





Customer Service (888) 600-1600

Monday to Friday | 8am to 8:30pm ET

#### Welcome to

# Workplace benefits

## **Everyone deserves a Guardian**

Every day, Guardian gives 26 million Americans the security they deserve through our insurance and wealth management products and services.

We've partnered with your organization to offer you a range of employee benefits. Inside this pack, you'll find the plans your employer thinks you might benefit from.

### **Know your benefits**

Your benefits support your physical and financial wellbeing, to help keep you and your loved ones protected.

With Guardian, you're in good hands. We've been delivering on our promises for over 150 years, and we're looking forward to doing the same for you too.

- 1 Read through this information.
- Find out more about your benefits.
- Talk to your employer if you need help or have any questions.

### Your coverage options

<b>&gt;</b>		83
Cancer insurance	Accident insurance	Dental insurance
Financial support after a cancer diagnosis	Helping you cover expenses after an accident	Taking care of teeth and overall health

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This document is a summary of the major features of the insurance

coverage that's been agreed to with your employer – it isn't your contract.

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### **S** Guardian



### Watch our video Learn how dental insurance can protect your long-term health.

#### Dental insurance

than just covering cavities and cleanings dental work, and your overall health. It also means accounting for more expensive Taking care of your teeth is about more

extensive dental work is required. better overall health. And you'll be able to save money if any With dental insurance, routine preventive care can lead to

#### Who is it for?

offer comprehensive plans that are available through employers as part of your benefit offerings. Everyone should have access to great dental coverage, which is why we

### What does it cover?

and other more serious forms of oral surgery if you ever need them. services like preventive cleanings, x-rays, restorative services like fillings, Dental insurance helps to protect your overall oral care. That includes

### Why should I consider it?

including diabetes, heart disease, and strokes. So, while brushing and regular visits to the dentist. flossing every day can help keep your teeth clean, nothing should replace Poor oral health isn't just aesthetic, it's also been linked to conditions



#### Staying healthy

Joe visits his dentist for a routine dental cleaning, to take care of his teeth as well as his overall health.

Oral health is about more than just teeth and gums. It's also essential for a range of other health and wellbeing reasons:

Cardiovascular disease: Some research suggests that heart disease, clogged arteries, and infections may be linked to inflammation and infections from oral bacteria.

Osteoporosis: Weak and brittle bones may be linked to tooth loss.

**Diabetes:** Research shows that people with gum disease find it more difficult to control their blood sugar levels.

**Alzheimer's disease:** Tooth loss before the age of 35 may be a risk factor for Alzheimer's disease.

You will receive these benefits if you meet the conditions listed in the policy.

www.mayoclinic.com. 2018

All information contained here is from the Mayo Clinic, Oral Health:

A Window to Your Overall Health

CITY OF EAGLE PASS





## Your dental coverage

**PPO** plan, you can visit any dentist; but you pay less out-of-pocket when you choose a PPO dentist. Out-of-network benefits are based on a percentile of the prevailing fee data for the dentist's zip code.

Your Dental Plan	PPO	
Your Network is	DentalGuard Preferred	
Calendar year deductible	In-Network	Out-of-Network
Individual	\$40	\$40
Family limit	3 per family	nily
Waived for	Preventive	Preventive
Charges covered for you (co-insurance)	In-Network	Out-of-Network
Preventive Care		100%
Basic Care	100%	100%
Major Care	90%	90%
Orthodontia	90%	90%
Annual Maximum Benefit	\$1500	
Maximum Rollover	Yes	
Rollover Threshold	\$700	
Rollover Amount	\$350	
Rollover Account Limit	\$1250	
Lifetime Orthodontia Maximum	\$1500	
Dependent Age Limits	26	





## Your dental coverage

A Sample of Services Covered by Your Plan:

PPO

	Child(ren)	Limits:	
90%	90%	Orthodontia	Orthodontia
90%	90%	Single Crowns	
90%	90%	Inlays, Onlays, Veneers**	
90%	90%	Bridges and Dentures	Major Care
100%	100%	Surgical Extractions	
100%	100%	Simple Extractions	
100%	100%	Scaling & Root Planing (per quadrant)	
100%	100%	Root Canal	
100%	100%	Repair & Maintenance of Crowns, Bridges & Dentures	
6 Months	Once Every 6 Months	Frequency:	
100%	100%	Periodontal Maintenance	
100%	100%	Perio Surgery	
100%	100%	Fillings‡	
100%	100%	Anesthesia*	Basic Care
100%	100%	X-rays	
100%	100%	Sealants (per tooth)	
100%	100%	Oral Exams	
ge I4	Under Age 14	Limits:	
100%	100%	Fluoride Treatments	
5 Months	Once Every 6 Months	Frequency:	
100%	100%	Cleaning (prophylaxis)	Preventive Care
Out-of-network	In-network		
(e)	Plan þays (on average)		

your plan in order to remain insured after a certain age; then orthodontic maintenance may continue as long as full-time student status is maintained. If Orthodontia coverage is for "Adults and Child(ren)" this limitation does not apply. \*General Anesthesia – restrictions apply. ‡For PPO and or Indemnity members, Fillings – restrictions may apply to composite fillings. This is only a partial list of dental services. Your certificate of benefits will show exactly what is covered and excluded. \*\*For PPO and or Indemnity members, Crowns, Inlays, Onlays and Labial Veneers are covered only when needed because of decay or injury or other pathology when the tooth cannot be restored with amalgam or composite filing material. When Orthodontia coverage is for "Child(ren)" only, the orthodontic appliance must be placed prior to the age limit set by your plan; If full-time status is required by

ALL OTHER ELIGIBLE EMPLOYEES





## Your dental coverage

#### **Manage Your Benefits:**

Go to www.Guardianlife.com to access secure information about your Guardian benefits including access to an image of your ID Card. Your on-line account will be set up within 30 days after your plan effective date.

#### Find A Dentist:

Visit www.Guardianlife.com
Click on "Find A Provider"; You will need to know your plan, which can be found on the first page of your dental benefit summary.

## **EXCLUSIONS AND LIMITATIONS**

Important Information about Guardian's DentalGuard Indemnity and DentalGuard Preferred Network PPO plans: This policy provides dental insurance only. Coverage is limited to those charges that are necessary to prevent, diagnose or treat dental disease, defect, or injury. Deductibles apply. The plan does not pay for: oral hygiene services (except as covered under preventive services), orthodontia (unless expressly provided for), cosmetic or experimental treatments (unless they are expressly provided for), any treatments to the extent benefits are payable by any other payor or for which no charge is made, prosthetic devices unless certain conditions are met, and services ancillary to surgical treatment. The plan limits benefits for diagnostic

consultations and for preventive, restorative, endodontic, periodontic, and prosthodontic services. The services, exclusions and limitations listed above do not constitute a contract and are a summary only. The Gardian plan documents are the final arbiter of coverage. Contract # GP-1-DG2000 et al. **PPO and or Indemnity Special Limitation:** Teeth lost or missing before a covered person becomes insured by this plan. A covered person may have one or more congenitally missing teeth or have lost one or more teeth before he became insured by this plan. We won't pay for a prosthetic device which replaces such teeth unless the device also replaces one or more natural teeth lost or extracted after the covered person became insured by this plan. R3-DG2000

states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of Dental Guard Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all Policy Form # GP-1-DG2000, et al, GP-1-DEN-16 coverage. This policy provides DENTAL insurance only.

Kit created 07/08/23



### Vision uardian

Preferred Provider Organization (PPO) network. providers within the Vision Service Plan (VSP) vision care services or supplies from vision If you're eligible, you can receive discounts on

network. doctor. Discounts are not available from providers outside the VSP You must pay the entire discounted fee directly to your VSP Network



#### It's easy to save

Find a participating doctor near you by visiting guardiananytime.com/fpapp/FPWeb/vision or calling 18008777195.

You don't need to bring your ID card, but you do need to let your doctor know that you have the Guardian VSP Access Plan at the time of service to receive your discount.

## You'll save on exams, materials, and more

#### Average discounts:

services	Eye exams Frames, standard lenses, and lens options	20% off the usual charge 20% off the usual charge when a complete pair of prescription glasses is purchased
	lenses, and lens options	glasses is purchased
	Contact lens professional services	15% off the usual charge for professional services (contact lenses are not discounted)

for dental coverage, your access to the network discounts ends. This is not insurance. If you qualify, you must pay the entire discounted fee directly to the VSP network doctor. There is no charge for the Discount Vision Access program. You must be enrolled in a Guardian dental plan in order to be eligible for the Discount Vision Access program. When you are no longer enrolled

The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. This policy provides vision care limited benefits health insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services. Plan documents are the final arbiter of coverage. Policy Form No. No. GP-1-VSN-96-1 et al. The Guardian Life Insurance Company of America New York, NY 10004-4025, guardiananytime.com. Guardian's Vision Insurance is underwritten and issued by



#### Oral Health Rewards Program

and detect the early signs of serious diseases. Regular visits to the dentist can help prevent

dentist, by rolling over part of your unused annual maximum Program encourages and rewards members who visit the future years if your plan's annual maximum is reached into a Maximum Rollover Account (MRA). This can be used in That's why Guardian's Maximum Rollover Oral Health Rewards



#### **Automatic rollover**

Submit a claim (without exceeding the paid claims threshold of a benefit year), and Guardian will roll over a portion of your unused annual dental maximum.

## How maximum rollover works\*

maximum rollover amount can be rolled over. certain year don't reach a specified threshold, then the set Depending on a plan's annual maximum, if claims made for a

Plan annual maximum**	Threshold	Maximum rollover amount	Maximum rollover account limit
\$1,500	\$700	\$350	\$1,250
Maximum claims	Claims amount that	Additional dollars added to	The limit that cannot
reimbursement	determines rollover eligibility a plan's annual maximum	a plan's annual maximum	be exceeded within the
		for future years	maximum rollover account

<sup>&#</sup>x27;This example has been created for illustrative purposes only.

<sup>\*\*</sup> If a plan has a different annual maximum for PPO benefits vs. non-PPO benefits, (\$1500 PPO/\$1000 non-PPO for example) the non-PPO maximum determines the Maximum Rollover plan. May not be available in all states.

Guardian's Dental Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of coverage. Information provided in this communication is for informational purposes only. Dental Policy Form No. GP-1-DEN-16.  $GUARDIAN^{\oplus}$  is a registered service mark of The Guardian Life Insurance Company of America ® @Copyright 2019 The Guardian Life Insurance Company of America

### **S** Guardian



Watch our video
How accident insurance
can get you back on your feet.

## Accidentinsurance

Accidents happen. With accident insurance, you can help them hurt a bit less.

expenses when you suffer an unexpected, qualifying accident. gives you a cash payment to help cover out-of-pocket Accident insurance is an extra layer of protection that

#### Who is it for?

Nobody can predict when an accident might happen. That's why accident insurance is an important add-on policy for people who want to supplement the health and disability insurance coverage they already have individually or through an employer.

### What does it cover?

accident. This could be more than 40 different circumstances, including: confinement, and surgery. emergency treatment, ambulance, burns, dislocations, fractures, hospital Accident Insurance pays you lump sum of benefits after you suffer an

### Why should I consider it?

deductibles, and even things like rent or groceries. disability insurance may not cover, including x-rays, ambulance services. way to help supplement and cover additional expenses your health and premiums, and deductibles. Accident insurance can be a simple, affordable Health coverage may become more expensive, with higher co-pays,

Plus, accident insurance is portable and payments are made directly to you.

You will receive these benefits if you meet the conditions listed in the policy.



#### Added support during recovery

Amanda breaks her leg falling off her bike and needs emergency treatment.

Average non-surgical broken leg treatment expense: **\$2,500** 

Average Major Medical deductible: **\$1.500** 

Major Medical covers 80% of the surgical cost after the deductible is met, but Amanda's still responsible for 20%: \$200

Total out-of-pocket amount for Amanda (deductible + coinsurance): \$1.700

Amanda's Guardian Accident policy pays her a benefit of \$1,700, which covers all of her out-of-pocket expenses.

This example is for illustrative purposes only. Your plan's coverage may vary. See your plan's information on the following pages for specific amounts and details.

ALL OTHER ELIGIBLE EMPLOYEES





	ACCI	ACCIDENT
COVERAGE - DETAILS	Option I: Advantage Plan	Option 2: Value Plan
Your Monthly premium	\$15.20	\$12.04
You and Spouse	\$24.82	\$19.86
You and Child(ren)	\$25.44	\$20.58
You, Spouse and Child(ren)	\$35.06	\$28.40
Accident Coverage Type	On and Off Job	On and Off Job
<b>Portability</b> - Allows you to take your Accident coverage with you if you terminate employment.	Included	Included
ACCIDENTAL DEATH AND DISMEMBERMENT		
	Employee \$40,000	Employee \$30,000
Benefit Amount(s)	Spouse \$20,000 Child \$10,000	Spouse \$15,000 Child \$7,500
	Quadriplegia, Loss of speech & hearing (both ears), Loss of	Quadriplegia, Loss of speech & hearing (both ears), Loss of
Catastrophic Loss	Cognitive function: 100% of AD&D Hemiplegia & Paraplegia: 50% of AD&D	
Common Carrier	200% of AD&D benefit	200% of AD&D benefit
Common Disaster	200% of Spouse AD&D benefit	200% of Spouse AD&D benefit
Dismemberment - Hand, Foot, Sight	Single: 50% of AD&D benefit Multiple: 100% of AD&D benefit	Single: 50% of AD&D benefit Multiple: 100% of AD&D benefit
<b>Dismemberment</b> - Thumb/Index Finger Same Hand, Four Fingers Same Hand, All Toes Same Foot	25% of AD&D benefit	25% of AD&D benefit
Seatbelts and Airbags	Seatbelts: \$10,000 & Airbags: \$15,000	Seatbelts: \$10,000 & Airbags: \$15,000
Reasonable Accommodation to Home or Vehicle	\$2,500	\$2,500
WELLNESS BENEFIT - Per Year Limit	\$50	\$50
Child(ren) Age Limits	Children age birth to 26 years	Children age birth to 26 years
FEATURES		
Accident Emergency Room Treatment	\$175	\$150
Accident Follow-Up Visit - Doctor	\$50 up to 6 treatments	\$25 up to 6 treatments
Air Ambulance	\$1,000	\$500
Ambulance	\$150	\$100
Appliance - Wheelchair, leg or back brace, crutches, walker, walking boot that extends above the ankle or brace for the neck.	\$125	\$100
Blood/Plasma/Platelets	\$300	\$300





FEATURES (Cont.)	Option I: Advantage Plan	Option 2: Value Plan
Burns (2nd Degree/3rd Degree)	9 sq inches to 18 sq inches: \$0/\$2,000 18 sq inches to 35 sq inches: \$1,000/\$4,000	9 sq inches to 18 sq inches: \$0/\$2,000 18 sq inches to 35 sq inches: \$1,000/\$4,000
	Over 35 sq inches: \$3,000/\$12,000	Over 35 sq inches: \$3,000/\$12,000
Burn - Skin Graft	50% of burn benefit	50% of burn benefit
Child Organized Sport - Benefit is paid if the covered accident	20% increase to child benefits	20% increase to child benefits
occurred while your covered child is participating in an organized		
registration to participate.		
Chiropractic Visits	\$25 per visit up to 6 visits	No Benefit
Coma	\$10,000	\$7,500
Concussions	\$75	\$50
Dislocations	Schedule up to \$4,400	Schedule up to \$3,600
Diagnostic Exam (Major)	\$150	\$100
Emergency Dental Work	\$300/Crown, \$75/Extraction	\$200/Crown, \$50/Extraction
Epidural pain management	\$100, 2 times per accident	\$100, 2 times per accident
Eye Injury	\$300	\$200
Family Care	\$20/day up to 30 days	\$20/day up to 30 days
Fracture	Schedule up to \$5,500	Schedule up to \$4,500
Hospital Admission	\$1,000	\$750
Hospital Confinement	\$225/day - up to 1 year	\$175/day - up to I year
Hospital ICU Admission	\$2,000	\$1,500
Hospital ICU Confinement	\$450/day - up to 15 days	\$350/day - up to 15 days
Initial Physician's office/Urgent Care Facility Treatment	\$75	\$50
Joint Replacement (hip/knee/shoulder)	\$2,500/\$1,250/\$1,250	\$1,500/\$750/\$750
Knee Cartilage	\$500	\$500
Laceration	Schedule up to \$400	Schedule up to \$300
Lodging - The hospital must be more than 50 miles from the	\$125/day, up to 30 days for	\$100/day, up to 30 days for
insured's residence.	companion hotel stay	companion hotel stay
Occupational of Filysical The apy	1. \$EDO	1. SECO
Prosthetic Device/Artificial Limb	1: \$500 2 or more: \$1,000	2 or more: \$1,000
Rehabilitation Unit Confinement	\$150/day up to 15 days	\$150/day up to 15 days
Ruptured Disc With Surgical Repair	\$500	\$500
Surgery	Schedule up to \$1,250 Hernia: \$150	Schedule up to \$1,000 Hernia: \$125
Surgery - Exploratory or Arthroscopic	\$250	\$150
Tendon/Ligament/Rotator Cuff		l: \$250
	2 or more: \$1,000	2 or more: \$300





FEATURES (Cont.)	Option I: Advantage Plan	Option 2: Value Plan
Transportation - Benefit is paid if you have to travel more than 50 \$500, 3 times per accident miles one way to receive special treatment at a hospital or facility due to a covered accident.	\$500, 3 times per accident	\$400, 3 times per accident
X - Ray	\$30	\$20

## **UNDERSTANDING YOUR BENEFITS:**

- public conveyance. If this is paid, we do not pay the Accidental Death benefit. Common Carrier - Benefit is paid if an insured's death occurs due to an accident while riding as a fare-paying passenger in a
- within the same 24 hour period. Common Disaster – Benefit is paid if both you & your spouse die in a covered accident or separate covered accidents
- Reasonable Accomodation Benefit is payable if a modification is required to an insured's place of residence or vehicle due to an Accidental Dismemberment or Catastrophic loss.
- a covered accident Accident Emergency Room Treatment – Benefit is paid only when an insured is examined or treated within 72 hours of

## **LIMITATIONS AND EXCLUSIONS**

## A SUMMARY OF ACCIDENT LIMITATIONS AND EXCLUSIONS:

Employees must be working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding I year; or (b) in an area under travel warning by the US Department of State, subject to state specific variations.

This proposal summarizes the major features of the Guardian Accident benefit plan. It is not intended to be a complete representation of the proposed plan. For full plan features, including exclusions and limitations, please refer to your Policy.

This proposal is hedged subject to satisfactory financial evaluation

We don't pay benefits for any Injury caused by or related to directly or indirectly: Sickness, disease, mental infirmity or medical or surgical treatment; the covered person being legally intoxicated; declared or undeclared war, act of war, or armed aggression; service in the armed forces, National Guard, or military reserves of any state or country; taking part in a riot or civil disorder; commission of, or attempt to commit a felony; intentionally self-inflicted Injury, while sane or insane; suicide or attempted suicide, while sane or insane; travel or flight in any kind of aircraft, including any aircraft owned by or for the policyholder, except as a

or on the job injuries for the employee are excluded if Accident coverage is off not pay for any Accident resulting from or contributed to by use in a manner it was used as prescribed. In the case of a non-prescription drug, this Plan does substance unless: (1) it was prescribed for a covered person by a doctor, and (2) parachuting, or skydiving; an accident that occurred before the covered person is job only Prevention and Control Act of 1970, as amended from time to time. Job related called a controlled substance in Title II of the Comprehensive Drug Abuse inconsistent with package instructions. use of any poison, chemical, prescription or non-prescription drug or controlled covered by this plan; injuries to a dependent child received during birth; voluntary in hang gliding, bungee jumping, sail gliding, parasailing, parakiting, ballooning, driving any motor-driven vehicle in a race, stunt show or speed test; participation activity for compensation or profit, including coaching or officiating; riding in or fare-paying passenger on a common carrier; participation in any kind of sporting "Controlled substance" means anything

Contract # GP-I-AC-IC-I2

If Accident insurance premium is paid for on a pre tax basis, the benefit may be taxable. Please contact your tax or legal advisor regarding the tax treatment of your policy benefits.





New York State Department of Financial Services. coverage. This policy provides Accident insurance only. It does not provide basic hospital, basic medical or major medical insurance as defined by the in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of Guardian's Accident Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available

IMPORTANT NOTICE -THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS

Policy Form # GP-1-AC-BEN-12, et al., GP-1-LAH-12R; GP-1-ACC-18

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#### **S** Guardian



#### a cancer diagnosis. ease the financial burden of How cancer insurance can Watch our video

#### Cancer nsurance

insurance helps ease the financial burden. you need to think about is the cost. Cancer If you're diagnosed with cancer, the last thing

are often saddled with added financial expenses physical and emotional toll of this disease, patients with cancer. Unfortunately, in addition to bearing the Every year, more and more people are diagnosed

#### Who is it for?

the focus on your cancer treatment and recovery. diagnosed with cancer—providing additional financial support to help keep in addition to their regular health insurance. It comes into play if you are Cancer insurance is for people who want added financial protection,

### What does it cover?

expenses such as transportation to treatment facilities, and even everyday living expenses like groceries, rent, and mortgage payments. surgery to treat cancer. These benefits can be used for non-medical receive radiation or chemotherapy treatment, or are hospitalized for co-pays and other out-of-pocket costs by providing benefits when you Cancer insurance benefits can help you handle medical plan deductibles

## Why should I consider it?

cancer recovery, including transportation, co-pays, and deductibles, can expenses. Cancer insurance can help you pay for all of them. are non-medical, such as covering a mortgage, childcare, and household add up fast. What's more, some of the costs you may incur during recovery premiums, and deductibles. The unexpected out-of-pocket expenses of Health coverage may become more expensive, with higher co-pays

Plus, cancer insurance is portable and payments are made directly to you.

You will receive these benefits if you meet the conditions listed in the policy.



#### Extra support

undergo kidney removal surgery. after a screening test and decides to Sarah's diagnosed with kidney cancer

Average surgical expense: \$25,000

Average Major Medical deductible:

20%: \$4,700 met, but Sarah's still responsible for surgical cost after the deductible is Major Medical covers 80% of the

Sarah (deductible + coinsurance): Total out-of-pocket amount for

and \$2,100 for a 7-day hospital stay. \$2,500 as an initial diagnosis benefit Advantage policy, which pays her Sarah has Guardian's Cancer

pocket amount. help cover a portion of her out-of-This gives her a total of \$4,600 to

amounts and details. on the following pages for specific may vary. See your plan's information purposes only. Your plan's coverage This example is for illustrative





## Your cancer coverage

	CAI	CANCER
COVERAGE - DETAILS	Option I: Advantage Plan	Option 2: Premier Plan
Your Monthly premium	\$18.35	\$29.05
You and Spouse	\$28.78	\$46.06
You and Child(ren)	\$26.53	\$41.26
You, Spouse and Child(ren)	\$36.96	\$58.27
INITIAL DIAGNOSIS BENEFIT - Paid when you are diagnosed with internal invasive cancer for the first time while insured under this Plan	internal invasive cancer for the first tir	ne while insured under this Plan.
	Employee \$2,500	Employee \$5,000
Benefit Amount(s)	Spouse \$2,500	Spouse \$5,000
	Child \$2,500	Child \$5,000
<b>Benefit Waiting Period -</b> A specified period of time after your effective date during which the Initial Diagnosis benefits will not be payable.	30 Days	30 Days
CANCER SCREENING		
Benefit Amount	\$50; \$50 for Follow-Up screening	\$50; \$50 for Follow-Up screening
RADIATION THERAPY OR CHEMOTHERAPY		
Benefit	Schedule amounts up to a \$10,000 benefit year maximum.	Schedule amounts up to a \$10,000 Schedule amounts up to a \$15,000 benefit year maximum.
<b>Pre-Existing Conditions Limitation:</b> A pre-existing condition includes any condition for which you, in the specified time period prior to coverage in this plan, consulted with a physician, received treatment, or took prescribed drugs.	3 months prior/ 6 months treatment free/ 12 months after.	3 months prior/ 6 months treatment free/ 12 months after.
<b>Portability:</b> Allows you to take your Cancer coverage with you if you terminate employment. Ported Cancer plan terminates at age 70.	Included	Included
Child(ren) Age Limits	Children age birth to 26 years	Children age birth to 26 years
FEATURES		

#### **FEATURES**





## Your cancer coverage

		_
FEATURES (Cont.)	Option I: Advantage Plan	Option 2: Premier Plan
Extended Care Facility/Skilled Nursing care	\$100/day up to 90 days per year	\$150/day up to 90 days per year
Government or Charity Hospital	\$300 per day in lieu of all other benefits	\$400 per day in lieu of all other benefits
Home Health Care	\$50/visit up to 30 visits per year	\$100/visit up to 30 visits per year
Hormone Therapy	\$25/treatment up to 12 treatments per year	\$50/treatment up to 12 treatments per year
Hospice	\$50/day up to 100 days/lifetime	\$100/day up to 100 days/lifetime
Hospital Confinement	\$300/day for first 30 days; \$600/day for 31st day thereafter per confinement	\$400/day for first 30 days; \$800/day for 31st day thereafter per confinement
ICU Confinement	\$400/day for first 30 days; \$600/day for 31st day thereafter per confinement	\$600/day for first 30 days; \$800/day for 31st day thereafter per confinement
Immunotherapy	\$500 per month, \$2,500 lifetime max	\$500 per month, \$2500 lifetime max
Inpatient Special Nursing	\$100/day up to 30 days per year	\$150/day up to 30 days per year
Medical Imaging	\$100/image up to 2 per year	\$200/image up to 2 per year
Outpatient and family member lodging - Lodging must be more than 50 miles from your home.	\$75/day, up to 90 days per year	\$100/day, up to 90 days per year
Outpatient or Ambulatory Surgical Center	\$250/day, 3 days per procedure	\$350/day, 3 days per procedure
Physical or Speech Therapy	\$25/visit up to 4 visits per month, \$400 lifetime max	\$50/visit up to 4 visits per month, \$1,000 lifetime max
Prosthetic	Surgically Implanted: \$2,000/device, \$4,000 lifetime max Non-Surgically: \$200/device, \$400 lifetime max	Surgically Implanted: \$3,000/device, \$6,000 lifetime max Non-Surgically: \$300/device, \$600 lifetime max
Reconstructive Surgery	Breast TRAM Flap \$2,000 Breast reconstruction \$500 Breast Symmetry \$250 Facial reconstruction \$500	Breast TRAM \$3,000 Breast reconstruction \$700 Breast Symmetry \$350 Facial reconstruction \$700
Reproductive Benefit	No Benefit	\$1,500 egg harvesting, \$500 egg or sperm storage, \$2,000 lifetime max
Second Surgical Opinion	\$200/surgery procedure	\$300/surgery procedure
Skin Cancer	Biopsy Only: \$100 Reconstructive Surgery: \$250 Excision of a skin cancer: \$375 Excision of a skin cancer with flap or graft: \$600	Biopsy Only: \$100 Reconstructive Surgery: \$250 Excision of a skin cancer: \$375 Excision of a skin cancer with flap or graft: \$600
Surgical Benefit	Schedule amount up to \$4,125	Schedule amount up to \$5,500
Transportation/Companion Transportation - Benefit is paid if you have to travel more than 50 miles one way to receive treatment for internal cancer.	\$0.50/mile up to \$1,000 per round trip/equal benefit for companion	\$0.50/mile up to \$1,500 per round trip/equal benefit for companion
Waiver of Premium - If you become disabled due to cancer that is diagnosed after the employee's effective date, and you remain disabled for 90 days, we will waive the premium due after such 90 days for as long as you remain disabled.	Included	Included
days for as long as you remain disabled.		





## Your cancer coverage

## **UNDERSTANDING YOUR BENEFITS:**

- accredited practitioner for smoking cessation, yoga, meditation, relaxation techniques and nutritional counseling. Alternative Care – Benefit is paid for palliative care (bio-feedback or hypnosis) or lifestyle benefits such as visits to an
- must be diagnosed while insured under the Guardian cancer plan. normal place, confined to the site of origin, without having invaded neighboring tissue). Pre-malignant conditions or conditions Hodgkin's disease, lymphoma, sarcoma, malignant tumors and melanoma. Cancer includes carcinomas in-situ (in the natural or keratosis, polycythemia, and nonmalignant melanoma, moles or similar diseases or lesions will not be considered cancer. Cancer with malignant potential, such as myelodyplastic and myeloproliferative disorders, carcinoid, leukoplakia, hyperplasia, actinic characterized by the uncontrolled growth and spread of malignant cells in any part of the body. Cancer – Cancer means you have been diagnosed with a disease manifested by the presence of a malignant tumor This includes leukemia,
- destroying or changing abnormal tissue. All treatment must be NCI listed as viable experimental treatment for Internal Cancer. **Experimental Treatment** — Benefits will be paid for experimental treatment prescribed by a doctor for the purpose of

## LIMITATIONS AND EXCLUSIONS:

## A SUMMARY OF CANCER LIMITATIONS AND EXCLUSIONS:

Conditional Issue underwriting is required on those enrolling outside of the initial enrollment period or annual open enrollment period.

This plan will not pay benefits for: Services or treatment not included in the Features. Services or treatment provided by a family member. Services or treatment rendered for hospital confinement outside the United States. Any cancer diagnosed solely outside of the United States. Services or treatment provided primarily for cosmetic purposes. Services or treatment for premalignant conditions. Services or treatment for conditions with malignant potential. Services or treatment for non-cancer sicknesses.

Cancer caused by, contributed to by, or resulting from: participating in a felony, riot or insurrection; intentionally causing a self-inflicted injury; committing or attempting to commit suicide while sane or insane; a covered person's mental or emotional disorder, alcoholism or drug addiction; engaging in any illegal activity; or serving in the armed forces or any auxiliary unit of the armed forces of any country.

If Cancer insurance premium is paid for on a pre tax basis, the benefit may be taxable. Please contact your tax or legal advisor regarding the tax treatment of your policy benefits.

Contract # GP-I-CAN-IC-I2

Policy Form # GP-1-CAN-IC-12, et al, GP-1-LAH-12R final arbiter of coverage. This policy provides limited benefits health insurance only. It does not provide basic hospital, basic medical or major available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the Guardian's Cancer Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not medical insurance as defined by the New York State Department of Financial Services





## Our commitment to you

required by law. important information about our insurance offerings and to protect your interests. Certain ones are Please read the documentation referenced below carefully. The notices are intended to provide you

### Important information



# Notice Informing Individuals about Nondiscrimination and Accessibility Requirements

filing a nondiscrimination grievance. It also provides contact information for access to free aids and services by disabled color, national origin, age, disability, sex, or actual or perceived gender identity. The notice provides contact information for Guardian notice stating that it complies with applicable Federal civil rights laws and does not discriminate based on race, people to assist in communications with Guardian.

Visit https://www.guardiananytime.com/notice48 to read more

### No Cost Language Services

Guardian provides language assistance in multiple languages for members who have limited English proficiency.

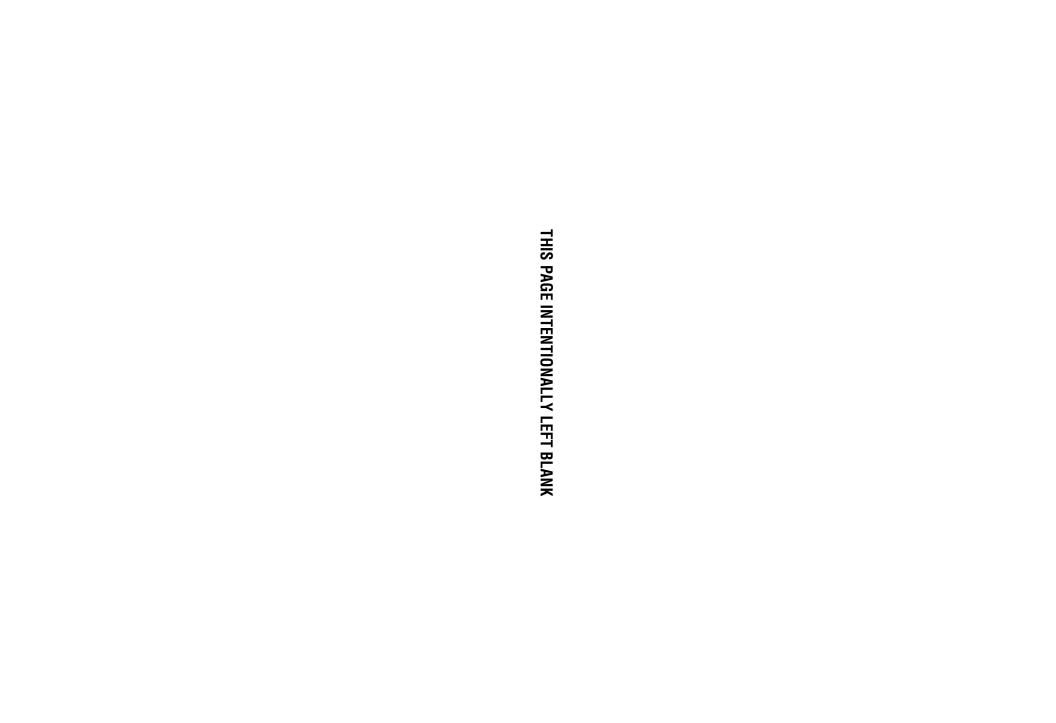
Visit https://www.guardiananytime.com/notice46 to read more.

#### Dental insurance



## **Guardian's HIPAA Notice of Privacy Practices**

Visit https://www.guardiananytime.com/notice50 to read more The notice describes how health information about you may be used and disclosed and how you can access this information.





S Guardian The Guardian Life Insurance Company of America

The Guardian Life Insurance company of America underwrites group term life, accidental death and dismemberment, Short term disability, Long term disability, critical illness, dental, vision, and accident coverages.

Enrollment/Change Form Page 1 of 6

Guardian Life, P.O. Box 14319, Lexington, KY 40512

Please print clearly and mark carefully.

Employer/Planholder Name: CITY OF EAGLE PASS	Group Plan Number: 00407983 Benefits Effective:
PLEASE CHECK APPROPRIATE BOX  Initial Enrollment Change	ment ☐ Add Employee/Member Dependents/Family Members ☐ Drop/Refuse Coverage ☐ Information
In this form, you will be referred to as an Employee/Mei referring to Dependents/Family Members, this form will documents may refer to you as an employee, a membe term. Please refer to the group policy, certificate of covifamily are eligible for coverage. Plan documents such a concerning the meaning of terms used in this form.	In this form, you will be referred to as an Employee/Member. Members of your family will be referred to as Dependents/Family Members. There will also be times, when referring to Dependents/Family Members, this form will distinguish between your spouse and your children. Depending on the type of plan your Planholder selected, other plan documents may refer to you as an employee, a member, or a similar term, and, to members of your family, as family members, dependents, eligible dependents, or a similar term. Please refer to the group policy, certificate of coverage, (sometimes called a member guide), to see how terms are defined and to determine which members of your family are eligible for coverage. Plan documents such as the group policy, certificate of coverage, (sometimes called a member guide), control if there is any dispute concerning the meaning of terms used in this form.
Class: ALL OTHER ELIGIBLE Division:	Subtotal Code: (Please obtain this from your Employer/Planholder)
About You: Full Legal Name-First, MI, Last Name:	Employer/Planholder Provided Social Security Number Identification:
What is the name you go by? (optional)	Your Social Security Number must be provided if enrolling for Life Coverage. Short Term Disability Coverage.
Address	City State Zip
Gender Identity:   M  F  Date of	Date of Birth (mm-dd-yy):
Phone (indicate primary): ☐ Home () ☐ W ork () ☐ Mobile ()	
Email Address (indicate primary) 🗖 Home	☐ W ork
Are you Do you have children or other dependents? ☐ Yes	Are you married or in a civil union?  Yes  No Date of marriage/civil union:
About Your Job: Job Title:	
Work Status:  ☐ Active ☐ Retired ☐ COBRA/State Continuation Hours worked per week:	Date of full time hire: Annual Salary: \$
About Your Family: Please include the national Dependents/Family Members that are eliquide, or certificate to determine if a Dep	<u>About Your Family:</u> Please include the names of the Dependents/Family Members you wish to enroll. You can enroll only those Dependents/Family Members that are eligible for coverage. Please refer to the plan documents such as the group policy, member guide, or certificate to determine if a Dependent/Family Member is eligible for coverage.
If additional space is needed, please attace Dependent/Family Member's Social Secul date (mm-dd-yyyy) the paper and keep a dependents such as a niece or a nephew.	If additional space is needed, please attach a separate page with this information along with your enrollment form. Each Dependent/Family Member's Social Security Number must be provided if enrolling them for Life Coverage. Be sure to sign and date (mm-dd-yyyy) the paper and keep a copy for your records. Additional information may be required for non-standard dependents such as a niece or a nephew.

				Cast Day w orked:  Other Event:  Date of Event:
er Spouse Child(ren) er Spouse Child(ren)	☐ Employee/Member☐ Employee/Member	☐ Accident☐ Cancer☐		Last Day of Coverage:
er 🔲 Spouse 🔲 Child(ren)	☐ Employee/Member	☐ Dental☐ Basic Term Life☐ Voluntary Term Life	bers	☐ Drop Employee/Member ☐ Drop Dependents/Family Members The date of withdrawal cannot be prior to the date this form is completed and signed.
	ıg Dropped:	Coverage Being		Drop Coverage:
	Date of Birth (mm-dd-yyyy)			Phone: ( ) -
Non standard dependent		O M O F		Address/City/State/Zip:
Status (check as applicable)  Student (post high school) Disabled	Social Security Number	☐ Drop Gender Identity:	☐ Add	Child/Dependent 4:
				Phone: ( ) -
☐ Non standard dependent				Address/City/State/Zip:
Status (check as applicable)  Student (post high school)  Disabled	Social Security Number	Drop Gender Identity:	☐ Add	Child/Dependent 3:
				Phone: ( ) -
	Date of Birth (mm-dd-yyyy)			Address/City/State/Zip:
Status (check as applicable) ☐ Student (post high school) ☐ Disabled ☐ Non standard dependent	Social Security Number	□ Drop Gender Identity:	☐ Add	Child/Dependent 2:
	Date of Birth (mm-dd-yyyy)			Phone: ( ) -
Non standard dependent		M D F		Address/City/State/Zip:
Status (check as applicable)  Student (post high school)  Disabled	Social Security Number	☐ Drop Gender Identity:	☐ Add	Child/Dependent 1:
				Phone: ( ) -
	Date of Birth (mm-dd-yyyy)			Address/City/State/Zip:
		□ M □ F		
	Social Security Number		cludes "Civ	Spouse (wherever the term "Spouse" appears on this form, it also includes "Civil Union   Gender Partner".

Drop Coverage:	Coverage Being Dropped:	
☐ Drop Employee/Member ☐ Drop Dependents/Family Members The date of withdrawal cannot be prior to the date this form is	☐ Dental ☐ Employee/Member ☐ Spouse ☐ Child(ren) ☐ Basic Term Life	
completed and signed.	☐ Voluntary Term Life	
Last Day of C overage:	☐ Accident ☐ Employee/Member ☐ Spouse ☐ Child(ren)	
☐ Termination of Employment ☐ Retirement	☐ Cancer ☐ Employee/Member ☐ Spouse ☐ Child(ren)	
Last Day W orked:		
Other Event:		
Date of Event:		
Loss Of Other Coverage:  I and/or my dependents were previously covered under Loss of coverage	I have been offered the above coverage(s) and wish to drop enrollment for the following reasons:	
was due to:	☐ Covered under another insurance plan	
☐ Termination of Employment:	Other	1
☐ Divorce/Separation	(additional information may be required)	
Death of Spouse		
☐ Termination/Expiration of Coverage		
Coverage Lost  Dental		

vour dependents/fam	ilv members. Check o	nlv one box.	
/Member, Spouse ent/Child(ren)			
	□ No	se indicate the nature of y	our/
cable): blan under another Dental pl	lan		
cover your family mem	nbers.		
Employee/Member Only	Employee/Member & Spouse	Employee/Member & Dependent/Child(ren)	Employee/Member, Spouse & Dependent/Child(ren)
\$15.20	\$24.82	□ \$25.44	□ \$35.06
\$12.04	\$19.86	□ \$20.58	<b>\$28.40</b>
mary beneficiary percen below. et of paper with this info	tages must total 100%) ormation along with you	If electing different ben r enrollment form. Be su	If electing different beneficiaries that are not the same as those enrollment form. Be sure to sign and date (mm-dd-yyyy) the paper %
Address/City/Stat	e/Zip:		
ployee/Member:			
Social S	ecurity Number:		%
Address/City/Stat	e/Zip:		
ployee/Member:			
	Social S	ecurity Number:	
Address/City/Stat	e/Zip:		
ployee/Member:			
ontingent beneficiary wi	ill receive the benefit. Er	nployer/Planholder maint	ains beneficiary information.
neficiary is to be some	one other than the Em	ployee/Member, please	e complete the Beneficiary Designation
or (a person under the as they remain a minor thereof, to the minor bd, who can use the proc	age of 18 or 21, depend . State Uniform Transfer eneficiary's designated i seeds in any way he or s	ing on their state of resid s to Minors Act (UTMA) Sustodian to manage on he chooses.	ency), state law may limit Guardian's ability laws, where applicable, may allow for the the minor's behalf until they reach adult age
d a minor in the state d UTMA Custodian for al	in which they reside? I minor beneficiaries yo	Check one box only. 🖵 \ u have designated:	'es □ No
Social Security Nu	(or FEIN/TIN #	a corporate entity):	
Addre	ss/City/State/Zip:		
	Dental Coverage: You must be enrolled to cover your dependents/fam Employee/Member, Spouse Only BPDO Only Independents/fam & Dependent/Child(ren) BPDO you have a disability which affects you ability to communicate or read?	Dental Coverage: You must be enrolled to cover your dependents/family members. Check of Conditional Coverage because (Check as applicable):    I an covered under another Dental plan	dependents/family members. Check or per, Spouse ild(ren)  our family members.  Social Security Number:  Social Security Number:  Member:  Social Security Number:  Member:  Social Security Number:  Member:  Social Security Number:  Can use the proceeds in any way he or st nor in the state in which they reside? (A Custodian for all minor beneficiaries you relail Security Number (or FEIN/TIN # if  - Address/City/State/Zip:  Address/City/State/Zip:

Cancer Coverage	You must be enrolled to cover your dependents	• •		
Your Monthly premium	Employee/Member Only	y Employee/Member & Spouse	Employee/Member & Dependent/Child(ren)	Employee/Member, Spouse & Dependent/Child(ren)
Option 1: Advantage Plan	<b>□</b> \$18.35	□ \$28.78	\$26.53	\$36.96
Option 2: Premier Plan	\$29.05	\$46.06	\$41.26	\$58.27
☐ I do not want this coverage	rage.			
Signature				
<ul> <li>I understand that my</li> </ul>	understand that my dependents/family members cannot be enrolled for a coverage if I am not enrolled for that coverage	a coverage if I am not enroll	ed for that coverage.	
<ul> <li>If coverage is waived insurability. Guardian</li> </ul>	If coverage is waived and you later decide to enroll, late entrant penalties may apply. You may also have to provide, at your own expense, proof of each person's insurability. Guardian or its designee has the right to reject your request.	may apply. You may also ha	ve to provide, at your ow	ı expense
<ul> <li>Your coverage will no</li> </ul>	Your coverage will not be effective until approved by a Guardian or its designated underwriter	signated underwriter.		
<ul> <li>I hereby apply for the</li> </ul>	hereby apply for the group benefit(s) that I have chosen above.			
<ul> <li>I understand that I m</li> </ul>	understand that I must meet eligibility requirements for all coverages that I have chosen above	at I have chosen above.		
<ul> <li>Submission of this forr eligibility requirements</li> </ul>	Submission of this form does not guarantee coverage. Among other things, coverage is contingent upon underwriting approval and meeting the applicable eligibility requirements.	js, coverage is contingent u	pon underwriting approva	I and meet
<ul> <li>I agree that my emplo</li> </ul>	agree that my employer/planholder may deduct premiums from my pay if they are required for the coverage I have chosen above	if they are required for the c	overage I have chosen at	ove.
<ul> <li>I attest that the info</li> </ul>	attest that the information provided above is true and correct to the best of my knowledge	best of my knowledge.		
Any person who with inte false information or conc and may also be subject to	Any person who with intent to defraud any insurance company or other person files an application for insurance or statements of claim containing any materially, false information or conceals for purpose of misleading information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and may also be subject to civil penalties, or denial of insurance benefits.	erson files an application t erning any fact material th	or insurance or stateme ereto, commits a fraudu	nts of claim containing any material lent insurance act, which is a crime
The state in which you re	The state in which you reside may have a specific state fraud warning. Please refer to the attached Fraud Warning Statements page	ase refer to the attached F	raud Warning Statemer	ts page.
NOTICE TO CONSUMER: THIS COVERAGE MEDICAL COVERAGE (OR OTHER MINIMUTHIS POLICY CANNOT BE COORDINATED TO AVOID A DUPLICATION OF COVERAGE	NOTICE TO CONSUMER: THIS COVERAGE IS A SUPPLEMENT TO HEALTH INSURANCE AND IS NOT A SUBSTITUTE FOR MAJOR MEDICAL COVERAGE. LACK OF MAJOR MEDICAL COVERAGE (OR OTHER MINIMUM ESSENTIAL COVERAGE) MAY RESULT IN AN ADDITIONAL PAYMENT WITH YOUR TAXES. ALSO, THE BENEFITS PROVIDED BY THIS POLICY CANNOT BE COORDINATED WITH THE BENEFITS PROVIDED BY OTHER COVERAGE. PLEASE REVIEW THE BENEFITS PROVIDED BY THIS POLICY CAREFULLY TO AVOID A DUPLICATION OF COVERAGE.	JURANCE AND IS NOT A SUI JULT IN AN ADDITIONAL PA JTHER COVERAGE. PLEASE	SSTITUTE FOR MAJOR MYMENT WITH YOUR TAX	EDICAL C S. ALSO ROVIDEI
SIGNATURE OF EMPLOYEE/MEMBER	OYEE/MEMBER X		DATE	

#### Fraud Warning Statements

The laws of several states require the following statements to appear on the enrollment form:

Alabama: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof.

California: For your protection California law requires the following to appear on this form: Any person who knowingly presents false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

Colorado: It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policy holder or claimant for the purpose of defrauding or attempting to defraud the policy holder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Agencies.

Delaware, Indiana and Oklahoma: WARNING: Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

District of Columbia: WARNING: It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits, if false information materially related to a claim was provided by the applicant.

misleading information is guilty of a felony of the third degree. Florida: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or

Kentucky: Any person who knowingly and with intent to defraud any insurance company or other person files a statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime.

confinements in state prison. Louisiana and Texas: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit is guilty of a crime and may be subject to fines and

Maryland: Any person who knowingly or wilffully presents a false or fraudulent claim for payment of a loss or benefit or knowingly or wilffully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

New Jersey: Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties

New Mexico: ANY PERSON WHO KNOWINGLY PRESENTS A FALSE OR FRAUDULENT CLAIM FOR PAYMENT OF A LOSS OR BENEFIT OR KNOWINGLY PRESENTS FALSE INFORMATION IN AN APPLICATION FOR INSURANCE IS GUILTY OF A CRIME AND MAY BE SUBJECT TO CIVIL FINES AND CRIMINAL PENALTIES.

deceptive statement is guilty of insurance fraud. Ohio: Any person who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or

Rhode Island: Any person who knowingly and willfully presents a false or fraudulent claim for payment of a loss or benefit or knowingly and willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Virginia: Any person who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement may have violated state law.