



bebe stores, Inc.

Summary of Benefits for Basic Life and Basic Accidental Death & Dismemberment Insurance

ELIGIBILITY:	All active, full-time employees working a minimum of 37.5 regularly scheduled hours per week.
WAITING PERIOD FOR NEW HIRES:	First of the month following date of hire.
BASIC LIFE BENEFIT:	2 times annual earnings, rounded to the next \$1,000 increment, to a maximum of \$500,000. <i>This benefit is paid for by your employer.</i>
BASIC AD&D BENEFIT:	2 times annual earnings, rounded to the next \$1,000 increment, to a maximum of \$500,000. <i>This benefit is paid for by your employer.</i>
ANNUAL EARNINGS ARE DEFINED AS:	Your gross annual rate of earnings, including any bonuses and/or commissions, excluding overtime pay and extra compensation.
REDUCTION SCHEDULE:	When you reach age 65, benefits reduce to 65%. When you reach age 70, benefits reduce to 50%. When you reach age 75, benefits reduce to 35%.
CONVERSION:	You may have the option to convert your basic life insurance policy if all or part of your coverage ends.
ACCELERATED DEATH BENEFIT:	If you provide satisfactory proof of you having a terminal condition, you may receive a portion of the life insurance amount as an accelerated benefit. The amount received will be 80% of the Basic Life insurance benefit or \$400,000, whichever is less.
<u>ADDITIONAL AD&D PROVISIONS:</u>	
SEATBELT PROVISION:	If your death was caused by an automobile accident while you were driving or riding in an automobile and you were wearing a seat belt at the time of the accident, an additional benefit of 10% of full amount up to \$10,000, will be paid.
AIR BAG PROVISION:	If your death was caused by an automobile accident while you were driving or riding in an automobile and you were wearing a seatbelt at time of the accident and seated behind a properly installed airbag. The amount received will be 10% of the full amount up to \$10,000.

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Group products and services are offered by Liberty Life Assurance Company of Boston, a member of Liberty Mutual Group. The above information provides highlights of your plan. It does not and is not intended to cover the program in detail. If a conflict exists between a statement in this document and any provision in the policy, the policy will govern.

REPATRIATION PROVISION:

In the event you suffer loss of life at least 200 miles from your principal place of residence, payment will be made to transport your body to a mortuary chosen by your beneficiary. Written proof of the expenses must be submitted to Liberty prior to payment, with the maximum benefit being \$2,000.

CHILD EDUCATION PROVISION:

A one-time benefit to your beneficiary on behalf of your covered dependent children if you suffer a loss of life as a result of an accident and meet the criteria. The maximum annual benefit, per dependent child is \$2,500. The maximum lifetime family benefit amount is \$20,000. The dependent child's maximum age is 23 years.

CHILD CARE PROVISION:

A one-time benefit for child care to your beneficiary on behalf of your covered dependent children if you suffer a loss of life as a result of an accident and meet the criteria. The maximum benefit, per dependent child is \$2,500. The maximum family benefit is \$5,000.

SPOUSE TRAINING PROVISION:

A one-time benefit will be paid to a surviving spouse if you suffer loss of life as a result of an accident and meet the criteria. The maximum benefit payable is \$2,500.