



## Life and AD&D

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Life and Accidental Death and Dismemberment (AD&D) insurance through Lincoln, provides financial security to you and your family if you pass away or become seriously injured. All Palantirians are covered with Basic Life and AD&D. You have the option to purchase Voluntary Life at discounted rates.

- **Basic Life and AD&D:** As an eligible employee, you receive both Basic Life and Basic AD&D insurance equal to 2 times your annual earnings to a maximum of \$1,000,000. Coverage exceeding \$50,000 is subject to imputed income. This means the premium for any amount over \$50,000 must be included as income and will be subject to Social Security and Medicare taxes, which may be reflected in your paycheck. The cost of Basic Life and AD&D coverage is sponsored by Palantir.
- **Voluntary Life and AD&D:** In addition to Basic Life and AD&D, you may buy voluntary Life and AD&D coverage at discounted rates that you may not be able to secure on your own. The chart below describes the amounts of coverage you can buy for yourself, your spouse, and your child(ren).

## What is EOI?

Evidence of Insurability (EOI) is the process of providing health information to qualify for certain types of insurance coverage. If you elect voluntary Life and AD&D coverage above the guaranteed issue limit or outside of the guaranteed issue period, you will be required to submit a health questionnaire (in some cases, a physical exam may be required). Your questionnaire will be reviewed by Lincoln and you will be notified of their decision directly.

<b>Benefit Features</b>	<b>Voluntary Life and AD&amp;D Options*</b>		
	<b>Employee</b>	<b>Spouse</b>	<b>Dependent Child(ren) (under age 26)</b>
<b>Coverage Options</b>	Increments of \$10,000	Increments of \$5,000	\$10,000
<b>Maximum</b>	The lesser of 5 times your basic annual earnings or \$1,000,000	\$5,000 increments to a maximum of \$250,000 (not to exceed 50% of employee's Optional Life Benefit)	\$10,000
<b>Guaranteed Issue Amount</b>	\$300,000	\$50,000	
<b>Guaranteed Issue Period</b>	Within 30 days of benefits eligibility or a qualifying life event		

\*Evidence of Insurability (EOI) may be required.

## How much voluntary Life and AD&D insurance should I buy?

When deciding how much voluntary Life and AD&D coverage to buy, consider the following three factors:

- How much will your dependents need to pay debts, such as a mortgage, car loan, or credit card balances?
- How much do your dependents need to maintain their current standard of living?
- What kind of future would you like to provide for your dependents or others who depend on you for financial support?

## Who should be my beneficiary?

You may choose anyone to be the beneficiary of your Life and AD&D policy in the event of your death or serious injury. Once you select your beneficiary, your designation will remain unchanged until you submit a new beneficiary designation form. We encourage you to periodically review your beneficiary designations to ensure they are up to date and accurate. You may change your beneficiary as often as you wish by contacting Human Resources.

Voluntary Life Premiums		
	Employee / Spouse	Child(ren)
	Per \$1,000 of coverage	
Under age 30	\$0.038	
30-34	\$0.040	
35-39	\$0.050	
40-44	\$0.074	
45-49	\$0.118	
50-54	\$0.184	
55-59	\$0.294	\$0.290 per \$1,000 of coverage

60-64	\$0.443
65-69	\$0.805
70+	\$1.369

### Voluntary AD&D Premiums

**Employee/Spouse/Child**  
\$0.017/\$1,000 of coverage

### Supplemental Information:

- [Basic Life & AD&D Summary](#)
- [Voluntary Life & AD&D Summary](#)

- [About Us](#)
- [Careers](#)
- [Contact Us](#)