

METROPOLITAN LIFE INSURANCE COMPANY

Group Policy No. 8577-G bearing date of May 29, 1940 ^{rewritten} December 1, 1956 and insuring the Employees of RAYBENTOS - MANHATTAN, INC. is hereby amended
(Hereon called the Employer)

follows:

I. Effective December 31, 1968, by adding to the Contributory Insert of said Group Policy, the following:

"Applicable to Officers and Department Heads.--Each Employee who is actively at work on his last regularly scheduled working day prior to January 1, 1969 and each Employee employed subsequent to January 1, 1969 shall be excluded from eligibility for Additional Insurance hereunder and the Additional Insurance hereunder, if any, on each such Employee shall be automatically discontinued on December 31, 1968. Each Employee who is not actively at work on his last regularly scheduled working day prior to January 1, 1969 shall be excluded from eligibility for Additional Insurance hereunder and his Additional Insurance hereunder, if any, shall be automatically discontinued on the earlier of: (a) the thirtieth day following the date of his return to active work, provided he is actively at work on the next succeeding day; if not then actively at work, on the day immediately preceding the date of his subsequent return to active work, or (b) the day immediately preceding the effective date of his Additional Insurance hereunder subsequent to January 1, 1969.

Applicable to all Employees.--Each Employee who is actively at work on his last regularly scheduled working day prior to January 1, 1969 and each Employee employed subsequent to January 1, 1969 shall be excluded from eligibility for Basic Insurance hereunder and the Basic Insurance hereunder, if any, on each such Employee shall be automatically discontinued on December 31, 1968. Each Employee who is not actively at work on his last regularly scheduled working day prior to January 1, 1969 shall be excluded from eligibility for Basic Insurance hereunder and his Basic Insurance hereunder, if any, shall be automatically discontinued on the day immediately preceding the date of his return to active work."

II. Effective January 1, 1969, by substituting for the first sentence of subsection (1) of Section 6 of Supplementary Agreement Form G.8065-7 and Supplementary Agreement Form G.8297 bearing date of issue November 1, 1964, attached to said Group Policy as parts thereof, the following:

"The last day of the calendar month in which termination of the Employee's employment occurs."

III. Effective January 1, 1969 as to Employees actively at work on their last regularly scheduled working day prior to January 1, 1969 and Employees employed subsequent to January 1, 1969 and effective on the effective date of his insurance under said Group Policy subsequent to January 1, 1969 as to any Employee not actively at work on his last regularly scheduled working day prior to January 1, 1969.

A. By substituting for said Contributory Insert of said Group Policy the attached Combination Non-Contributory and Contributory Insert.

B. By adding to said Group Policy the attached Supplementary Agreement Form GDD6175-1.

C. By adding immediately prior to Section 3 of Supplementary Agreement Forms G.S.P.6325, G.S.P.6303 and G.6391-I-P&D, attached to said Group Policy as parts thereof, the following:

"Notwithstanding the provisions of Section 3 and Section 4 hereof to the contrary, as to each Employee of General Asbestos and Rubber Division:

- (a) no employee shall be required to make written request for Personal Insurance in order to become insured hereunder for Personal Insurance only or for Personal Insurance and Dependent Insurance.
- (b) The Personal Insurance on any Employee shall become effective on the date of his eligibility for such insurance provided he is actively at work on that date, and
- (c) no Employee may contribute to the cost of his Personal Insurance hereunder."

It is understood and agreed as to all Employees, except Salaried Employees, that, for the purpose of determining effective dates of insurance under said Combination Non-Contributory and Contributory Insert, the written requests for insurance under said Group Policy of Employees insured thereunder on December 31, 1968 shall be deemed to be written requests for insurance under said Combination Non-Contributory and Contributory Insert.

The foregoing amendment is to be attached to and made part of said Group Policy, and is subject to the agreements and covenants therein contained.

Witness my hand and seal this _____ day of _____ 19____

(Signature)
RAYBESTOS - MANHATTAN, INC.
(Company)

By _____
(Signature)

(SPACE BELOW FOR USE OF METROPOLITAN LIFE INSURANCE COMPANY ONLY)

Witness my hand and seal this 29th day of February 1972

(Signature)
METROPOLITAN LIFE INSURANCE COMPANY,
(Company)

Walter E. Hollenbeck
Secretary

Form 9911-01
Rev. 10-68
GPO: 1968 O-450-000

Amendment No. 46

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Section 5. CESSATION OF INSURANCE.—(A) As to the Insurance hereunder:—The Life Insurance on any Employee insured hereunder shall automatically cease on the date of the termination of his employment. Termination of employment, for the purposes of Life Insurance hereunder, means cessation of active work as an Employee as defined in Section 1 hereof, except that

- (i) in case of the absence of an Employee from active work because of sickness, injury or retirement, ON DISMISSAL his employment may, for the purposes of his Life Insurance hereunder, be deemed to continue until terminated by the Employer, or
- (ii) in case of the absence of an Employee from active work because of leave of absence or temporary lay-off, his employment may, for the purposes of his Life Insurance hereunder, be deemed to continue until terminated by the Employer but in no case beyond the expiration of the period specified on the reverse side hereof following the date such leave of absence or lay-off commenced.

the case of either of the above exceptions, the Life Insurance under on such Employee shall automatically cease on the date of such termination of his employment by the Employer, as evidenced to the Insurance Company by the Employer, whether by notification or by cessation of premium payment on account of such Employee's Life Insurance hereunder.

As to the Accident and Health Insurance hereunder:—The Accident and Health Insurance on any Employee insured hereunder shall automatically cease on the date of the termination of employment, except that an Employee's Accident and Health Insurance hereunder shall continue during any period for which he is entitled to receive Weekly Benefits hereunder. Termination of employment, for the purposes of Accident and Health Insurance hereunder, means cessation of active work as an Employee defined in Section 1 hereof, except that

- (i) in case of the absence of an Employee from active work because of sickness or injury, his employment may, for the purposes of his Accident and Health Insurance hereunder, be deemed to continue until terminated by the Employer, or
- (ii) in case of the absence of an Employee from active work because of temporary lay-off, his employment may, for the purposes of his Accident and Health Insurance hereunder, be deemed to continue until terminated by the Employer but in no case beyond the expiration of a period of two months following the date such lay-off commenced.

In the case of either of the above exceptions, the Accident and Health Insurance hereunder on such Employee shall automatically cease on the date of such termination of his employment by the Employer, as evidenced to the Insurance Company by the Employer, whether by notification or by cessation of premium payment on account of such Employee's Accident and Health Insurance hereunder.

(b) The Contributory Insurance on any Employee insured hereunder who shall have notified the Employer that his Contributory Insurance hereunder is to be discontinued shall automatically cease on the date

such notice of discontinuance is received by the Employer. If any Employee fails to make any contribution when due, as required by the Employer, to the cost of his Contributory Insurance hereunder, his Contributory Insurance hereunder shall automatically cease on the date of the expiration of the last period for which he made such contribution.

(c) The Accident and Health Insurance on any disabled Employee insured hereunder shall automatically cease on the date of expiration of the maximum number of weeks for which Weekly Benefits are payable hereunder on account of such Employee's disability. The Accident and Health Insurance hereunder on any such Employee shall be reinstated only if and when he returns to active work for the Employer on full time.

(d) In any event all insurance hereunder shall automatically cease upon the discontinuance of this Policy.

Section 6. AMOUNT OF INSURANCE.—The amount of insurance hereunder on any Employee shall be in accordance with the schedule set forth on the next page and any increase X X in the amount of such insurance, in accordance with said schedule, shall become effective, provided the Employee is then actively at work, on the February 1st, May 1st, August 1st, and November 1st of each year, based upon the Employee's earnings or class (continued on reverse side)

If such Employee is not then actively at work, such change in the amount of insurance shall become effective on the next following day

on which he is actively at work, subject, in the case of any amount of Life Insurance or Insurance for Death or Dismemberment by Accidental Means greater than \$97,000, to the additional provisions, following in the schedule, entitled "Provisions Applicable to Life Insurance and Insurance for Death or Dismemberment by Accidental Means in Amounts Greater Than \$97,000. (Total Amount of Basic and Additional Insurance)."

tion 5. (A) (ii) (Continued)

to any Employee of United States Asbestos Division - six months

to any other Employee - two months

tion 6. (Continued)

each preceding calendar quarter as to Employees at Monheim, Pennsylvania, and, in the case
any other Employee, on the date of change in the Employee's earnings or class.