

# Company-paid life insurance

Whether you are single or married, your loved ones will have expenses as a result of your death. That's why Walmart automatically provides you with life insurance at no cost to you. Your company-paid life insurance benefit can help pay for your funeral, any credit card balances, or other debts and expenses you may leave behind.

COMPANY-PAID LIFE INSURANCE RESOURCES		
Find What You Need	Online	Other Resources
Change your beneficiary designation	Go to the <a href="#">WIRE</a> or <a href="#">WalmartOne.com</a>	Beneficiary changes cannot be made over the phone
<ul style="list-style-type: none"> <li>• Get more details about company-paid life insurance</li> <li>• Request an accelerated benefit</li> <li>• Get details about continuing your insurance</li> </ul>		Call Prudential at <b>877-740-2116</b>
File a claim		Call Prudential at <b>877-740-2116</b>

## What you need to know about company-paid life insurance

- Wal-Mart Stores, Inc. provides all full-time associates (including full-time hourly pharmacists, field Logistics associates, full-time truck drivers, field supervisor positions in stores and clubs, management trainees, California pharmacists, full-time hourly Vision Center managers and walmart.com functional non-exempt associates) and management associates with company-paid life insurance — there is no cost to you.
- No enrollment is necessary. Coverage will become effective after any applicable waiting period. See the [Eligibility and Enrollment](#) chapter for details.
- Your coverage amount is equal to your pay, including overtime and bonuses, during the previous 26 pay periods of active status (52 pay periods if paid weekly) prior to your death, rounded to the nearest \$1,000, up to a maximum of \$50,000. This company-paid insurance is provided through The Prudential Insurance Company of America (Prudential).
- An early payout due to terminal illness is available.
- In addition, if your death occurs outside of a 100-mile radius of your home, there is a benefit for expenses that are incurred to return your body to either a preferred location within the United States or to your residence at the time of death. The benefit includes expenses for embalming, cremation, a coffin and transportation of the remains. The benefit is the lesser of the cost to return your remains or \$10,000.
- This policy has no cash value.

## Naming a beneficiary under your company-paid life insurance

In order to ensure your company-paid life insurance benefit is paid according to your wishes, you must name a beneficiary(ies). You may do this by going to the [WIRE](#) or [WalmartOne.com](#).

You can name anyone you wish. If the beneficiary(ies) you have listed with the company differs from those named in your will, the list that the company has prevails.

The following information is needed when naming your beneficiary(ies):

- Beneficiary(ies) name
- Beneficiary(ies) current address
- Beneficiary(ies) phone number
- Beneficiary(ies) relationship to you
- Beneficiary(ies) Social Security number
- Beneficiary(ies) date of birth
- The percentage you wish to designate per beneficiary up to 100%.

If two or more beneficiaries are designated and their shares are not specified, they will share the insurance benefit equally. If a named beneficiary dies before you, that beneficiary's interest will end, and will be shared equally by any remaining beneficiary(ies) unless your beneficiary form states otherwise.

You can name a minor as a beneficiary; however, Prudential may not be legally permitted to pay the minor until the minor reaches legal age. You may want to consult with an attorney or an estate planner before naming a minor as a beneficiary. If you name a minor as a beneficiary, funeral expenses cannot be paid from the minor's beneficiary proceeds.

### IF YOU DO NOT NAME A BENEFICIARY

If no beneficiary is named, payment will be made to your surviving family member(s) in the following order:

1. Widow or widower or partner of the deceased; if not surviving, then
2. Children in equal shares; if not surviving, then
3. Parents in equal shares; if not surviving, then
4. Siblings in equal shares; if not surviving, then
5. Executor or administrator of your estate.

## When your company-paid life insurance coverage begins

You must be actively-at-work in order for your coverage to become effective. You will be considered actively-at-work on a day that is one of your scheduled work days if you are performing in the usual way all of the regular duties of your job. See the [Eligibility and enrollment](#) chapter for details.

## Additional benefits

Benefits are payable under the following circumstances:

- If a dependent child is born alive and dies within 60 days of birth and was not enrolled in optional dependent life insurance prior to the loss — with a live birth certificate and a death certificate — Prudential will pay a \$2,000 benefit only.
- If a dependent child is stillborn, Prudential will pay a \$2,000 benefit. A stillborn child is defined as an eligible associate's natural-born child whose death occurs before expulsion, extraction or delivery and whose fetal weight is 350 grams or more; or, if fetal weight is unknown, whose duration in utero was 20 or more complete weeks of gestation. If both the mother and father of the stillborn child work at Walmart, each associate is eligible to submit a claim for this benefit separately, for a total of \$4,000.

## An early payout due to terminal illness

If you are terminally ill, you may elect to receive up to 50% of the amount your beneficiary(ies) would have received upon your death, while you are still living. Payment may be made in a lump sum or 12 equal monthly installments. Upon your death, your beneficiary(ies) will receive the remaining 50% (plus any amount of the early payout not yet received at the time of your death). This benefit is referred to as the "accelerated benefit."

If you terminate from the company after you have received (or begun to receive) the accelerated death benefit, you will need to convert the policy in order for your beneficiary(ies) to receive the remaining balance upon your death. If you do not convert the policy upon termination of your employment, there will be no benefit payout for your beneficiary(ies). See the [Continuing your company-paid life insurance after you leave Walmart](#) section in this chapter for details on conversion.

You are terminally ill if:

- There is no reasonable prospect of recovery;
- Death is expected within 12 months; and
- A doctor can certify the illness or injury as terminal.

There may be some circumstances when the accelerated benefit will not be paid. Contact Prudential at **877-740-2116** for details.

Tax laws are complex. Please consult with a tax professional to assess the impact of this benefit.

## Filing a claim

Within 12 months of the covered associate's death, contact Prudential at **877-740-2116** and provide the following information regarding the deceased associate:

- Name;
- Social Security number;
- Date of death; and
- Cause of death (if known).

An original or certified copy of the death certificate may be required as proof of death. Mail the death certificate to:

**The Prudential Insurance Company of America  
Group Life Claim Division  
P.O. Box 8517  
Philadelphia, PA 19176**

The claim will not be finalized until the death certificate is received. Acceptance of the death certificate is not a guarantee of payment.

Claims will be determined under the time frames and requirements set out in the [Claims and appeals](#) chapter. Your beneficiary(ies) has the right to appeal a claim denial.

Benefits are paid according to the terms of the insurance policy. For more details, contact Prudential at **877-740-2116**.

## When benefits are not paid

Benefits will not be paid to any beneficiary(ies) who engaged in an illegal act that resulted in the death of the associate. Instead, the benefit would go to another eligible beneficiary or to your estate.

It's important to update your beneficiary information annually. Keep in mind, proceeds will go to whoever is listed on your beneficiary form with the company, regardless of your current relationship with that person. You can change your beneficiary(ies) at any time on the [WIRE](#) or [WalmartOne.com](#).

## When coverage ends

Your company-paid life insurance coverage ends:

- At termination of your employment;
- On the last day of the pay period when your job status changes to part-time;
- On the date of your death;
- On the date that you lose eligibility;
- On the last day of an approved leave of absence (unless you return to work); or
- When the benefit is no longer offered by the company.

This policy has no cash value.

## EstateGuidance®

EstateGuidance offers you the convenience of online will preparation from your personal computer at no cost to you. Wills ensure that your assets will be distributed in accordance with your wishes and allow you to name a guardian to take care of your minor children. To complete the online will questionnaire, log on to [willguidance.com](#), password: **WMTWILL**.

**NOTE:** If the beneficiary(ies) you have listed with the company differs from those named in your will, the list that the company has prevails.

## Continuing your company-paid life insurance after you leave Walmart

In most circumstances, you will have two options to continue your company-paid life insurance if your group life coverage ends. The first option, called **portability**, allows you to continue all or a portion of your current coverage through a group term policy with Prudential. The second option, called **conversion**, allows you to convert all or a portion of your coverage to a Prudential individual policy.

You must apply for portability or conversion within 31 days of the date your company-paid coverage ends. If you die within 31 days of a qualifying loss of coverage and before electing portability or conversion of your life insurance coverage, Prudential will pay a death benefit to your beneficiary. The benefit will be paid based on the amount of coverage in effect prior to the qualifying loss of coverage, even if you did not apply for portability or conversion of your coverage.

**Portability** enables you to maintain similar term life insurance with Prudential after your employment ends if certain conditions are met. Proof of Good Health is required to port your coverage. If you do not pass or submit proof of Good Health, you will be eligible to convert your company-paid life insurance to an individual policy, as described below.

You will be able to apply for term life coverage under the portability feature if you meet all of these conditions:

1. Your company-paid life coverage ends for any reason other than:
  - a. your failure to pay premiums while you were an active associate; or
  - b. you leave the company due to a disability; or
  - c. Walmart changes group life insurance carriers and you are, or become eligible, within the next 31 days.
2. You meet the actively-at-work requirement on the day your company-paid insurance ends.
3. You are less than age 80.
4. Your amount of insurance is at least \$20,000 on the day your company-paid insurance ends.

If you meet these conditions, you will have 31 days from your termination date to contact Prudential and enroll.

**Conversion** is a required Plan provision that allows you to convert your life insurance coverage to an individual policy. Rates are based on an individual's age and amount converted. You have 31 days from the termination date of coverage to request to convert your coverage to an individual policy. If your death occurs during the 31-day conversion period, the death benefit will be payable up to the amount that could have been converted.

For residents of Minnesota, you may elect to continue coverage at your expense if your employment is terminated either voluntarily or involuntarily, or if you are laid off, as long as the group policy is still in force with the employer. Coverage may be continued until you obtain coverage under another group policy or you return to work from layoff; however, the maximum period that coverage may be continued is 18 months.

To request information on portability or conversion, call Prudential at **877-740-2116**.

## If you leave the company and are rehired

If you return to work within 30 days, you will automatically be re-enrolled (or enrolled in the most similar coverage offered under the Plan).

If you return to work after 30 days, you will be considered newly eligible and will be required to complete the applicable eligibility waiting period. See the **Eligibility and enrollment** chapter for details.



# Optional associate life insurance

You protect your family every day — your paycheck keeps a roof over their heads and food on the table, you use seat belts and child safety seats and you plan for your family’s college and retirement expenses. What would happen to your family if you died? Would they be forced to deal with a desperate financial situation along with emotional devastation? In addition to your Walmart-provided life insurance, optional associate life insurance protects your family financially during a difficult time.

OPTIONAL ASSOCIATE LIFE INSURANCE RESOURCES		
Find What You Need	Online	Other Resources
Change your beneficiary designation	Go to the <a href="#">WIRE</a> or <a href="#">WalmartOne.com</a>	Beneficiary changes cannot be made over the phone
<ul style="list-style-type: none"> <li>• Get more details about life insurance</li> <li>• Request an accelerated benefit</li> <li>• Get details about continuing your insurance</li> </ul>		Call Prudential at <b>877-740-2116</b>
File a claim		Call Prudential at <b>877-740-2116</b>

## What you need to know about optional associate life insurance

- All full-time hourly associates (including full-time hourly pharmacists, field Logistics associates, full-time truck drivers, field supervisor positions in stores and clubs, management trainees, California pharmacists, full-time hourly Vision Center managers and walmart.com functional non-exempt associates) and management associates can enroll in optional associate life insurance.
- Depending on the coverage amount you choose and when you enroll, you may be required to provide Proof of Good Health.
- You can enroll in, change or drop life insurance at any time, but if you enroll at any time other than your initial enrollment period, you will have to provide Proof of Good Health.
- An early payout due to terminal illness is available.
- This policy is term life insurance. Therefore, it has no cash value.

## Enrolling in optional associate life insurance

All full-time hourly associates and management associates can enroll in optional associate life insurance in addition to the company-paid life insurance provided by Walmart. Your coverage choices for optional associate life insurance depend on whether you are a full-time hourly associate or a management associate, as follows:

If you are a full-time hourly associate, your coverage choices for optional associate life insurance are:

- \$25,000
- \$50,000
- \$75,000
- \$100,000
- \$150,000
- \$200,000

If you are a management associate, your coverage choices for optional associate life insurance are:

- \$25,000
- \$50,000
- \$75,000
- \$100,000
- \$150,000
- \$200,000
- \$300,000
- \$500,000
- \$750,000
- \$1,000,000

**NOTE:** To be eligible for this benefit as a management associate, you must be classified in the company's payroll system as a management associate, management trainee, California pharmacist or full-time truck driver.

For all associates (full-time hourly or management), Proof of Good Health may be required when you enroll, depending on the coverage amount you choose and when you enroll.

This policy has no cash value.

It's important to update your beneficiary information annually. Keep in mind, proceeds will go to whoever is listed on your beneficiary form with the company, regardless of your current relationship with that person. You can change your beneficiary(ies) at any time on the [WIRE](#) or [WalmartOne.com](#).

If you die, your beneficiary(ies) may receive a lump sum payment for the coverage amount you select. Optional associate life insurance is insured by The Prudential Insurance Company of America (Prudential).

The cost of optional associate life insurance is based on the coverage amount you select, your age and whether you are eligible for tobacco-free rates.

All associates (full-time hourly or management) can enroll in optional associate life insurance at any time. Proof of Good Health is required if you enroll after your initial enrollment period. Also, you can change or drop coverage at any time. However, if you want to increase your coverage or re-enroll after dropping coverage, you will be required to provide Proof of Good Health.

### PROVIDING PROOF OF GOOD HEALTH

Proof of Good Health is required for optional associate life insurance if:

- The coverage amount selected is above \$25,000 during your initial enrollment period;
- You enroll after your initial enrollment period for any amount; or
- You increase your coverage after your initial enrollment period.

Proof of Good Health includes completing a questionnaire regarding your medical history and possibly having a medical exam. The Proof of Good Health questionnaire is made available when you enroll.

## Naming a beneficiary

In order to ensure that your life insurance benefit is paid according to your wishes, you must name a beneficiary(ies) to receive your optional associate life insurance benefit if you die. You may do this by going to the [WIRE](#) or [WalmartOne.com](#).

You can name anyone you wish. If the beneficiary(ies) you have listed with the company differs from those named in your will, the list that the company has prevails.

The following information is needed when naming your beneficiary(ies):

- Beneficiary(ies) name
- Beneficiary(ies) current address
- Beneficiary(ies) phone number
- Beneficiary(ies) relationship to you
- Beneficiary(ies) Social Security number
- Beneficiary(ies) date of birth
- The percentage you wish to designate per beneficiary, up to 100%.

If two or more beneficiaries are designated and their shares are not specified, they will share the insurance benefit equally. If a named beneficiary dies before you, that beneficiary's interest will end, and will be shared equally by any remaining beneficiary(ies), unless your beneficiary form states otherwise.

You can name a minor as a beneficiary; however, Prudential may not be legally permitted to pay the minor until the minor reaches legal age. You may want to consult an attorney or an estate planner before naming a minor as a beneficiary. If you name a minor as a beneficiary, funeral expenses cannot be paid from the minor's beneficiary proceeds.

### IF YOU DO NOT NAME A BENEFICIARY

If no beneficiary is named, payment will be made to your surviving family member(s) in the following order:

1. Widow or widower or partner of the deceased; if not surviving, then
2. Children in equal shares; if not surviving, then
3. Parents in equal shares; if not surviving, then
4. Siblings in equal shares; if not surviving, then
5. Executor or administrator of your estate.

## When your optional associate life insurance coverage begins

If Proof of Good Health is required, your coverage will generally become effective the day that the company receives approval from Prudential.

If you should die before Prudential approves coverage, no optional associate life insurance benefit will be paid to your beneficiary(ies).

If Proof of Good Health is not required, your coverage will be effective on the date you enroll or at the end of your eligibility waiting period, whichever is later.

You must be actively-at-work in order for your coverage to become effective. You will be considered actively-at-work on a day that is one of your scheduled work days if you are performing in the usual way all of the regular duties of your job. See the [Eligibility and enrollment](#) chapter for details.

## An early payout due to terminal illness

If you are terminally ill, you may receive up to 50% of the coverage amount you have chosen while you are still living. Payment may be made in a lump sum or 12 equal monthly installments. Upon your death, your beneficiary(ies) will receive the remaining 50% (plus any amount of the early payout not yet received at the time of your death). This benefit is referred to as the accelerated benefit.

If you terminate from the company after you have received (or begun to receive) the accelerated death benefit, you will need to convert the policy to an individual policy in order for your beneficiary(ies) to receive the remaining balance upon your death. If you do not convert the policy upon termination of your employment, there will be no benefit payout for your beneficiary(ies). See the [Continuing your optional associate life insurance after you leave Walmart](#) section later in this chapter for details on conversion.

You are terminally ill if:

- There is no reasonable prospect of recovery;
- Death is expected within 12 months; and
- A doctor can certify the illness or injury as terminal.

There may be some circumstances when the accelerated benefit will not be paid. Contact Prudential at **877-740-2116** for details.

Tax laws are complex. Please consult a tax professional to assess the impact of this benefit.

## Filing a claim

Within 12 months of the covered associate's death, contact Prudential at **877-740-2116** and provide the following information regarding the deceased associate:

- Name;
- Social Security number;
- Date of death; and
- Cause of death (if known).

A copy of the death certificate is required as proof of death. Mail the death certificate to:

**The Prudential Insurance Company of America  
Group Life Claim Division  
P.O. Box 8517  
Philadelphia, PA 19176**

The claim will not be finalized until the death certificate is received. Acceptance of the death certificate is not a guarantee of payment.

Claims will be determined under the time frames and requirements set out in the [Claims and appeals](#) chapter. Your beneficiary(ies) has the right to appeal a claim denial.

Benefits are paid according to the terms of the insurance policy. For more details, contact Prudential at **877-740-2116**.



## When benefits are not paid

Benefits will not be paid to any beneficiary(ies) who engaged in an illegal act that resulted in the death of the associate. Instead, the benefit would go to another eligible beneficiary or to your estate.

No benefits will be paid to your beneficiary(ies) if you die as a result of a self-inflicted injury or suicide while sane or insane during the first two years of coverage. If you increase your coverage and you die as a result of a self-inflicted injury or suicide within two years of the date you increase your coverage, your beneficiary(ies) will receive the prior coverage amount.

If your beneficiary(ies) files a claim within the first two years of your approval date, Prudential has the right to re-examine your Proof of Good Health questionnaire. If material facts about you were stated inaccurately, the true facts will be used to determine what amount of coverage should have been in effect, if any, and:

- The claim may be denied; and
- Premiums paid may be refunded.

## If you go on a leave of absence

You may continue your coverage up to the last day of an approved leave of absence, provided that you pay your premiums either before the leave begins or during the leave. For information about making payments while on a leave of absence, see the [Eligibility and enrollment](#) chapter.

### BREAK IN COVERAGE

If your coverage has been canceled (by your choice or due to nonpayment of premiums while you are on leave) and you return to actively-at-work status within one year from cancellation, you will automatically be enrolled for the same coverage (or, if this coverage is not available, the coverage that is most similar to your prior coverage). Your coverage will be effective the first day of the pay period that you meet the actively-at-work requirement.

If your coverage has been canceled (by your choice or due to nonpayment of premiums while you are on leave) and you return to actively-at-work status after one year from cancellation, you will be considered newly eligible; you may enroll for coverage within the applicable time period and under the conditions described in the [Eligibility and enrollment](#) chapter.

## When coverage ends

Your optional associate life insurance coverage ends:

- At termination of your employment;
- On the last day of the pay period when your job status changes to part-time;
- Upon failure to pay your premiums;
- On the date of your death;
- On the date that you lose eligibility;
- On the last day of an approved leave of absence (unless you return to work);
- When the benefit is no longer offered by the company; or
- On the day after you drop coverage.

This policy has no cash value.

## EstateGuidance®

EstateGuidance offers you the convenience of online will preparation from your personal computer at no cost to you. Wills ensure that your assets will be distributed in accordance with your wishes and allow you to name a guardian to take care of your minor children. To complete the online will questionnaire, log on to [willguidance.com](http://willguidance.com), password: **WMTWILL**.

**NOTE:** If the beneficiary(ies) you have listed with the company differs from those named in your will, the list that the company has prevails.

## Continuing your optional associate life insurance after you leave Walmart

In most circumstances, you will have two options to continue your optional associate life insurance if your group life coverage ends. The first option, called **portability**, allows you to continue all or a portion of your current coverage through a group term policy with Prudential. The second option, called **conversion**, allows you to convert all or a portion of your coverage to a Prudential individual policy.

You must apply for portability or conversion within 31 days of the date your coverage ends. If you die within 31 days of a qualifying loss of coverage and before electing portability or conversion of your life insurance coverage, Prudential will pay a death benefit to your beneficiary. The benefit will be paid based on the amount of coverage in effect prior to the qualifying loss of coverage, even if you did not apply for portability or conversion of your coverage.

**Portability** enables you to maintain similar term life insurance with Prudential after your employment ends if certain conditions are met. Proof of Good Health is not required to port your coverage. You can, however, receive preferred rates similar to the rates you paid while an active associate if you submit and pass Proof of Good Health. If you do not pass or submit Proof of Good Health, your rates will be based on Prudential's standard port rates.

You will be able to apply for term life coverage under the portability feature if you meet all of these conditions:

1. Your optional associate life coverage ends for any reason other than:
  - a. your failure to pay premiums while you were an active associate; or
  - b. you leave the company due to a disability; or
  - c. Walmart changes group life insurance carriers and you are or become eligible within the next 31 days.
2. You meet the actively-at-work requirement on the day your insurance ends.
3. You are less than age 80.
4. Your amount of insurance is at least \$20,000 on the day your insurance ends.

If you meet these conditions, you will have 31 days from your termination date to contact Prudential and enroll.

**Conversion** is a required Plan provision that allows you to convert your life insurance coverage to an individual policy. Rates are based on an individual's age and amount converted. You have 31 days from the termination date of coverage to request to convert your coverage to an individual policy. If your death occurs during the 31-day conversion period, the death benefit will be payable up to the amount that could have been converted.

For residents of Minnesota, you may elect to continue coverage at your expense if your employment is terminated either voluntarily or involuntarily, or if you are laid off, as long as the group policy is still in force with the employer. Coverage may be continued until you obtain coverage under another group policy or you return to work from layoff; however, the maximum period that coverage may be continued is 18 months.

To request information on portability or conversion, call Prudential at **877-740-2116**.

## If you leave the company and are rehired

If you return to work within 30 days, you will automatically be re-enrolled for the same coverage in effect prior to leaving the company (or the most similar coverage offered under the Plan).

If you return to work after 30 days, you will be considered newly eligible and will be required to complete the applicable eligibility waiting period. Proof of Good Health is required for coverage plans above \$25,000. See the **Eligibility and enrollment** chapter for details.

## If you drop or decrease your coverage and re-enroll

If you drop or decrease your coverage and re-enroll within 30 days, you may re-enroll for the same coverage in effect prior to dropping or decreasing coverage.

If you re-enroll more than 30 days after dropping or decreasing your coverage, you may enroll for coverage under the time periods and conditions described in the **Eligibility and enrollment** chapter. Proof of Good Health will be required.

# Optional dependent life insurance

The loss of your spouse/partner could mean the loss of an income or a need for childcare. The loss of a child could mean medical bills and funeral expenses. While you and your family are dealing with the emotional burden that the loss of a family member brings, you can receive help for the financial consequences through optional dependent life insurance. Think about the expenses you would have if your spouse/partner or child died. Optional dependent life insurance could ease your financial situation, helping your family get through a difficult time.

## OPTIONAL DEPENDENT LIFE INSURANCE RESOURCES

Find What You Need	Online	Other Resources
Get more details about life insurance	Go to the <a href="#">WIRE</a> or <a href="#">WalmartOne.com</a>	Call Prudential at <b>877-740-2116</b>
Get details about continuing your insurance		Call Prudential at <b>877-740-2116</b>
File a claim		Call Prudential at <b>877-740-2116</b>

## What you need to know about optional dependent life insurance

- All full-time hourly associates (including full-time hourly pharmacists, field Logistics associates, full-time truck drivers, field supervisor positions in stores and clubs, management trainees, California pharmacists, full-time hourly Vision Center managers and walmart.com functional non-exempt associates) and management associates can enroll their spouse/partner and/or children in optional dependent life insurance.
- Proof of Good Health for your spouse/partner is required if you enroll for a coverage amount above \$5,000 during your initial enrollment period or for any coverage amount if you enroll at any other time.

## Enrolling in optional dependent life insurance

All full-time hourly associates and management associates can enroll their spouse/partner and/or child(ren) in optional dependent life insurance. If your spouse/partner and/or legal dependent dies, you may receive a lump sum payment for the coverage amount you select. Optional dependent life insurance is insured by The Prudential Insurance Company of America (Prudential).

Your coverage choices for optional dependent life insurance are:

- Spouse/partner:
  - \$5,000
  - \$15,000
  - \$25,000
  - \$50,000
  - \$75,000
  - \$100,000
- Child:
  - \$2,000 per child
  - \$5,000 per child
  - \$10,000 per child

Depending on the coverage amount you choose and when you enroll, your spouse/partner may be required to provide Proof of Good Health. You do not have to provide Proof of Good Health for your child(ren).

You (the associate) are automatically assigned as the primary beneficiary of your dependent's life insurance coverage. If you and your covered dependent(s) die at the same time, benefits will be paid to your dependent's estate or, at Prudential's option, to a surviving relative of the dependent.

The cost of optional dependent life insurance for your spouse/partner is based on the coverage amount you select, your (the associate's) age and whether your spouse/partner is eligible for the tobacco-free rates. The cost of coverage for your child(ren) is based on the coverage amount you select.

This policy has no cash value.

You can enroll in optional dependent life insurance at any time. Proof of Good Health is required for your spouse/partner if you enroll after your initial enrollment period. Also, you can change or drop coverage at any time. However, if you want to increase your spouse's/partner's coverage or re-enroll after dropping coverage, you will be required to provide Proof of Good Health for your spouse/partner.

### PROOF OF GOOD HEALTH

Proof of Good Health is required for your spouse's/partner's optional dependent life insurance coverage if:

- The coverage amount selected is above \$5,000 during your initial enrollment period;
- You enroll after your initial enrollment period for any amount; or
- You increase your coverage after your initial enrollment period.

Proof of Good Health includes completing a questionnaire regarding your spouse's/partner's medical history and possibly requiring your spouse/partner to have a medical exam. The Proof of Good Health questionnaire is made available when you enroll your spouse/partner. Proof of Good Health is not required for children.

## When your optional dependent life insurance coverage begins

**If Proof of Good Health is required**, your spouse's/partner's coverage will generally become effective the day that the company receives approval from Prudential.

If your spouse/partner should die before Prudential approves coverage, no optional dependent life insurance will be paid to you.

**If Proof of Good Health is not required**, your spouse's/partner's coverage will be effective on the date you enroll or at the end of your eligibility waiting period, whichever is later.

**If your spouse/partner or dependent child is confined to a hospital or home**, coverage will be delayed until the spouse/partner or child has a medical release (does not apply to a newborn child).

Additional benefits are available if a dependent child is born alive and dies within 60 days of birth, or if a dependent child is stillborn. See **Additional benefits** in the **Company-paid life insurance** chapter for more information.

You must be actively-at-work in order for your dependent coverage to be effective. You will be considered actively-at-work on a day that is one of your scheduled work days if you are performing in the usual way all of the regular duties of your job. See the **Eligibility and enrollment** chapter for details.

## Filing a claim

Within 12 months of the covered dependent's death, contact Prudential at **877-740-2116** and provide the following information regarding the deceased:

- Name;
- Social Security number;
- Date of death; and
- Cause of death (if known).

An original or certified copy of the death certificate may be required as proof of death. Mail the death certificate to:

**The Prudential Insurance Company of America  
Group Life Claim Division  
P.O. Box 8517  
Philadelphia, PA 19176**

The claim will not be finalized until the death certificate is received. Acceptance of the death certificate is not a guarantee of payment.

Claims will be determined under the time frames and requirements set out in the [Claims and appeals](#) chapter. You have the right to appeal a claim denial.

Benefits are paid according to the terms of the insurance policy. For more details, contact Prudential at **877-740-2116**.

## When benefits are not paid

Benefits will not be paid to you if you engage in an illegal act that resulted in the death of the insured. Instead, the benefit may go to another eligible beneficiary or to the insured's estate.

No benefits will be paid to you if your spouse/partner or dependent dies as a result of a self-inflicted injury or suicide while sane or insane during the first two years of coverage. If you increase your dependent's coverage and your spouse/partner or dependent child dies as a result of a self-inflicted injury or suicide within two years of the increase in coverage, you will receive the prior coverage amount.

If you file a claim for your spouse/partner within the first two years of your approval date, Prudential has the right to re-examine your spouse's/partner's Proof of Good Health questionnaire. If material facts about your spouse/partner were stated inaccurately, the true facts will be used to determine what amount of coverage should have been in effect, if any, and:

- The claim may be denied; and
- Premiums paid may be refunded.

## If you go on a leave of absence

You may continue your coverage up to the last day of an approved leave of absence, provided that you pay your premiums either before the leave begins or during the leave. For information about making payments while on a leave of absence, see the [Eligibility and enrollment](#) chapter.

### BREAK IN COVERAGE

If your coverage has been canceled (by your choice or due to nonpayment of premiums while you are on leave) and you return to actively-at-work status within one year from cancellation, you will automatically be enrolled for the same coverage (or, if this coverage is not available, the coverage that is most similar to your prior coverage). Your coverage will be effective the first day of the pay period that you meet the actively-at-work requirement.

If your coverage has been canceled (by your choice or due to nonpayment of premiums while you are on leave) and you return to actively-at-work status after one year from cancellation, you will be considered newly eligible; you may enroll for coverage within the applicable time period and under the conditions described in the [Eligibility and enrollment](#) chapter.

## When coverage ends

Your optional dependent life insurance coverage ends:

- At termination of your employment;
- On the last day of the pay period when your job status changes to part-time;
- Upon failure to pay your premiums;
- On the date of your death;
- On the date that you or a dependent spouse/partner or child loses eligibility (see the [Eligibility and enrollment](#) chapter);
- On the last day of an approved leave of absence (unless you return to work);
- When the benefit is no longer offered by the company; or
- The day after you drop your coverage.

This policy has no cash value.

## Continuing your optional dependent life insurance after you leave Walmart

In most circumstances, you will have two options to continue your optional dependent life insurance if your group life coverage ends. The first option, called **portability**, allows you and your dependents to continue all or a portion of your current coverage through a group term policy with Prudential. The second option, called **conversion**, allows you to convert all or a portion of your coverage to a Prudential individual policy.

**Portability** enables you to maintain similar term life insurance with Prudential after your employment ends if certain conditions are met. Spouse/partner and child coverage is only portable in conjunction with the associate's coverage (exceptions are death of the associate or divorce or termination of domestic partnership or legal relationship).

Proof of Good Health is not required to port your coverage. You can, however, receive preferred rates similar to the rates you paid while an active associate if you and your dependents submit and pass Proof of Good Health. If you do not pass or submit Proof of Good Health, your rates will be based on Prudential's standard port rates.

You will be able to apply for term life coverage under the portability feature if you meet all of these conditions:

1. The optional dependent life coverage on the dependent ends because your optional associate life coverage ends for any reason other than:
  - a. your failure to pay, when due, any contribution required for it;
  - b. the end of your employment on account of your retirement due to disability; or
  - c. the end of the optional associate life coverage for all associates when such coverage is replaced by group life insurance from any carrier for which you are or become eligible within the next 31 days.
2. You apply and become covered for term life coverage under the portability plan.
3. With respect to a dependent spouse/partner, that spouse/partner is less than age 80.
4. With respect to a dependent child, that child is less than age 26.
5. The dependent is covered for optional dependent life coverage on the day your optional associate life coverage ends.
6. The dependent is not confined for medical care or treatment, at home or elsewhere, on the day your optional associate life coverage ends.

**Conversion** is a required Plan provision that allows you to convert your life insurance coverage to an individual policy. Rates are based on an individual's age and amount converted.

For residents of Minnesota, you may elect to continue coverage at your expense if your employment is terminated either voluntarily or involuntarily, or if you are laid off, as long as the group policy is still in force with the employer. Coverage may be continued until you obtain coverage under another group policy or you return to work from layoff; however, the maximum period that coverage may be continued is 18 months.

To request information on portability or conversion, call Prudential at **877-740-2116**.

## If you leave the company and are rehired

If you return to work within 30 days, you will automatically be re-enrolled for the same coverage you had prior to leaving the company (or the most similar coverage offered under the Plan).

If you return to work after 30 days, you will be considered newly eligible and will be required to complete the applicable eligibility waiting period. Proof of Good Health is required for spouse/partner coverage plans above \$5,000.

See the **Eligibility and enrollment** chapter for details.

## If you drop or decrease your coverage and re-enroll

If you drop or decrease your coverage and request to re-enroll within 30 days, you may re-enroll for the same coverage plan you had prior to dropping or decreasing coverage.

If you re-enroll more than 30 days after dropping or decreasing coverage, you may enroll for coverage under the time periods and conditions described in the **Eligibility and enrollment** chapter. Proof of Good Health will be required for spouse/partner coverage plans.

