



GROUP BASIC LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

Group Basic Life insurance from Standard Insurance Company helps provide financial protection by promising to pay a benefit in the event of an eligible member's, or their dependent's, covered death. Basic Accidental Death and Dismemberment (AD&D) insurance may provide an additional amount in the event of a covered death or dismemberment as a result of an accident.

The cost of this insurance is paid by Super Micro Computer, Inc.

Eligibility	
Definition of a Member	You are a member if you are a regular employee of Super Micro Computer, Inc. and actively working at least 30 hours each week. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 2 All other members
Eligibility Waiting Period	If you are already a member on the date the group policy is effective, you are eligible on that date. If you become a member after the group policy effective date, you are eligible on the first day of the month that either coincides with or follows the date you become a member.

Benefits	
Basic Life Coverage Amount	Your Basic Life coverage amount is 2 times your annual earnings to a maximum of \$500,000.
Basic AD&D Coverage Amount	For a covered accidental loss of life, your Basic AD&D coverage amount is equal to your Basic Life coverage amount. For other covered losses, a percentage of this benefit will be payable.
Age Reductions	Basic Life and AD&D insurance coverage amounts reduce to 65% at age 65 and to 50% at age 70.

Other Basic Life Features and Services

- Accelerated Death Benefit
- Life Services Toolkit
- Portability of Insurance
- Repatriation Benefit
- Right to Convert
- Travel Assistance
- Waiver of Premium

Other Basic AD&D Features

- Assault Benefit
- Family Benefits Package (includes, Career Adjustment, Child Care, and Higher Education Benefits)
- Helmet Benefit
- Transportation Benefit

This information is only a brief description of the group Basic Life/AD&D and Basic Dependent Life insurance policy sponsored by Super Micro Computer, Inc. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and Super Micro Computer, Inc. may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For costs and more complete details of coverage, contact your human resources representative.



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(10/24)