesia)	1 time(s) per accident; Unlimited time(s) per calendar year	\$50	\$50	\$50	\$100	\$100	\$100
	Prosth	etic Device Be	nefit				
One Device Only	1 time(s) per accident; Unlimited time(s) per	\$500	\$500	\$500	\$750	\$750	\$750
More than One Device	calendar year	\$1,000	\$1,000	\$1,000	\$1,500	\$1,500	\$1,500
	Medica	l Appliance Be	nefit				
Brace		\$50	\$50	\$50	\$100	\$100	\$100
Cane		\$50	\$50	\$50	\$100	\$100	\$100
Crutches		\$50	\$50	\$50	\$100	\$100	\$100
Walker - expected use < 1yr		\$100	\$100	\$100	\$200	\$200	\$200
Walker - expected use >=1 yr		\$250	\$250	\$250	\$500	\$500	\$500
Walking Boot		\$50	\$50	\$50	\$100	\$100	\$100
Wheel chair or motorized scooter - expected use < 1yr		\$100	\$100	\$100	\$200	\$200	\$200



Wheel chair or motorized scooter - expected use >=1yr		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Other medical device used for Mobility		\$50	\$50	\$50	\$100	\$100	\$100
Medical Appliance Benefit Limit (for all appliances combined per accident)		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
	Mod	lification Bene	fit				
Modification	1 time(s) per accident; Unlimited time(s) per calendar year	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Blood/ Plasma/ Platelets Benefit							
Blood/Plasma/Platelets	1 time(s) per accident; Unlimited time(s) per calendar year	\$300	\$300	\$300	\$400	\$400	\$400
Surgery Benefits							
Surgical Repair - Cranial		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Surgical Repair – Hernia		\$100	\$100	\$100	\$200	\$200	\$200
Surgical Repair – Ruptured Disc		\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Surgical Repair – Skin Graft Benefit		50%	50%	50%	50%	50%	50%
Surgical Repair – Torn Cartilage in Knee	1 time(s) per accident;	\$500	\$500	\$500	\$750	\$750	\$750
Surgical Repair – Torn tendon/ligament/rotator cuff - one	Unlimited time(s) per calendar year	\$500	\$500	\$500	\$750	\$750	\$750
Surgical Repair – Torn tendon/ligament/rotator cuff - two or more		\$1,000	\$1,000	\$1,000	\$1,500	\$1,500	\$1,500
Surgical Repair – Thoracic Cavity or Abdominal Pelvic Cavity		\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000
Exploratory Surgery (for any Surgery Benefit procedure)		\$100	\$100	\$100	\$200	\$200	\$200
	Other Out	oatient Surgery	/ Benefit				
Other Outpatient Surgery Benefit	1 time(s) per accident; Unlimited time(s) per calendar year	\$200	\$200	\$200	\$400	\$400	\$400

		LOW PLAN		HIGH PLAN			
BENEFIT	BENEFIT LIMITS	EMPLOYEE	SPOUSE	CHILD	EMPLOYEE	SPOUSE	CHILD
	ACCIDENT - HOS	PITAL BENEFI	TS CATEG	ORY			
Hospital Admission Benefit							
Admission	1 time per accident;	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
ICU Supplemental Admission (paid in addition to Admission)	Unlimited times per calendar year	\$500	\$500	\$500	\$1,000	\$1,000	\$1,000
Hospital Confinement Benefit							



Confinement	15 days per accident. Payable after the first day	\$100	\$100	\$100	\$200	\$200	\$200
ICU Supplemental Confinement (paid in addition to Confinement)	of admission. ICU Supplemental Confinement will pay an additional benefit for 15 of those days.	\$100	\$100	\$100	\$200	\$200	\$200
	Inpatient	Rehabilitation	Benefit				
Inpatient Rehabilitation	15 days per accident; 30 days per calendar year	\$100	\$100	\$100	\$200	\$200	\$200

		LOW PLAN		HIGH PLAN			
BENEFIT	BENEFIT LIMITS	EMPLOYEE	SPOUSE	CHILD	EMPLOYEE	SPOUSE	CHILD
	OTHER BENEFITS CATEGORY						
Lodging Benefit	15 day(s) per calendar year	\$100	\$100	\$100	\$200	\$200	\$200

Organized Sports Activity Injury Benefit Rider

This coverage includes an Organized Sports Activity Benefit Rider. The rider increases the amount payable under the Certificate for certain benefits by 25% for injuries resulting from an accident that occurred while participating as a player in an organized sports activity. The rider sets forth terms, conditions and limitations, including the covered persons to whom the rider applies.

- * Notes Regarding Certain Benefits Fracture and Dislocation benefits Chip fractures are paid at 25% of the applicable fracture benefit and partial dislocations are paid at 25% of the applicable dislocation benefit.
- Hospital Benefits Hospital does not include certain facilities such as nursing homes, convalescent care or extended care facilities. See MetLife's Disclosure Statement or Outline of Coverage/Disclosure Document for full details.
- Lodging Benefit The lodging benefit is not available in all states. It provides a benefit for a companion accompanying a covered insured while hospitalized, provided that lodging is at least 50 miles from the insured's primary residence.
- Organized Sports Activity Injury Benefit Rider The rider is not available in all states. Proof of registration in an Organized Sports Activity in which an Accident occurred is required at time of claim. See your certificate for details.

Benefit Payment Example

Kathy's daughter, Molly, was riding her bike to school. On her way there she fell to the ground, was knocked unconscious, and was taken to the local emergency room (ER) by ambulance for treatment. The ER doctor diagnosed a concussion and a broken tooth. He ordered a CT scan to check for facial fractures too, since Molly's face was very swollen. Molly was released to her primary care



physician for follow-up treatment, and her dentist repaired her broken tooth with a crown. Depending on her health insurance, Kathy's out-of-pocket costs could run into hundreds of dollars to cover expenses like insurance co-payments and deductibles. MetLife Group Accident Insurance payments can be used to help cover these unexpected costs.

Covered Event ³	Low/High Benefit Amount
Ambulance (ground)	\$200/\$300
Emergency Care	\$50/\$100
Physician Follow-Up	\$75/\$150
Medical Testing	\$100/\$200
Concussion	\$200/\$400
Broken Tooth (repaired by crown)	\$100/\$200
Benefits paid by MetLife Group Accident Insurance	\$725/\$1,350

Benefit amount is based on a sample MetLife plan design. Actual plan design and benefits may vary.

Questions & Answers

- Q. Who is eligible to enroll for this accident coverage?
- A. You are eligible to enroll yourself and your eligible family members!⁴ You need to enroll during your Enrollment Period and to be actively at work for your coverage to be effective.
- Q. How do I pay for my accident coverage?
- A. Premiums will be paid through payroll deduction, so you don't have to worry about writing a check or missing a payment.
- Q. What happens if my employment status changes? Can I take my coverage with me?
- A. Yes, you can take your coverage with you.⁵ You will need to continue to pay your premiums to keep your coverage in force. Your coverage will only end if you stop paying your premium or if your employer offers you similar coverage with a different insurance carrier.
- Q. Who do I call for assistance?
- A. Contact a MetLife Customer Service Representative at 1 800- GET-MET8 (1-800-438-6388), Monday through Friday from 8:00 a.m. to 8:00 p.m., EST. Or visit our website: mybenefits.metlife.com.

Insurance Rates

MetLife offers group rates and payroll deduction, so you don't have to worry about writing a check or missing a payment! Your employee rates are outlined below.

Accident Insurance	Monthly Cost to You	
Coverage Options	Low Plan	High Plan
Employee	\$4.00	\$7.42
Employee & Spouse	\$8.01	\$14.85
Employee & Child(ren)	\$9.44	\$17.51
Employee & Spouse/Child(ren)	\$11.49	\$21.31

¹ Covered services/treatments must be the result of a covered accident or sickness as defined in the group policy/certificate. See your Disclosure Statement or Outline of Coverage/Disclosure Document for full details.

² Availability of benefits varies by state. See your Disclosure Statement or Outline of Coverage/Disclosure Document for state variations.



³ Benefits and amounts are based on sample MetLife plan design. Plan design and plan benefits may vary.

⁵ Eligibility for portability through the Continuation of Insurance with Premium Payment provision may be subject to certain eligibility requirements and limitations. For more information, contact your MetLife representative.

METLIFE'S ACCIDENT INSURANCE IS A LIMITED BENEFIT GROUP INSURANCE POLICY. The policy is not intended to be a substitute for medical coverage and certain states may require the insured to have medical coverage to enroll for the coverage. The policy or its provisions may vary or be unavailable in some states. Like most group accident and health insurance policies, policies offered by MetLife may include waiting periods and contain certain exclusions, limitations and terms for keeping them in force. For complete details of coverage and availability, please refer to the group policy form GPNP12-AX or contact MetLife.

Benefits are underwritten by Metropolitan Life Insurance Company, New York, NY. Hospital does not include certain facilities such as nursing homes, convalescent care or extended care facilities. See MetLife's Disclosure Statement or Outline of Coverage/Disclosure Document for full details.



⁴ Coverage is guaranteed provided (1) the employee is actively at work and (2) dependents to be covered are not subject to medical restrictions as set forth on the enrollment form and in the Certificate. Some states require the insured to have medical coverage. Children may be covered to age 26.