# Life and AD&D FAQs

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# Definitions

**Basic and Optional Group Term Life Insurance:** Life insurance helps you protect those who matter most to you by providing a cash benefit after a covered loss or death. This can help your family avoid financial struggles that can accompany death, and your beneficiaries can use the payout for expenses, including:

- Paying everyday expenses like rent/mortgage, groceries, and utilities
- Paying home loans, car loans, and credit cards
- Covering current and future education costs
- Providing for final expenses, including the cost of a funeral
- Protecting retirement plans and savings accounts

**Basic and Optional Group Term Accidental Death & Dismemberment Insurance:** AD&D offers additional coverage in the event of a covered accident. Evidence of Insurability is never required for AD&D coverage.

- For your loved ones, if you die in an accident, they will receive a cash benefit in addition to what they receive from life insurance.
- For you, if you suffer a covered loss in an accident, such as losing a limb or your eyesight, you can receive a cash payment.

**Imputed Income:** A tax on the values of certain company-provided benefits that the IRS requires you to report as taxable wages. If your basic life insurance coverage exceeds a certain amount, then imputed income will apply on your paychecks as “Group Term Life”.

**Evidence of Insurability (EOI):** Also referred to as EOI or statement of good health which may be required due to your election of Optional employee or Optional spouse/partner coverage.

**Coverage excluded from EOI:** Evidence of Insurability is never required for AD&D coverage nor for child life coverage.

**Guarantee Issue (GI):** Also called the Non-Medical Maximum, this is the highest coverage amount—based on salary or increment level—that can be approved without requiring Evidence of Insurability (EOI). Any coverage exceeding this limit will require EOI, even if the requested increase falls within the salary or benefit increment allowed during the enrollment event.

## Enrollment Periods

- **Initial Enrollment Period:** The period in which a newly hired or newly eligible employee can elect benefits (up to 30 days from date of hire or date of becoming eligible).
- **Annual Enrollment Period:** The period set by NVIDIA in which existing employees may enroll/update coverage, typically in November of each year.

## Family Status Change or Qualified Status Change

- The Employee's marriage or divorce
- The Employee's filing or rescinding of a Domestic Partner Certification
- The birth of a child to the Employee
- The adoption of a child by the Employee
- The death of the Employee's spouse, domestic partner, or child
- The commencement or termination of employment of the Employee's Spouse or Domestic Partner
- The change from part-time employment to full-time employment by the Employee or the Employee's Spouse or Domestic Partner
- The taking of unpaid leave of absence by the Employee or the Employee's Spouse or Domestic Partner

## Basic Life and AD&D Insurance

- **Employee Coverage:** You choose either 2.5 times your annual earnings or a flat benefit of $50,000.
- **Spouse/Partner Coverage:** You choose either $25,000 or $2,000.
- **Child Coverage:** You choose either $5,000 or $2,000.
- **Default Coverage:** You will default to the higher coverage amounts shown above automatically for yourself, your spouse/partner, and your child(ren), but may elect to opt down for tax purposes if desired. Imputed income will apply for Basic Employee Life over $50,000 and Basic Dependent Life over $2,000.
- **Age Reduction:** Basic and Optional Life coverage for you and your spouse/partner is subject to age reduction on January 1st following the date the covered person attains the applicable age. At age 70, the benefit amount reduces to 65%, at age 75, the benefit amount reduces to 50%, and at age 80, the benefit amount reduces to 35%. For your spouse/partner, the age reduction schedule will be based on your spouse/partner's age.

- **Rounding:** If the coverage amount for Basic and Optional Employee Life and AD&D is not a multiple of $1,000, this amount will be rounded up to the next $1,000.

## Optional Life and AD&D Insurance

- **Employee Coverage:** You may elect 1 to 8 times your annual earnings, rounded to the next highest $1,000, to a maximum of $1,000,000.
- **Spouse/Partner Coverage:** You may elect coverage in increments of $10,000 up to a maximum of $500,000.
- **Child Coverage:** You may elect coverage in increments of $2,500 up to a maximum of $30,000.
- **Optional Spouse/Partner and Child(ren) Additional Maximum:** Coverage cannot exceed 100% of the combined basic and optional life coverage amount you have for yourself.
- **Election Information:**
    - You may choose Optional Life and Optional AD&D coverage amounts independently of one another (they do not have to match).
    - You do not have to have Optional Employee Life or Optional Employee AD&D Coverage to elect these coverages for your Spouse/Partner or Child(ren).
- **Age Reduction:** Basic and Optional Life coverage for you and your spouse/partner is subject to age reduction on January 1st following the date the covered person attains the applicable age. At age 70, the benefit amount reduces to 65%, at age 75, the benefit amount reduces to 50%, and at age 80, the benefit amount reduces to 35%. For your spouse/partner, the age reduction schedule will be based on your spouse/partner's age.
- **Rounding:** If the coverage amount for Basic and Optional Employee Life and AD&D is not a multiple of $1,000, this amount will be rounded up to the next $1,000.
- **Guarantee Issue:**
    - **Optional Employee:** The lesser of 4 times annual earnings or $600,000
    - **Optional Spouse/Partner:** $50,000*

**If an election for Optional Spouse/Partner coverage during annual enrollment results in a one-level increase, and that increase reaches the $50,000 Guarantee Issue (GI) limit, Evidence of Insurability (EOI) will **not** be required.*

# Evidence of Insurability (EOI) Information

**Life Insurance Evidence of Insurability:**

| Benefit Plan | Benefit Summary | Guarantee Issue (GI) | Initial Enrollment | Family Status Change/Qualified Status Change | Ongoing Annual Enrollment Periods |
|---|---|---|---|---|---|
| **Basic Employee Life** | 2.5x Earnings to a maximum of $2,500,000 or $50,000 | $1,000,000 | Automatically enrolled. Paid for by NVIDIA. | Automatically enrolled. Paid for by NVIDIA. | Automatically enrolled. Paid for by NVIDIA. |
| **Basic Spouse/Partner Life** | $25,000 or $2,000 | N/A | Automatically enrolled. Paid for by NVIDIA. | Automatically enrolled. Paid for by NVIDIA. | Automatically enrolled. Paid for by NVIDIA. |
| **Basic Child(ren) Life** | $5,000 or $2,000 | N/A | Automatically enrolled. Paid for by NVIDIA. | Automatically enrolled. Paid for by NVIDIA. | Automatically enrolled. Paid for by NVIDIA. |
| **Optional Employee Life** | 1x Earnings - 8x Earnings to a max of $1,000,000 | The lesser of 4x earnings or $600,000 | Can enroll up to the GI without EOI. All coverage amounts above the GI require EOI. | Increases of 1x earnings allowed without EOI, up to the GI amount.<br><br>Any increase above 1x earnings or any increase that puts coverage above the GI amount will require EOI. | Increases of 1x earnings allowed without EOI, up to the GI amount.<br><br>Any increase above 1x earnings or any increase that puts coverage above the GI amount will require EOI. |
| **Optional Spouse/Partner Life** | $10k Increments to a max of $500,000 | $50,000 | Can enroll up to the GI without EOI. All coverage amounts above the GI require EOI. | Increases of $10,000 are allowed without EOI, up to the GI amount.<br><br>Any increase above $10,000 or any increase that puts coverage above the GI amount will require EOI. | Increases of $10,000 allowed without EOI, regardless of the GI amount.<br><br>Any increase above $10,000 will require EOI. |
| **Optional Child(ren) Life** | $2,500 increments to a maximum of $30,000 | N/A | EOI not required | EOI not required | EOI not required |

- **Coverage excluded from EOI:** Evidence of Insurability is never required for AD&D coverage nor for child life coverage.
- **Submitting Evidence of Insurability:** You can submit your Evidence of Insurability online through MyLincolnPortal. This can also be accessed directly from NVIDIA's Leave of Absence site (NVINFO > My Info > Leave of Absence (U.S.) for a secure connection to Lincoln's online portal. Once you reach the MyLincolnPortal homepage, you can follow the steps below to submit your application:

1. You will select "Evidence of Insurability" shortcut on the employee home page to start the process.
2. Once in the application process, you will need to verify your identity via SSN.
3. Once you have confirmed your identity and added why you are submitting an EOI application, you will be able to select who is applying for coverage, which coverages are needed, and review and verify your remaining applicant information.
4. Once you have reviewed all information, you will be able to read through the acknowledgements, e-sign your application, and submit your application for review.
5. Based on your responses, your status may vary once the application is complete.

- **Submitting EOI without a Social Security Number:** EOI requires an SSN. If you or your spouse/partner does not have a valid SSN, a paper submission will be required. The paper form can be obtained via MyLincolnPortal or NVIDIA's Benefits Enrollment Site under Resource Library.
- **EOI Decisions:**
  - **Online:** If submitted online and approved, you will receive a real-time decision on the screen. If additional information is needed, you'll see a message thanking you for your submission and advising that Lincoln will be in touch soon. If your application is not approved in real time, you will be able to track the status on the portal within 24 hours.
  - **Paper Submission**: If additional information is needed to make a decision, you will receive a letter advising you of the additional information needed, along with a due date.
  - **Determination:** Once a determination is made, you will receive a letter advising you of the decision, and Lincoln will also notify your benefits administrator of the decision, coverage(s) impacted, and effective date of coverage.

## Contact Information

If you have any questions regarding the contents of this FAQ, please email nvidialeaves@lfg.com.  For questions pertaining to Life and AD&D claims, please call 1-888-787-2129.

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