



redefining / insurance

(Herein called the Company)

HEREBY ISSUES this Group Policy (Herein called the Policy) to

BASES CONVERSION AND DEVELOPMENT AUTHORITY

(Herein called the Policyholder)

AND AGREES, subject to the terms and conditions of this Policy, that immediately upon receipt of due proof of death of any insured Group Member, the Company will pay the amount for which the Group Member is insured to the person or persons entitled thereto under the provisions of this Policy.

In consideration of the application for this Policy a copy of which is attached and made a part hereof and of the payments of premiums as stated herein, the Company hereby insures the lives of certain employees of the Policyholder.

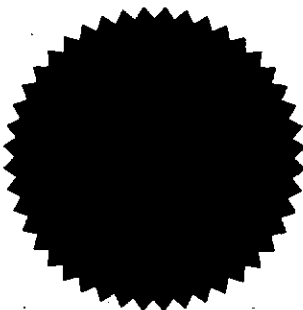
This Policy shall take effect on the 1st day of April 2013 which shall be its effective date. Policy anniversaries shall be each subsequent year.

The Provisions and conditions on the subsequent pages of the Policy shall form part of the contract as fully as if stated above the signature affixed hereto.

Signed and sealed at its Home Office in Makati City, Philippines, on the 15th day of July 2013.


CAMILO F. VELASCO, JR.
Corporate Solutions Head


SEVERINUS PETRUS PAULUS HERMANS
President & CEO



Documentary Stamps to the value of P 100.00 are affixed and properly cancelled on the duplicate copy of this Policy.

**GROUP INSURANCE POLICY NO. 9113015458
NON-PARTICIPATING**

GENERAL PROVISIONS

CONTRACT

This Policy and any riders or endorsements therein, any amendments thereto signed by the Policyholder and the Company, the application therefor, a copy of which is attached hereto, including the Employee's Application and Statements, shall constitute the entire contract between the parties. Only the Chairman, President, or a Vice President of the Company has the power in its behalf to issue permits or modify this Policy. The Company shall not be bound by any promise or representation heretofore, or hereafter given by any person other than any one of the above named Officers and by him only in writing.

The Policy may at any time be amended and changed by written agreement between the Company and the Policyholder. Any such amendment shall be binding on all persons insured under the Policy whether they became insured prior to or on or after the effective date of the amendment.

DATA REQUIRED

The Policyholder shall furnish promptly in writing on forms satisfactory to the Company all notices and information required for the efficient administration of the insurance under the Policy, including (1) notice of all persons becoming insured together with information as to each necessary to determine the age, amount of insurance, effective date of insurance and name and relationship of the beneficiary, if any; (2) the name and termination date of each person insured whose insurance terminates, except in the case of the termination of the Policy or termination of insurance with respect to a Sub-Group, if any; and (3) notice of changes in the insurance classification of persons insured. All documents furnished to the Policyholder by a member in connection with the insurance together with the Policyholder's payroll and such other records as may have a bearing on the insurance under the Policy, shall be open for inspection by the Company at all reasonable times.

INCONTESTABILITY

This Policy shall be incontestable after it shall have been in force for one year from its effective date and the insurance granted hereunder on the life of any insured Employee shall be incontestable after it shall have been in force for one year from its effective date and during the insured Employee's lifetime, except for non-payment of premiums in both cases.

CLERICAL ERROR

Clerical error in keeping the records shall not invalidate insurance otherwise validly in force nor continue insurance otherwise validly terminated. If the age or date of birth or other relevant facts relating to an insured person shall be found to have been misstated and if such misstatement affects the amount of insurance or has anything to do with the terms and conditions of the Policy, the true age and facts shall be used in determining whether insurance is in force under the terms of the Policy and in what amount, and an equitable adjustment of premiums shall be made.

EMPLOYEE'S INSURANCE CERTIFICATE

The Company shall issue to the Policyholder for delivery to each Insured Employee an Employee's Insurance Certificate which shall contain essential provisions of this Policy pertaining to his insurance coverage and other privileges which shall state to whom the benefits are payable.

GRACE PERIOD

If a premium after the first is due under this Policy and is not paid on or before its due date, the Company, unless it has received a written notice of termination from the Policyholder, shall automatically grant a grace period of 31 days following the due date for the payment of such unpaid premium due and this Policy shall continue to be in force during the grace period. Failure to pay a defaulted premium by the end of the grace period shall cause this Policy to lapse and be of no further value whatsoever, except that if the Policyholder shall have given the Company written notice in advance of an earlier date of discontinuance, the Policy shall discontinue as of such earlier date. The Policyholder shall be liable to the Company for payment of a pro-rata premium for the time the Policy was in force during the grace period.

PREMIUMS AND RENEWAL

The initial premium for each benefit provided in the Policy shall be as stated in the Premium Rate provision applicable to said benefit, and shall apply for the first policy year of said benefit. The Policy may be renewed at the commencement of each new policy year for a further term of one year by payment of the required premiums when due, provided that the number of members then insured is not less than 10.

The premium due on any premium due date for the premium period commencing with such due date and ending with the next succeeding due date shall be the aggregate of the premiums for all benefits insured by the Policy in force at the beginning of such premium period. Premiums are payable by the Policyholder to the Home Office of the Company, or to a duly authorized agent of the Company.

A statement of premiums due, including premium adjustments, will be furnished as or each due date by the Company. Premium adjustments shall be made as mutually agreed upon by the Policyholder and the Company or, if no such agreement is in force, on the 15th day of each month coinciding with or immediately following the effective date of enrollment, termination, or change of insurance of any insured employee. Premium adjustments involving a return of unearned premium to the Policyholder shall be limited to the period of 12 months immediately preceding the date of receipt by the Company that such adjustments should be made.

(Continued on Reverse Side)

GENERAL PROVISIONS - Continued

TERMINATION OF THIS POLICY

This Policy and all insurance hereunder shall terminate on the earliest of the following dates:

1. The date the premium falls due if written notice that this Policy will not be renewed is given the Company by the Policyholder on or before said due date;
2. The date of receipt by the Company of the Policyholder's written notice to terminate this Policy, if such notice is given during the grace period;
3. The date next following the end of the grace period if the premium is not paid; or
4. The date of the Company's written notice of termination to the Policyholder when the number of individuals insured hereunder falls below ONE HUNDRED PERCENT (100%) of the number of eligible employees at the end of any Policy Year if the Plan is non-contributory; or below SEVENTY-FIVE PERCENT (75%) of the number of eligible employees at the end of any Policy Year if the Plan is contributory; or when the number of employees insured hereunder falls below TEN (10).

Termination of the Policy or of insurance hereunder for any cause shall be without prejudice to any claim arising prior to the effective date of termination.

EXPERIENCE REFUND

On the first anniversary of this Policy and every anniversary thereafter, the Company shall determine the experience of the Policy and declare the experience refund if any, which shall be credited to the Policyholder. Any such experience refund shall be applied pro-rata towards renewal premiums as and when they fall due during the renewal year. In the event of termination of the Policy during the renewal year, the unapplied balance of the experience refund at the time of such termination shall revert to and be forfeited in favor of the Company.

ARTICLE 1250 OF THE CIVIL CODE OF THE PHILIPPINES NOT APPLICABLE

Article 1250 of the Civil Code of the Philippines (Republic Act No. 386) shall not apply to any of the payments made or to be made under the Policy.

LEGAL PROCEEDINGS

Unless the claim has been rejected, no action at law or in equity shall be brought to recover on the Policy prior to the expiration of sixty days after proof of claim has been filed in accordance with the requirements of the Policy, nor shall such action be brought at all unless brought within two years from the expiration of the time within which proof of claim is required by the Policy.

NON-PARTICIPATING

The Policy shall be non-participating and shall not share in the surplus earnings of the company.

PRONOUNS

Any pronouns used in the Policy shall, when applicable, apply to either gender.

TIME EFFECTIVE

12:01 A.M. standard time at the address of the Policyholder shall be deemed to be the effective time with respect to any dates referred to in the Policy.

INSURING PROVISIONS APPLICABLE TO MEMBERS

DEFINITION OF "MEMBER"

The term "member" as used in the Policy means any person who is eligible, enrolled and insured for the insurance benefits provided for members under the Policy. The term "insured person" shall be deemed to include the term "member".

PARTICIPANTS ELIGIBLE

The persons eligible to participate in this insurance are the regular full-time employees of the Policyholder whose insurance ages* are at least 18 but not over 65 years on their eligibility dates. Their eligibility dates shall be set forth below:

Classification of Eligible Employees	Eligibility Date
Employees who are regular full-time employees of the Policyholder and are actively at work on the effective date of this Policy.	The date this Policy takes effect.
Employees who are regular full-time employees of the Policyholder but are not actively at work on the effective date of this Policy.	The first day of the month coincident with or immediately following the date they return to active Full-time work.
Employees who become regular full-time employees of the Policyholder after this Policy has taken effect.	The first day of the month coincident with or immediately following completion of at least 3 months of continuous employment.

* Insurance Age is that age of an employee wherein for purposes of Insurance, a fraction of a year of six months or more is counted as one year but less than six months is not counted at all.

EFFECTIVE DATE OF EMPLOYEE INSURANCE

Subject to the succeeding paragraphs, the insurance of any eligible employee shall take effect on his eligibility date, provided he is actively at work on such date.

If an employee is not actively at work on the date his insurance would normally take effect, such insurance shall become effective only on the first day of the month coincident with or immediately following the date he returns to active full-time work.

Subject to the second paragraph above, the insurance of any eligible employee who is subject to the provisions entitled "EVIDENCE OF INSURABILITY" shall take effect on the date such evidence of insurability is approved by the Company.

Any increase in the amount of insurance of an insured employee by reason of an increase in his salary or promotion shall take effect on the first day of the month coincident with or immediately following the date of such increase in salary or promotion subject also to the second and third paragraphs.

Notwithstanding the foregoing provisions, no insurance shall take effect unless and until the corresponding premiums therefor shall have been paid to the Company.

EMPLOYEE APPLICATION REQUIRED

Each employee eligible for initial insurance hereunder shall submit an application for insurance to the Company through the Policyholder on or before or within thirty-one (31) days from his eligibility date.

Each employee insured hereunder who is eligible for additional insurance by reason of an increase in his salary or promotion shall submit an application for such additional insurance to the Company through the Policyholder within thirty-one (31) days from the date of increase in his salary or promotion.

EVIDENCE OF INSURABILITY

The following shall be required to submit evidence of insurability satisfactory to the Company:

1. Any eligible employee whose insurance age as of the date of his eligibility is above ^{N/A} years old.
2. Any employee whose initial and/or any additional amount of insurance is in excess of P ^{N/A} non-medical limit. P 2,000,000 - NEL; P 2,000,000 - MIL
3. Any employee whose employment was previously terminated and whose insurance hereunder was converted into an individual policy which still remains in force at the time he is re-employed by the Policyholder.

INSURING PROVISIONS APPLICABLE TO MEMBERS —Continued

Until the Company has approved any evidence of insurability, the liability of the Company shall be limited to a return of premium.

CONTRIBUTIONS FROM EMPLOYEES

NON-CONTRIBUTORY

AMOUNT OF INSURANCE

The initial amount of insurance for which an eligible Employee may be insured on the effective date of his insurance shall be determined by the insurance schedule stated for this Policy. If the Employee's classification changes in the course of his employment the initial amount of his insurance shall, in accordance with the Classification Table be automatically increased or decreased, as the case may be effective on the premium due date of this Policy immediately following the date of such change.

TERMINATION OF EMPLOYEE INSURANCE

The insurance of any employee insured hereunder shall automatically terminate on the earliest of the following dates:

1. The date of termination of this Policy;
2. The date next following the end of the grace period if the premium on his insurance is not paid;
3. The date the employee enters military, naval, or air service of any country at war, whether declared or undeclared; or
4. The date of termination of his employment. Termination of employment, for purposes of insurance hereunder, shall mean cessation of active work as an employee, except that:
 - a. If cessation of active work is caused by sickness or injury, his insurance may be deemed to continue for as long as premium payments for such employee's insurance hereunder are made by the Policyholder; or
 - b. If an employee is on leave of absence or temporary layoff, his insurance may be deemed to continue for as long as premium payments for such employee's insurance hereunder are made by the Policyholder, but in no case beyond three (3) months following the date of cessation of active work.
5. The date the employee attains 66th birthday.

LIFE INSURANCE BENEFITS PROVISIONS

Upon receipt by the Company of due proof of the death of an insured person the Company shall pay the applicable amount of Life Insurance as determined by the Insurance Schedule of these Benefits Provisions, to the insured person's beneficiary, if surviving the insured person, or if there be no beneficiary surviving at the death of the insured person, to the first surviving class of the following classes of successive preference beneficiaries: the insured person's (a) widow or widower; (b) surviving children born to or legally adopted by the insured person; (c) surviving parents; (d) surviving brothers and sisters; (e) executors or administrators. An affidavit, signed by individual belonging to the first surviving class of successive preference beneficiaries described in items (b), (c) or (d) above, stating the names and addresses of the persons belonging to such class, shall be sufficient proof to the Company that the person or persons so named therein are the sole survivors of such class. Payment by the Company based upon such an affidavit shall be full acquittance hereunder.

Any amount payable to a minor in accordance with the provisions of the preceding paragraph may at the option of the Company be paid to any surviving parent of or to such person or persons as have in the Company's opinion assumed the custody and principal support of such minor.

BENEFICIARY

A member shall designate his beneficiary upon becoming insured hereunder, and unless the designation is irrevocable may at any time thereafter designate a new beneficiary by filing at the Home Office of the Company a properly completed written request on a form satisfactory to the Company. Such a change shall take effect only when recorded in writing by the Company at its Home Office.

The beneficiary of any dependent of a member, if Dependents Life Insurance Benefits are provided by the Policy, shall be the member himself.

LIFE INSURANCE BENEFITS PROVISIONS

ASSIGNMENT

The insurance provided hereunder and the benefits payable under such insurance are not assignable by the insured person during his lifetime. Any assignment by the beneficiary subsequent to the death of the insured person shall not be binding upon the Company until the original assignment or duplicate thereof is received at the Home Office of the Company and the assignment is acknowledged in writing by the Company prior to the payment of the proceeds. The Company does not assume any responsibility for the validity or sufficiency of any assignment.

OPTIONAL MODES OF SETTLEMENT

By giving proper written notice, any member may elect (with the right to revoke or to change such election) to have the whole or any part of the amount which would otherwise be payable to himself or to his beneficiary in a single sum paid in installments or in any other manner that may be agreed to by the Company. The amount and terms of payment shall be in accordance with those customarily offered by the Company for group life insurance policies at the time of election. If the member does not make an election, the beneficiary may do so after the member's death.

If any person dies while receiving installment payments, the remaining installments, unless otherwise disposed of, shall be commuted and paid, in a single sum, to the executors, administrators or assignees of such person. Any such payment will release the Company from all further liability to the extent of such payment.

COMPUTATIONS OF PREMIUMS

Subject to the conditions stated below, the average premium rate per P1000 of insurance used in obtaining the initial premium of each classification referred to in the provisions hereof entitled "Premium Rate" (or, by mutual agreement between the Policyholder and the Company, for some or all Classifications combined), and the corresponding premium for each policy year thereafter, shall be determined as of the Effective Date of the Benefits Provisions and as of each subsequent policy anniversary by dividing the result of the premium components (a) & (b) below by one thousandth of the aggregate amount of insurance then in force hereunder for the particular classification or classifications.

The premium component shall be determined by:

- (A) Multiplying one thousandth of the amount of insurance in force at each age (nearest birthday) by the Annual Factor for such age in accordance with Table I given below, taking the total of the amounts so calculated for all ages, and adding a policy charge of **P 100.00** and
- (B) Multiplying the total of (A) for all classifications combined by the Volume Adjustment Factor applicable to such total shown in Table II below.

In addition to the annual recalculation referred to above, the Policyholder or the Company may at any time require that a recalculation of such average rate be made in the same manner as of the date of any major change in the Policy affecting the classification or the amounts of insurance of insured persons.

INSURANCE SCHEDULE

Classification	Amount of Life Insurance
LEVEL 1	P 2,000,000.00
LEVEL 2	P 1,000,000.00
LEVEL 3	P 500,000.00

PREMIUM RATE

Classification	Annual Premium	Rate per Thousand
Each Eligible Employee		*P 1.67

The factors given in Tables I and II are guaranteed for the first policy year. Thereafter subject to the approval of the Insurance Commission, the factors shall on any policy anniversary be subject to such reductions or increases or any other adjustments as the Company may make, for the year then commencing under its experience rating plan in use on such anniversary.

If the Policy provides Dependents Life Insurance Benefits the average premium rate for such insurance may by mutual agreement between the Policyholder and the Company be determined by some method other than that described above.

(Continued on Reverse Side)

LIFE INSURANCE BENEFITS PROVISIONS

If premiums are payable under a non-annual mode, the average rate as obtained above shall be multiplied by .09, .27 or .52 to obtain the monthly, quarterly or semi-annual premium rate, respectively.

TABLE I

Age	Annual Factor	Age	Annual Factor	Age	Annual Factor	Age	Annual Factor
18	2.14	30	2.55	42	5.35	54	15.98
19	2.17	31	2.58	43	5.95	55	17.47
20	2.21	32	2.64	44	6.62	56	19.07
21	2.24	33	2.69	45	7.22	57	20.79
22	2.28	34	2.78	46	7.87	58	22.59
23	2.31	35	2.91	47	8.58	59	24.51
24	2.35	36	3.13	48	9.37	60	26.56
25	2.40	37	3.51	49	10.24	61	28.78
26	2.42	38	3.58	50	11.18	62	31.24
27	2.46	39	3.95	51	12.21	63	33.89
28	2.49	40	4.40	52	12.35	64	36.77
29	2.52	41	4.93	53	14.16	65	39.93

TABLE II

Amount of Component (A)	Volume Adjustment Factor	Amount of Component (A)	Volume Adjustment Factor	Amount of Component (A)	Volume Adjustment Factor
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EFFECTIVE DATE

This page is made a part of the Policy and becomes effective **April 1, 2013.**

CONVERSION PRIVILEGE

A. ON TERMINATION OF THE STATUS OF ELIGIBILITY OF AN INSURED EMPLOYEE. If an employee's insurance or any portion thereof terminates because of termination of his employment or of his status as an eligible employee, he shall have the privilege of converting all or at his option, any part of his insurance to an individual policy of life insurance, without being required to furnish evidence of insurability subject to the following conditions:

1. Written application for the policy and payment of the first premium thereon must be made within thirty-one (31) days after termination of his group insurance.
2. The individual policy shall be upon one of the forms then customarily issued by the Company, except term insurance and without disability or other supplementary benefits.
3. The individual policy shall be effective at the end of the thirty-one (31) day period after such termination.
4. The premium payable shall be based upon the Company's rate applicable to both the class of risk to which the employee then belongs and his attained age on the effective date of the individual policy.
5. In no event may the amount converted exceed the amount of insurance on the employee just prior to termination of his employment or entering an ineligible class.

B. ON TERMINATION OF THIS GROUP LIFE INSURANCE POLICY. If an employee's insurance terminates because of termination of this Policy, and if he has been insured under the Policy for five (5) years prior to its termination, he shall have the privilege of converting to an individual policy, subject to the conditions described in subdivision A of this section; except that the amount of individual policy shall not exceed the lesser of (a) the amount of his life insurance under this Policy on the date it terminated, reduced by the amount of any group life insurance for which he becomes eligible within thirty-one (31) days after such termination, and (b) two thousand pesos.

INSURANCE DURING CONVERSION PERIOD

If the Insured dies during the period within which he would have been entitled to convert his group insurance hereunder into an individual insurance policy in accordance with provisions of the preceding section, the amount of insurance he would have been entitled to convert shall be payable as a claim under the Group Policy whether or not the application for the individual insurance policy or payment of the first premium therefor has been made.

**PHILIPPINE AXA LIFE INSURANCE CORPORATION
GROUP PERSONAL ACCIDENT INSURANCE RIDER**

BENEFITS

The benefits below shall be paid by the Company to the Group Member if living (otherwise to his beneficiary) upon receipt by the Company of due proof that the Group Member has sustained bodily injury effected directly and independently of all other causes through external, violent, and accidental means of which, except in the case of drowning or of internal injury revealed by an autopsy, there is evidence of a visible contusion or wound on the exterior body.

TABLE OF BENEFITS

The insurance provided is only with respect to the coverage(s) for which a specific amount of insurance is stated in the following table. If the word "NIL" appears opposite any coverage, no insurance is provided for such coverage.

SECTION	COVERAGE		AMOUNT OF INSURANCE
A	DEATH		SEE SCHEDULE OF BENEFITS BELOW
B	PERMANENT DISABLEMENT	The percentage (as stated in the Table of permanent Disablement Benefits) of Weekly Indemnity is limited in all to 100 weeks	
C	PERMANENT TOTAL DISABLEMENT		
D	PERMANENT PARTIAL DISABLEMENT		
E	MEDICAL EXPENSE(per any one accident)		
F	BURIAL EXPENSE		
G	MURDER		
OTHERS			

SCHEDULE OF BENEFITS

	Death	Permanent Disablement	Murder
Level 1	P2,000,000.00	P2,000,000.00	P2,000,000.00
Level 2	P1,000,000.00	P1,000,000.00	P1,000,000.00
Level 3	P500,000.00	P500,000.00	P500,000.00

INSURANCE BENEFITS

- A. **DEATH** If the bodily injury shall within one hundred eighty (180) days from the date of a covered accident result in loss of life, the Company will pay the Amount of Insurance to the designated beneficiary(ies).
- B. **PERMANENT DISABLEMENT** The Company will pay the following indemnities to the Group Member if the bodily injury shall within one hundred eighty (180) days from the date of a covered accident result in:

(Table Of Permanent Disablement)

1.	Loss of two limbs	100.0% of Amount of Insurance
2.	Loss of both hands, or all fingers and thumb of both hands	100.0% of Amount of Insurance
3.	Loss of both feet	100.0% of Amount of Insurance
4.	Total loss of sight of both eyes	100.0% of Amount of Insurance
5.	Injuries resulting in being permanently bedridden	100.0% of Amount of Insurance
6.	Any other injury causing permanent total disablement	100.0% of Amount of Insurance
7.	Loss of arm	50.0% of Amount of Insurance
8.	Loss of hand	42.5% of Amount of Insurance
9.	Loss of four fingers and thumb of one hand	42.5% of Amount of Insurance
10.	Loss of thumb	15.0% of Amount of Insurance
11.	Loss of index finger	10.0% of Amount of Insurance

12.	Loss of middle finger	.....	6.0% of Amount of Insurance
13.	Loss of ring finger	.....	5.0% of Amount of Insurance
14.	Loss of little finger	.....	4.0% of Amount of Insurance
15.	Loss of leg	.....	40.0% of Amount of Insurance
16.	Loss of one foot	.....	40.0% of Amount of Insurance
17.	Loss of toes, all of one foot	.....	15.0% of Amount of Insurance
18.	Loss of big toe	.....	5.0% of Amount of Insurance
19.	Loss of any toe other than big toe, each	.....	1.0% of Amount of Insurance
20.	Loss of sight of one eye	.....	30.0% of Amount of Insurance
21.	Loss of hearing of:		
	both ears	.....	50.0% of Amount of Insurance
	one ear	.....	25.0% of Amount of Insurance

Any sum short of 100% which maybe paid for a loss as specified in the Table of Permanent Disablement shall be accounted in diminution of the Amount of Insurance so that in case of subsequent injury or death during the same policy year, the total amount payable by the Company for all claims shall not exceed the Amount of Insurance.

No indemnity will be paid under any circumstances for more than one of the losses specified in the Table of Permanent Disablement. In case of several losses, as a result of the same covered accident, the Company shall pay only the indemnity corresponding to the greatest loss.

DEFINITIONS

1. Total and Permanent loss of the use of a part of the body shall be treated as loss of such part of the body.
 2. The loss of the first joint of the thumb or any other finger or of any toe shall be considered as equal to the loss of one-half of the thumb of finger or toe and the benefits shall be one-half of the benefit specified above for the loss of the thumb or finger or toe.
 3. The loss of more than one phalange of the thumb or of any other finger or of any toe shall be treated as loss of the entire thumb or finger or toe.
 4. Where there is loss of two or more parts of the hand, the percentage payable shall not be more than the loss of the whole hand.
 5. Loss of sight means total and irrecoverable loss of eyesight; loss of hearing means total and irrecoverable loss of hearing.
 6. Where the disablement is not specified, the Company will adopt a percentage which in its opinion is consistent with the provision of the Table of Permanent Disablement.
- C. **TEMPORARY TOTAL DISABLEMENT** If the bodily injury shall within one-hundred-eighty (180) days from the date of a covered accident totally and continuously disable and prevent the Group Member from engaging in any occupation or employment for compensation or profit for which the Group Member is reasonably qualified by education, training or experience, the Company will pay a weekly indemnity in the amount stated in the Table of Benefits, during such temporary total disablement but not for a period longer than 100 weeks in respect of any one injury calculated from the date the Group Member was first examined by a legally qualified medical practitioner.
- D. **TEMPORARY PARTIAL DISABLEMENT** If the bodily injury shall within one-hundred-eighty (180) days from the date of a covered accident or immediately following a period of Temporary Total Disablement covered in (C.) above continuously disable and prevent the Group Member from engaging in any occupation or employment for compensation or profit for which the Group Member is reasonably qualified by education, training or experience, the Company will pay a weekly indemnity in the amount stated in the Table of Benefits, during such temporary partial disablement but not for a period longer than 100 weeks in respect of any one injury calculated from the date the Group Member was first examined by a legally qualified medical practitioner.
- E. **MEDICAL EXPENSE** If the bodily injury shall solely and independently of any other cause require within one-hundred-eighty (180) days from the date of a covered accident, medical or surgical treatment (including X-rays), hospital charges or the employment of a trained nurse, the Company will pay in addition to any other indemnity payable, the actual expense of such treatment, hospital charges and nurse's fee, without deduction of PhilHealth benefit, if any, not exceeding in respect of any one covered accident the amount stated in the Table of Benefits.

F. BURIAL EXPENSE Upon receipt and approval of due proof of a covered accidental death of a Group Member, the Company shall pay the actual cost up to the maximum benefit specified in the Table of Benefits, in addition to a death benefit, as a Burial Benefit to help defray the costs of the funeral, funeral service, and burial expenses brought about by the death of the Group Member. However, the Company is not liable to pay such burial expenses incurred by the Group Member should death be due to murder or provoked assault.

G. MURDER This Rider extends to cover death, disablement or bodily injury caused by murder or any attempt thereat provided such murder is not excluded under ITEM 1.a. of EXCLUSIONS below.

The total benefits payable under (A.), (B.), (C.) & (D.) in respect of any one covered accident shall not exceed the Amount of Insurance.

In any policy year, the total benefits payable under Permanent, Temporary Total and Temporary Partial Disablement shall not exceed the Amount of Insurance (i.e. for subsequent accident resulting in any loss(es) which would make the total benefits exceed the Amount of Insurance, the amount(s) payable under Permanent, Temporary Total and Temporary Partial Disablement shall be the Amount of Insurance less the amount(s) paid from previous loss(es)). However, the payment of the Amount of Insurance for such loss(es) shall not terminate this contract in so far as accidental death benefit is concerned. Benefits which would otherwise be payable for losses incurred within one policy year shall not be carried over to the next policy year.

CANCELLATION OF THIS RIDER

This Rider shall not be canceled by the Company except upon prior notice, thereof to the Policyholder, and no notice of cancellation shall become effective unless it is based on the occurrence, after the effective date of this Rider, of one or more of the following:

- (a) non-payment of premium,
- (b) conviction of crime arising out of acts increasing the hazard insured against,
- (c) discovery of fraud or material misrepresentation,
- (d) discovery of willful or reckless act of commission increasing the hazard insured against, and
- (e) determination by the Commissioner that the continuation of this Rider would violate or would place the Company in violation of the Insurance Code.

All notices of cancellation shall be in writing, mailed or delivered to the Policyholder's address and shall state (a) which of the grounds set forth in this provision is relied upon and (b) that, upon written request of the Policyholder, the Company will furnish the facts upon which the cancellation is based.

If the Policyholder or the Company cancels this Rider, notice of which must also be in writing, the Company shall retain the earned premium for the time this Rider had been in force, computed in accordance with the following Short Period Rate Scale:

2 months or less	40%
3 months	50%
4 months	60%
5 months	70%
6 months	80%
more than 6 months	100%

TERMINATION OF THIS RIDER

This Rider shall terminate on the earliest of the following dates:

- (1) the date the premium falls due if written notice that this Rider will not be continued is given to the Company by the Policyholder on or before said due date;
- (2) the date of receipt by the Company of the Policyholder's written notice to terminate this Rider, if such notice is given during the grace period;
- (3) the date next following the end of the grace period if the premium is not paid;
- (4) the date of the Company's written notice of termination to the Policyholder when the number of Group Members fall below ten (10); or
- (5) the date the Group Policy terminates.

Termination of this Rider for any cause shall be without prejudice to any claim arising prior to the effective date of termination.

EXTENT OF COVERAGE

This Rider shall in no event extend beyond the end of the policy year during which the age of the Group Member at nearest birthday is more than 65 years.

EXCLUSIONS

This rider shall not extend to cover death or disablement or bodily injury:

1. Occasioned by or happening through:
 - a. War, invasion, act of foreign enemy, hostilities (whether war be declared or not), civil war, rebellion, revolution, insurrection, mutiny, or usurped power, riots, strikes, military or popular uprising.
 - b. Suicide or attempted suicide (whether felonious or not, sane or insane), hernia, alcoholism, intoxication, drugs, intentional self-injury, insanity, diseases or infections (except pyogenic infection occurring through an accidental cut or wound).
 - c. Poison or any poisonous substances accidentally or otherwise taken, administered, absorbed or inhaled.
 - d. Earthquake, volcanic eruption or tidal wave.
2. Caused by murder or provoked assault (unless coverage is provided under Insurance Benefits above).
3. Occurring while the Group Member is traveling in an aircraft other than one licensed for public passenger service and operated by a regular airline on a published scheduled flight over a regular air route between two definitely established airports and in which the Group Member is traveling as a ticket-holding passenger.
4. Consequent upon the Group Member engaging in hunting, racing of any kind, steeplechasing, polo playing, mountaineering, winter sports, ice hockey, football, scuba diving, yachting or using woodworking machinery driven by mechanical power, as a type of sport hobby or for any other purpose.
5. Occasioned by or happening through pregnancy or childbirth.
6. Consequent upon the Group Member engaging in the making or handling of explosives or upon being engaged as a custodian of explosives.
7. Consequent upon the Group Member's commission of or attempt to commit a crime or consequent upon the Group Member's being engaged in an illegal occupation or performing an unlawful act.
8. Consequent upon the Group Member engaging in driving or riding a motorcycle, motor scooter, motor bicycle or any other two-wheeled vehicle and/or sidecar.

MEDICAL EXAMINATIONS

The Company shall have the right and opportunity through its medical representative to examine the person of the Group Member suffering a loss when and so often as it may reasonably require while the claim is in process and during the entire period that the Company is liable to pay indemnity or benefit. The indemnity or benefit shall cease if the examination reveals that the Group Member is no longer disabled. And in case of death, the Company shall have the right to make an autopsy unless forbidden by law.

ELIGIBILITY

A Group Member who has qualified under the Participants Eligible Provision of the Group Life Insurance Policy shall be eligible for Personal Accident Insurance.

PREMIUM RATE

The annual premium for Personal Accident Insurance shall be P 0.20 per thousand of Insurance coverage.

NOTICE OF CLAIM

Written notice of injury on which claim may be based must be given to the Company within thirty (30) days after the date of accident causing such injury. In the event of accidental death, immediate notice thereof must be given to the Company. Such notice given by or in behalf of the Group Member or Beneficiary, as the case may be, to the Company or to any authorized agent of the Company, with particulars sufficient to identify the Group Member, shall be deemed notice to the Company. Failure to give notice within the time provided in this Rider shall not invalidate any claim if it shall be shown not to have been reasonably possible to give such notice and that notice was given as soon as was reasonably possible.

PROOF OF LOSS

The Company, upon receipt of such notice, will furnish to the claimant such forms as are usually furnished by it for filing proofs of loss. If such forms are not so furnished within fifteen (15) days after receipt of such notice, claimant shall be deemed to have complied with the requirements of this Rider as to proof of loss upon submitting within the time fixed in this Rider for filing proofs of loss, written proof covering the occurrence, character and extent of the loss for which claim is made. Affirmative proof of loss must be furnished to the Company within ninety (90) days after the date of such loss. Failure to furnish such proof within the time required shall not invalidate nor reduce any claim if it was not reasonably possible to give proof within such time.

NON-PARTICIPATING

This Rider shall be non-participating and shall not share in the surplus earnings of the Company.

GENERAL PROVISION

The effective date of this Rider shall be the same as that of the Group Life Insurance Policy to which it is attached unless otherwise stated below. This Rider shall continue to be in force under the same provisions that govern the Group Life Insurance Policy.

All other terms, provisions and conditions of the Group Life Insurance Policy remain unchanged except as stated herein.

Rider Effective Date : April 1, 2013.

TOTAL AND PERMANENT DISABILITY INCOME BENEFITS RIDER

If a member who has not exceeded the maximum age of eligibility for Life Insurance:

- (a) becomes totally disabled by bodily injuries or disease, and
- (b) is thereby prevented from engaging in any occupation for compensation or profit, and
- (c) will be so disabled for life, and
- (d) shall have been disabled for a continuous period of at least 6 months, and
- (e) shall not have exercised his conversion rights, such member shall be entitled to receive a monthly income of P 18.32 for each P 1,000.00 of Life Insurance. The monthly income will be continued during the member's disability until the amount of his Life Insurance with 4% interest per year on the unpaid balance from the date of the first payment is exhausted. If the member dies before all installments are paid the commuted value of the remaining installments will be paid in a lump sum to his beneficiary.

The Insurance Company shall have the right from time to time during the continuance of the disability income benefit, to require proof of the existence and continuance of total and permanent disability and to make examinations of the disabled member.

"Total and permanent disability" means disability as a result of bodily injury or disease which wholly prevents the member from engaging in any business or occupation or from performing any work for compensation or profit for a period of at least 6 months.

PREMIUM RATE

The initial premium for the benefits provided by the Benefits Provisions shall be as follows:

Classification	Annual	Premium	Rate per Thousand
Each Eligible Employee		P 0.27	

EFFECTIVE DATE

This page is made part of the Policy and becomes effective April 1, 2013.

BURIAL BENEFIT RIDER

Upon receipt and approval of due proof of death of the Insured Employee, the Company shall pay in addition to the death benefit under the "AMOUNT OF INSURANCE" provision thereof, an amount stated in the same provision, as Burial Benefit to help defray the costs of the casket, the funeral service, the burial lot and other burial expenses, brought about by the death of the insured Employee.

The premium rate for this Benefit shall be incorporated under "COMPUTATION OF PREMIUMS" provision of the Policy to which this Rider is attached.

AUTOMATIC TERMINATION OF BURIAL BENEFIT

This Benefit shall automatically terminate and the additional premium therefore shall cease to be payable on the earliest of the following:

1. The date this Policy terminates;
2. The date of termination of the insured Employee's status as an eligible Employee as defined under the Eligibility provision.
3. The date the insured Employee's premium due is not remitted to the Company, except as provided under the "Grace Period" provision.

EFFECTIVITY

The Effective Date of this Rider shall be the effectivity of the Policy to which this Rider is attached unless a different date is shown here.

IMPORTANT NOTICE

The Insurance Commission of the Philippines, with offices in Manila, is the government office in charge of the enforcement of all laws, relating to the insurance and has supervision over insurance companies. It is ready at all times to render assistance in settling any controversy between an insurance company and a policyholder relating to insurance matters.