

2015 Life Insurance/Accidental Death & Dismemberment (AD&D) Insurance Benefits

The following table provides an overview of life insurance/accidental death and dismemberment insurance benefits available to Union Pacific nonagreement employees for 2015. For more detailed information, review the 2015 Employee Flexible Benefits Guide.

	Coverage	Notes
CORE EMPLOYEE LIFE	1x Basic Annual Earnings, up to \$50,000.	<p>Union Pacific pays the full cost of this core coverage. Employees may choose to increase the amount of life insurance and/or choose life insurance coverage for an eligible spouse and/or child(ren).</p> <p>Basic Annual Earnings is employees' annualized base pay as of July 31 of the prior year, excluding overtime and other extra pay.</p> <p>Remember to update life insurance beneficiaries with MetLife.</p>
VOLUNTARY EMPLOYEE LIFE	Additional life insurance coverage for employee equal to 1x to 8x employee's Basic Annual Earnings.	Employees pay the cost of any voluntary life coverage chosen.
VOLUNTARY SPOUSE LIFE	Life insurance coverage for employee's eligible spouse from .5x to 4x employee's Basic Annual Earnings – up to a maximum benefit of the lesser of 50% of employee's core and voluntary life benefits, not to exceed \$500,000.	Employees and/or spouses may be required to provide a statement of health to prove insurability under certain circumstances. Please refer to the Flexible Benefits Guide for more details.
VOLUNTARY CHILD(REN) LIFE	Life insurance coverage for an eligible child(ren) equal to \$5,000 or \$10,000 per child, as chosen.	
CORE EMPLOYEE AD&D	1x Basic Annual Earnings, up to \$50,000.	Union Pacific pays the full cost of core coverage.
VOLUNTARY EMPLOYEE AD&D	Additional AD&D insurance for employee equal to 1x to 8x employee's Basic Annual Earnings.	Employees pay the cost of any voluntary AD&D insurance coverage chosen.
VOLUNTARY SPOUSE AND CHILD(REN) AD&D	<p>If spouse only, 60% of employee's voluntary AD&D up to a maximum benefit of \$250,000.</p> <p>If child(ren) only, 20% of employee's voluntary AD&D up to a maximum benefit of \$25,000 per child.</p> <p>If spouse and child(ren), spouse benefit is 50% of employee's voluntary AD&D up to a maximum of \$250,000 and child(ren)'s benefit is 15% of employee's voluntary AD&D up to a maximum of \$25,000 per child.</p>	

The above table highlights certain features of Union Pacific's nonagreement employee benefit programs for 2015. The 2015 Employee Flexible Benefits Guide serves as the official plan document. Should any information found in this table conflict with the 2015 Flexible Benefits Guide, the terms of the Flexible Benefits Guide will control. Union Pacific reserves the right, at its discretion, to amend, change or terminate any of its benefit plans, programs, practices or policies at any time for any reason. Nothing in this table shall be construed as creating an expressed or implied obligation on the part of the Company to establish or maintain each such benefit plans, programs, practices or policies.