

GROUP BENEFITS

Basic Life and Accidental Death & Dismemberment Insurance



Benefit Highlights

Marvell Semiconductor, Inc.

<p>What is Basic Life and AD&D Insurance?</p>	<p>Your employer provides, at no cost to you, Basic Life and AD&D Insurance. Basic Life insurance is provided in an amount equal to 2.5 times your basic annual earnings to a maximum of \$1,000,000 or a flat \$50,000, whichever you choose. Life Insurance pays your <i>beneficiary</i> (please see below) a benefit if you die while you are covered by the policy.</p> <p>Accidental Death and Dismemberment insurance (AD&D) pays your <i>beneficiary</i> (please see below) a death benefit if you die due to a covered accident while you are insured. It also pays you a benefit for certain accidental injuries. AD&D covers losses that occur away from work or at work. Benefits are paid in addition to any Worker's Compensation benefits you collect. The Basic AD&D insurance is provided in an amount equal to 2.5 times your basic annual earnings to a maximum of \$1,000,000.</p> <p>This highlight sheet is an overview of your Basic Life and AD&D Insurance. Once a group policy is issued to your employer, a certificate of insurance will be available to explain your coverage in detail.</p>
<p>What is the difference between Life and AD&D Insurance?</p>	<p>AD&D is Insurance that pays an additional benefit if you are seriously injured or die due to a covered accident. Basic Life Insurance pays a benefit if you die for any reason except those excluded in the Certificate of Insurance.</p>
<p>What does AD&D cover?</p>	<p>You may receive benefits due to certain injuries or death from an accident. The covered injuries or death can occur up to 365 days after that accident. The insurance pays</p> <ul style="list-style-type: none"> • 100% of the amount of coverage you purchase in the event of accidental loss of life, two limbs, the sight of both eyes, one limb and the sight of one eye, or speech and hearing in both ears or quadriplegia. • 75% for paraplegia or triplegia (paralysis of three limbs). • One-half (50%) for accidental loss of one limb, sight of one eye, or speech or hearing in both ears or hemiplegia. • One-quarter (25%) for accidental loss of thumb and index finger of the same hand or uniplegia. <p>Your total benefit for all losses due to the same accident will not be more than 100% of the amount of coverage you purchase.</p> <p>The certificate of insurance includes definitions, a complete list of covered losses and other enhancements and benefits.</p>
<p>Am I eligible?</p>	<p>You are eligible if you are an active full-time employee who works at least 30 hours per week on a regularly scheduled basis.</p>

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Benefits without burden.

Marvell Semiconductor, Inc.
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When can I enroll?	As an eligible employee, you are automatically covered by Basic Life & AD&D Insurance. If you have not already done so, you must designate a beneficiary as described below.
When is it effective?	Coverage goes into effect subject to the terms and conditions of the policy. In no case will newly elected benefits become effective earlier than your date of hire. You must be Actively at Work with your employer on the day your coverage takes effect.
Must I provide evidence of insurability?	You must provide evidence of insurability and be approved by The Hartford to receive coverage above the guarantee issue amount of \$700,000, or if you are changing from the flat \$50,000 option to the 2.5 times your annual Earnings option. You may need to complete a Personal Health Application. These are available from The Hartford or your employer.
What is a beneficiary?	Your beneficiary is the person (or persons) or legal entity (entities) who receives a benefit payment if you die while you are insured. You must select your beneficiary when you complete your enrollment application; your selection is legally binding.
Does my coverage reduce as I get older?	Your Life coverage is reduced by 35% at age 70 and by 50% at age 75. All coverage cancels at retirement.

Important Details

As is standard with most term life Insurance, this Insurance coverage includes certain limitations and exclusions:

AD&D Insurance does not cover losses caused by or contributed to by:

<ul style="list-style-type: none"> • Sickness; disease; or any treatment for either; • Any infection, except certain ones caused by an accidental cut or wound; • Intentionally self-inflicted injury, suicide or suicide attempt; • War or act of war, whether declared or not; 	<ul style="list-style-type: none"> • Injury sustained while in the armed forces of any country or international authority; • Taking prescription or illegal drugs unless prescribed for or administered by a licensed physician; • Injury sustained while committing or attempting to commit a felony; • The injured person's intoxication.
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Other exclusions may apply depending upon your coverage. Once a group policy is issued to your employer, a certificate of Insurance will be available to explain your coverage in detail.

This Benefit Highlights Sheet is an overview of the Insurance being offered and is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the Insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your Insurance coverage. In the event of any difference between the Benefit Highlights Sheet and the Insurance policy, the terms of the Insurance policy apply.

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