Baker Hughes

Rewriting The Energy Equation™

Executive Life insurance

Basic Life insurance

Baker Hughes pays the full cost of this benefit, which is based on your benefits base pay.

Your age when you die	Benefit amount
Under age 70	2x benefits base pay, rounded to the next higher $1,000 if not already a multiple thereof (minimum $50,000; maximum $3 million)
Age 70 or over	Coverage is reduced by 50% the first of the year following your 70th birthday

Perquisite Life insurance

In addition to the company-provided Basic Life insurance coverage, you may choose to elect Perquisite Life insurance coverage as shown in the chart below.

Your age when you die	Benefit amount
Under age 70	1x to 3x benefits base pay, rounded to the next higher $1,000 if not already a multiple thereof, up to $3 million ($5 million combined maximum with Basic Life)
Age 70 or over	Coverage is reduced by 50% the first of the year following your 70th birthday

Supplemental Life insurance

You can buy additional life insurance for yourself, your spouse or domestic partner, and eligible dependent children (including children of your domestic partner) through the Supplemental Life insurance plan. Depending on the amount of coverage you elect, you and/or your spouse or domestic partner may be required to provide Evidence of Insurability (EOI).

Your age when you die	Benefit amount
Employee coverage*	1x to 8x benefits base pay rounded to the next higher $1,000 if not already a multiple thereof, up to a maximum of $6 million ($8 million combined maximum with Basic Life and Perquisite Life)
Spouse or domestic partner coverage Spouse or domestic partner coverage cannot exceed 100% of an employee's total life insurance coverage.	Choose from these benefit amounts: • $25,000 • $50,000 • $75,000 • $100,000 • $150,000 • $200,000 • $250,000
Dependent child coverage There are no EOI requirements for child coverage.	$10,000 per covered child If both you and your spouse or domestic partner are Baker Hughes employees, each of you and any of your dependents (including children of your domestic partner) can be covered only once under the Supplemental Life insurance plan. Coverage can be through you or your spouse or domestic partner or a combination of the two of you, so long as no person is covered more than once, including your dependents.
Benefits base pay	Benefits base pay means your base annual earnings, including any before-tax contributions you make through the benefits program. This does not include any overtime pay or bonuses. For certain benefit rate calculations, your benefits base pay is determined in either September, your date of hire, or your transfer date, whichever is later.

* If both you and your spouse or domestic partner are Baker Hughes employees, each of you can be covered only once under the Supplemental Life insurance plan. Coverage can be through you or your spouse, so long as no person is covered more than once.