

Grant Parish School Board
2023 Plan Year

BENEFITS GUIDE



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First Financial Group of America

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CONTACTS

| BENEFIT | CARRIER | WEBSITE | PHONE |
|----------------------------|--------------------------------------|--|-----------------|
| Dental | Ameritas | www.ameritas.com | 800.487.5553 |
| Vision | CEC | www.cecvision.com | 888.254.4290 |
| Flexible Spending Accounts | First Financial Administrators, Inc. | www.ffga.com | 866.853.3539 |
| Dependent Care Accounts | First Financial Administrators, Inc. | www.ffga.com | 866.853.3539 |
| Disability Insurance | American Fidelity | www.americanfidelity.com | 800.323.3748 |
| Group Cancer Insurance | Guardian | www.guardianlife.com | 888.600.1600 |
| Individual Cancer | American Fidelity | www.americanfidelity.com | 800.323.3748 |
| Critical Illness Insurance | Allstate | www.allstatebenefits.com | 800.521.3535 |
| Permanent Life Insurance | Texas Life | www.texaslife.com | 800.283.9233 |
| Retirement Plans | First Financial Administrators, Inc. | www.ffga.com | 800.523.8422 x2 |
| COBRA | First Financial Administrators, Inc. | www.cobrapoint.benaissance.com | 800.523.8422 x4 |

Louisiana Branch Office:

Toll Free: 866.541.5096

Local: 985.893.5519

Fax: 985.893.7663

Email: covington@ffga.com

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This guide contains a summary of the benefits offered by your employer. If there is a conflict between the terms of this outline of benefits and the actual contracts, the terms of the contracts will prevail.

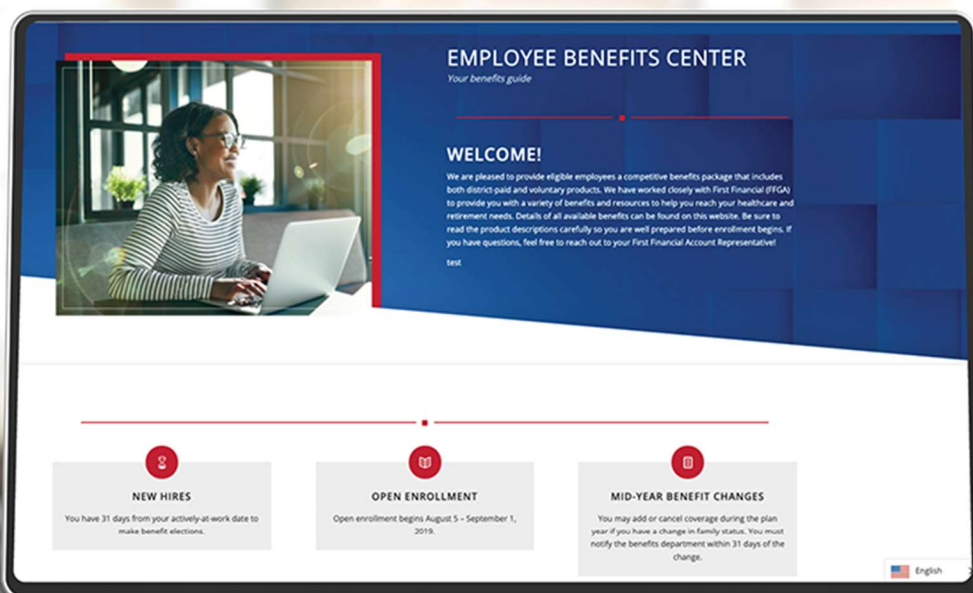
EMPLOYEE BENEFITS CENTER

YOUR ONE-STOP-SHOP FOR BENEFIT INFORMATION

Grant Parish School Board and First Financial are excited to provide you with a custom website filled with information about your benefits. Visit the Employee Benefits Center to see current benefit options for your employer, as well as find claims, important phone number, and enrollment information.

There's no need to register for site access. Simply type the URL below into your browser and you will be directed to your Employee Benefits Center.

<https://ffbenefits.ffga.com/grantparishschoolboard>



HOW TO VIEW BENEFITS

LOGIN

- Login: Your Employee ID or Social Security Number (no dashes)
- PIN (first login only): The last four digits of your Social Security Number and the last two digits of the year you were born (six digits total)
- New PIN: The first time you log in you will be required to change to a new PIN. Please note your new PIN because you will use the new PIN from that point forward.

VIEW CURRENT BENEFITS

After logging in, you will arrive at the welcome screen. Your current benefits and premium deductions will be listed on this screen.

ON-SITE ENROLLMENT

When it's time to enroll in your benefits, First Financial Account Representatives will be on-site at each location to assist you with making your elections. Visit your EBC to view the on-site enrollment schedule. Please reach out to your Principal / Administrator to see when First Financial will be at your location.

NEW EMPLOYEE ENROLLMENT

You have 60 days from your actively-at-work date to make benefit elections. Please reach out to First Financial Louisiana Branch Office to have a First Financial Representative contact you regarding benefits.

Louisiana Branch Office:
Toll Free: 866.541.5096
Local: 985.893.5519
Fax: 985.893.7663
Email: covington@ffga.com

ELIGIBILITY

ELIGIBILITY

Eligible employees must be actively at work on the plan effective date for new benefits to be effective.

NEW EMPLOYEES

You have 60 days from your actively-at-work date to make benefit elections.

EXISTING EMPLOYEES

When it's time to enroll in your benefits, your First Financial Account Representative will be available at each location to assist you with making your elections. Before enrollment, take time to educate yourself on the available benefits and what options would work best for you and your family by visiting the Employee Benefits Center.

MID-YEAR BENEFIT CHANGES

You may add or cancel coverage during the plan year if you have a change in family status. You must notify the benefits department within 30 days of the change.

QUALIFYING LIFE EVENTS INCLUDE:

- Changes in household, including marriage, divorce, legal separation, annulment, death of a spouse, birth, adoption, placement for adoption, or death of a dependent child
- Loss of health coverage, attributable to your spouse's employment, losing existing health coverage including job-based, individual & student plans, losing eligibility for Medicare, Medicaid, or CHIP, turning 26 and losing coverage through a parent's plan

DECLINING COVERAGE

If you are eligible for benefits, but wish to DECLINE coverage, you can sit with a First Financial Representative to "waive" benefits and receive an email confirmation of benefits/enrollment.

SECTION 125 PLANS

SECTION 125 PLAN INFORMATION AND RULES

A Section 125 Plan provides a tax-saving way to pay for eligible medical or dependent care expenses. The funds are automatically deducted from your paycheck on a pre-tax basis.

HERE'S HOW IT WORKS

A Section 125 Plan reduces your taxes and increases your spendable income by allowing you to deduct the cost of eligible benefits from your earnings before tax. Plus, the plan is available to you at no cost, and you're already eligible – all you must do is enroll.

IS IT RIGHT FOR ME?

The savings you may experience with a Section 125 Plan are outlined in the example below. For instance, you could potentially take home about \$70 more each month if you participated in your employer's Section 125 Plan – that's a savings of \$840 a year!

You cannot change your benefit elections for the plan year unless the benefits office receives notification in writing within 30 days of the status change. If the benefits office is not notified within 31 days of the status change, no benefit change can be made until the next annual open enrollment.

IRS specified changes in family status include:

- Change in legal married status
- Change in number of dependents
- Termination or commencement of employment
- Dependent satisfies or ceases to satisfy dependent eligibility requirements
- Change in residence or worksite that affects eligibility for coverage

| SECTION 125 PLAN SAMPLE PAYCHECK | | |
|----------------------------------|--------------|-----------|
| | WITHOUT S125 | WITH S125 |
| Monthly Salary | \$2,000 | \$2,000 |
| Less Medical Deductions | -N/A | -\$250 |
| Taxable Gross Income | \$2,000 | \$1,750 |
| Less Taxes (Fed/State at 20%) | -\$400 | -\$350 |
| Less Estimated FICA (7.65%) | -\$153 | -\$133 |
| Less Medical Deductions | -\$250 | -N/A |
| Take Home Pay | \$1,197 | \$1,267 |

YOU COULD SAVE \$70 PER MONTH IN TAXES BY PAYING FOR YOUR BENEFITS ON A PRE-TAX BASIS!

**The figures in the sample paycheck above are for illustrative purposes only.*

DENTAL INSURANCE

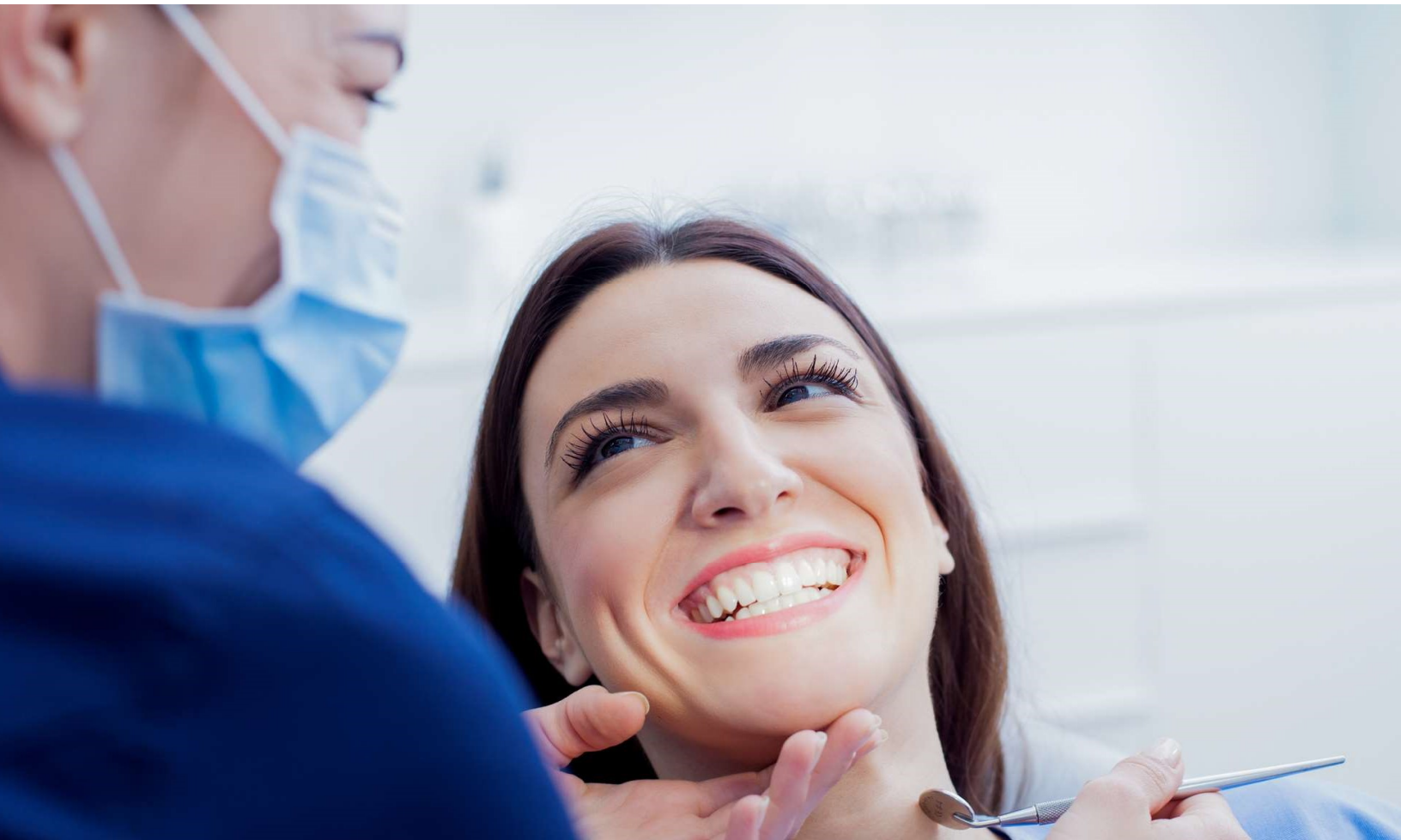
Ameritas Dental | www.ameritas.com | 1.800.487.5553

***** NEW FOR 2023 PLAN YEAR *****

Taking care of your oral health is not a luxury, it is a necessity to long-term optimal health. Dental insurance can greatly reduce your costs when it comes to preventative, restorative, and emergency procedures. Review the plan benefits to see which option is best for you and your family's dental needs. A range of procedures may be covered, such as:

- Comprehensive Exams
- Cleanings
- X-Rays
- Fillings
- Tooth Extractions
- General Anesthesia
- Crowns
- Root Canals

| | |
|---------------------------|---------|
| Employee (EE) | \$30.28 |
| EE + 1 Dependent | \$56.64 |
| EE + 2 or More Dependents | \$94.84 |



Dental Plan Summary

Effective Date: 1/1/2023

| | |
|-------------------------------|---|
| Plan Benefit | |
| Type 1 | 100% |
| Type 2 | 80% |
| Type 3 | 50% |
| Deductible | \$50/ Calendar Year Type 2 & 3 Waived Type 1 |
| Maximum (per person) | \$2,500 per calendar year |
| Allowance | U&C |
| Waiting Period | None |
| Annual Open Enrollment | Included |

Orthodontia Summary - Child Only Coverage

| | |
|--------------------------------------|------------------------------|
| Allowance | U&C |
| Plan Benefit | 50% |
| Lifetime Maximum (per person) | \$1,000 |
| Waiting Period | 12 months New Enrollees Only |

Sample Procedure Listing (Current Dental Terminology © American Dental Association.)

| Type 1 | Type 2 | Type 3 |
|---|--|---|
| <ul style="list-style-type: none"> • Routine Exams • Bitewing X-rays • Cleanings • Fluoride for Children 18 and under | <ul style="list-style-type: none"> • Full Mouth/Panoramic X-rays • Sealants (age 15 and under) • Restorative Amalgams • Restorative Composites (anterior and posterior teeth) • Endodontics (nonsurgical) • Endodontics (surgical) • Simple Extractions | <ul style="list-style-type: none"> • Space Maintainers • Onlays • Crowns • Crown Repair • Periodontics (nonsurgical) • Periodontics (surgical) • Denture Repair • Prosthodontics (fixed bridge; removable complete/partial dentures) • Complex Extractions • Anesthesia |

Monthly Rates

| | |
|----------------------------------|---------|
| Employee (EE) | \$30.28 |
| EE + 1 Dependent | \$56.64 |
| EE + 2 or More Dependents | \$94.84 |

Ameritas Information

We're Here to Help: This plan was designed specifically for the associates of Grant Parish School Board. At Ameritas Group, we do more than provide coverage - we make sure there's always a friendly voice to explain your benefits, listen to your concerns, and answer your questions. Our customer relations associates will be pleased to assist you 7 a.m. to midnight (Central Time) Monday through Thursday, and 7 a.m. to 6:30 p.m. on Friday. You can speak to them by calling toll-free: 800-487-5553. For plan information any time, access our automated voice response system or go online to ameritas.com.

Dental Health Scorecard

How would you rate your dental health? In 2016, you can receive your Dental Health Report Card by signing into your secure member account online. Your assessment is based on claims submitted. The report card also offers suggestions if you strive to improve your dental health. Ameritas members can access the personalized report card by going to ameritas.com, click Account Access in the top right corner and choose the Dental/Vision/Hearing drop down. Select the Secure Member Account link and sign in to see your report.

Rx Savings

Our valued plan members and their covered dependents can save on prescription medications at over 60,000 pharmacies across the nation including CVS, Walgreens, Rite Aid and Walmart. This Rx discount is offered at no additional cost, and it is not insurance. To receive this Rx discount, Ameritas plan members just need to visit us at ameritas.com and sign into (or create) a secure member account where they can access and print an online-only Rx discount savings ID card.

Eyewear Savings

Ameritas plan members may receive up to 10% off eyewear frames and lenses purchased at any Walmart Vision Center nationwide. Members may also bring in their current vision prescription from any vision care provider and purchase eyewear at Walmart. This savings arrangement is not insurance: it is available to members at no additional cost to their plan premium. To receive the eyewear savings identification card, Ameritas plan members can visit ameritas.com and sign-in (or create) a secure member account. Members must present the Ameritas Eyewear Savings Card at time of purchase to receive the discount.

Orthodontia Waiting Period - new enrollees only

The group of initial employees who enroll in this plan have no waiting period for orthodontia benefits. Anyone hired after the initial plan enrollment will have a 12-month waiting period, after they enroll in this dental plan, before they are eligible to receive orthodontia benefits.

Dental Network Information

To find a provider, visit ameritas.com and select **FIND A PROVIDER**, then **DENTAL**. Enter your criteria to search by location or for a specific dentist or practice. California Residents: When prompted to select your network, choose the Ameritas Network found on your ID Card or contact Customer Connections at 800-487-5553. Your provider network is Ameritas Classic and Plus Network.

Pretreatment

While we don't require a pretreatment authorization form for any procedure, we recommend them for any dental work you consider expensive. As a smart consumer, it's best for you to know your share of the cost up front. Simply ask your dentist to submit the information for a pretreatment estimate to our customer relations department. We'll inform both you and your dentist of the exact amount your insurance will cover and the amount that you will be responsible for. That way, there won't be any surprises once the work has been completed.

Open Enrollment

If a member does not elect to participate when initially eligible, the member may elect to participate at the policyholder's next enrollment period. This enrollment period will be held each year and those who elect to participate in this policy at that time will have their insurance become effective on October 1. If you do not enroll during your company's open enrollment period, then you will be subject to the Late Entrant Provision.

Late Entrant Provision

We strongly encourage you to sign up for coverage when you are initially eligible. If you choose not to sign up during this initial enrollment period, you will become a late entrant. Late entrants will be eligible for only exams, cleanings, and fluoride applications for the first 12 months they are covered.

Section 125

This plan is provided as part of the Policyholder's Section 125 Plan. Each employee has the option under the Section 125 Plan of participating or not participating in this plan. If an employee does not elect to participate when initially eligible, he/she may elect to participate at the Policyholder's next Annual Election Period.

Dental Cost Estimator

Members can search by ZIP Code for a specific dental procedure and see fee range estimates for out-of-network general dentists in that area. Of course, we always suggest that members partner with their dentists, so they know what's involved in any recommended treatment plan. The estimator tool is powered by Go2Dental and uses FAIR Health data that is updated annually. Please note, cost estimates do not reflect discounted rates available through provider networks, and the estimator does not include orthodontic estimates. In addition, when members are in their Secure Member Account, they can: a) Go paperless with electronic Explanation of Benefits statements and reduce the clutter in their mailboxes, b) View their certificate of insurance and specific plan benefits information, and c) Access value-added extras like the Rx discount ID card.

Worldwide Support

Through AXA Assistance, Ameritas offers its dental and vision plan members 24-hour access to dental or vision provider referrals when traveling outside the U.S. Immediately after a call is made to AXA, an assistance coordinator assesses the situation, provides credible provider referrals, and can even assist with making the appointment. Within 48 hours following the appointment, the coordinator calls the member to find out if additional assistance is needed. If all is well, the case is closed. Then, the plan member may submit a claim to Ameritas for reimbursement consideration based on applicable plan benefits. Contact AXA Assistance USA toll free by calling 866-662-2731, or call collect from anywhere in the world by dialing 1-312-935-3727.

Language Services

We recognize the importance of communicating with our growing number of multilingual customers. That is why we offer a language assistance program that gives you access to: Spanish-speaking claims contact center representatives, telephone interpretation services in a wide range of languages, online dental network provider search in Spanish and a variety of Spanish documents such as enrollment forms, claim forms and certificates of insurance.

This document is a highlight of plan benefits provided by Ameritas Life Insurance Corp. as selected by your employer. It is not a certificate of insurance and does not include exclusions and limitations. For exclusions and limitations, or a complete list of covered procedures, contact your benefits administrator.

VISION INSURANCE

CEC Vision | www.cecvision.com | 1.888.254.4290

Proper vision care is essential to your overall wellbeing. Regular eye exams at any age will help prevent eye disease and keep your vision strong for years to come.

Your employer provides you with a vision plan to take care of you and your family's needs. You must enroll in the vision plan each plan year and premiums are typically paid through payroll deduction. Here are just a few of the areas where you will save money with your plan:

- Eye exams
- Eyeglasses
- Contact lenses
- Eye surgeries
- Vision correction

| | |
|----------------------|----------|
| Employee Only | \$ 5.97 |
| Employee Plus One | \$ 11.52 |
| Employee Plus Family | \$ 19.40 |





**Grant Parish School Board
CEC VISION PLAN**

Enjoy the Simplicity of CEC!

Enrolling in CEC gives you the vision services you need and the ability to select the eyewear you want. With CEC, there's never any confusion about what's covered. It's that simple!

| BENEFIT | DESCRIPTION | CO-PAY |
|--|--|--------|
| Exam | A routine eye exam once a year* | \$10 |
| Eyewear | A \$130 flexible allowance for eyewear annually* You can get frames, lenses, contact lenses & lens enhancements --- even non-prescription sunglasses! | \$15 |
| Contact Lens Fitting, Re-Fit or Evaluation | Once a year* | \$15 |
| Frequency | All benefits renew every 12 months | |
| Additional Savings Through In-Network Providers | Members who exceed their allowance are eligible for discounts on the overage at most network providers – a 20% for glasses and a 10% discount for contact lenses | |

MONTHLY RATES

| | |
|------------------------|---------|
| Employee Only..... | \$5.97 |
| Employee + Spouse..... | \$11.52 |
| Employee + Family..... | \$19.40 |

Questions about your benefits?
Please call us at 888-254-4290 or visit our website at www.cecvision.com.

*Members are eligible for their benefits every plan year. Members are not required to wait until the prior plan years' service date has passed to obtain their current benefit.

YOUR COVERAGE WITH OUT-OF-NETWORK PROVIDERS

| | |
|---|--|
| Exam | Up to \$50 minus any applicable co-pay |
| Eyewear | Up to 85% of the allowance minus any applicable co-pay |
| Contact Lens Fitting, Re-Fit or Evaluation | Up to \$48 minus any applicable co-pay |



www.cecvision.com

PLAN FEATURES



ROUTINE RETINAL SCREENING

A routine retinal screening is an enhancement to the member's annual eye exam when seeing a CEC provider.
 Frequency – once per year
 Co-pay – Up to \$39.00
 Coverage – Covered after co-pay



ADDITIONAL PAIRS OF GLASSES

Members will receive a 20% savings on additional pairs of glasses and sunglasses, including lens enhancements, from most CEC providers within 12 months of their last eye exam.



LASIK DISCOUNTS

Members can save up to 50% relative to national averages from more than 1,000 participating LASIK providers, including TLC Laser Eye Center.



SPECIAL OFFERS

A variety of special offers are available to CEC members. Visit cecvision.com/members/special-offers for additional information!



YOU CAN GET SUNGLASSES

Non-prescription eyewear, including sunglasses, is included in your CEC vision plan. Other non-prescription eyewear such as **blue-light blocking glasses**, **safety glasses** and **readers** are also included.



MEMBER'S PORTAL

CEC's website, cecvision.com, gives you 24/7 access to find a provider, view your benefit information, check your current eligibility, print a temporary ID card and more.



GLASSES AND CONTACTS

Members can purchase glasses and contact lenses in the same plan year. And frames can be purchased every plan year.



VISION IS IMPORTANT

Even if you have 20/20 vision, getting your annual eye exam is very important. At your appointment, your doctor can check for other health issues such as diabetes, high blood pressure, & even brain tumors.

IMPORTANT PLAN INFORMATION

| | |
|--------------------------------------|---|
| Routine Vision Coverage | CEC vision benefits are for routine eye care. Routine exams and contact lens fittings, as needed, and eyewear are covered by the CEC full-service benefit. Additionally, the CEC benefit now includes a routine retinal screening (digital imaging of the inside of the eye), which helps CEC doctors detect signs of eye disease and chronic health conditions including diabetes, hypertension, and high cholesterol. CEC vision coverage does not include medical treatment or surgical treatment of the eyes. Examples that could necessitate your visit being filed, by your provider, to your medical insurance include diabetes mellitus, glaucoma, cataracts, and other medical conditions. |
| Coordination of Benefits | Coordination of benefits is not permitted, either with respect to other vision plans or with respect to vision benefits under health insurance plans. |
| Additional Pairs & Overage Discounts | Most providers in the CEC network offer vision plan members a 20% discount on additional pairs of glasses as well as a 20% overage discount on glasses and a 10% overage discount on contacts on amounts exceeding the eyewear allowance. However, by law, CEC providers are not required to offer overage discounts. Before using your eyewear allowance to obtain eyewear, please check with your provider to see what discounts are offered. |
| Non-Prescription Eyewear Policy | Most providers in the CEC network allow vision plan members to use their eyewear allowance for the purchase of non-prescription eyewear. However, CEC providers are not required to extend coverage to non-prescription items, and a few have opted to restrict coverage to prescription eyewear. Before using your eyewear allowance to obtain non-prescription eyewear, please check with your provider to make sure that this is permissible. |
| Portability Benefit | Existing CEC members who terminate employment will be able to enroll in the CEC portability plan within 60 days of their termination date. Coverage will commence on the first day of the month following receipt of the member's completed form. New membership cards will be mailed to the member prior to their new effective date. |

FLEXIBLE SPENDING ACCOUNTS

First Financial Administrators, Inc. | www.ffga.com | 1.866.853.3539

P.O. Box 161968 | Altamonte Springs, FL 32716

MEDICAL FSA

A Medical Flexible Spending Account (Medical FSA) is an IRS-approved program to help you save taxes and pay for out-of-pocket medical expenses not covered under your medical plan. If your plan includes a grace period option, you have additional time to incur and claim against unused funds in the new plan year. Keep in mind that remaining balances after the grace period is exhausted will be forfeited under the use-it-or-lose-it rule.

Your maximum contribution amount for 2022 is \$2,850.

HIGHLIGHTS

- Contributions are automatically deducted from your paycheck on a pre-tax basis, which helps reduce your taxable income and increase your spendable income.
- Your full election will be available to you at the beginning of the plan year.
- Be conservative – any money left in your account at the end of the plan year will be forfeited.
- Use your benefits card to pay for qualified expenses upfront without spending money out of pocket.
- Keep all receipts in case you need to substantiate a claim for tax purposes.

NOTE: The IRS requires proof that all expenses are eligible. Keep all receipts in case you need to substantiate a claim for tax purposes. Your receipt must include the date of purchase or service, amount you were required to pay after insurance, description of the product or service, merchant or provider name, and the patient's name.

DEPENDENT CARE FSA

With a Dependent Care Flexible Spending Account, you can set aside part of your pay on a pre-tax basis to pay for eligible dependent care expenses like childcare, babysitters, and adult day care.

**You may allocate up to \$5,000 per tax year for reimbursement of dependent care services.
If you are married and file a separate tax return, the limit is \$2,500.**

HIGHLIGHTS

- Eligible dependents must be claimed as an exemption on your tax return.
- Eligible dependents must be children under age 13 or an adult dependent incapable of self-care.
- Funds become available as contributions are made to your account.
- Keep all receipts in case you need to substantiate a claim for tax purposes.
- Balances will be forfeited at the end of the runoff or grace period.

FSA RESOURCES

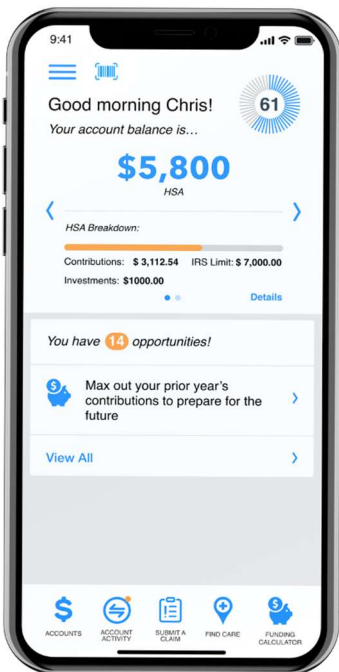
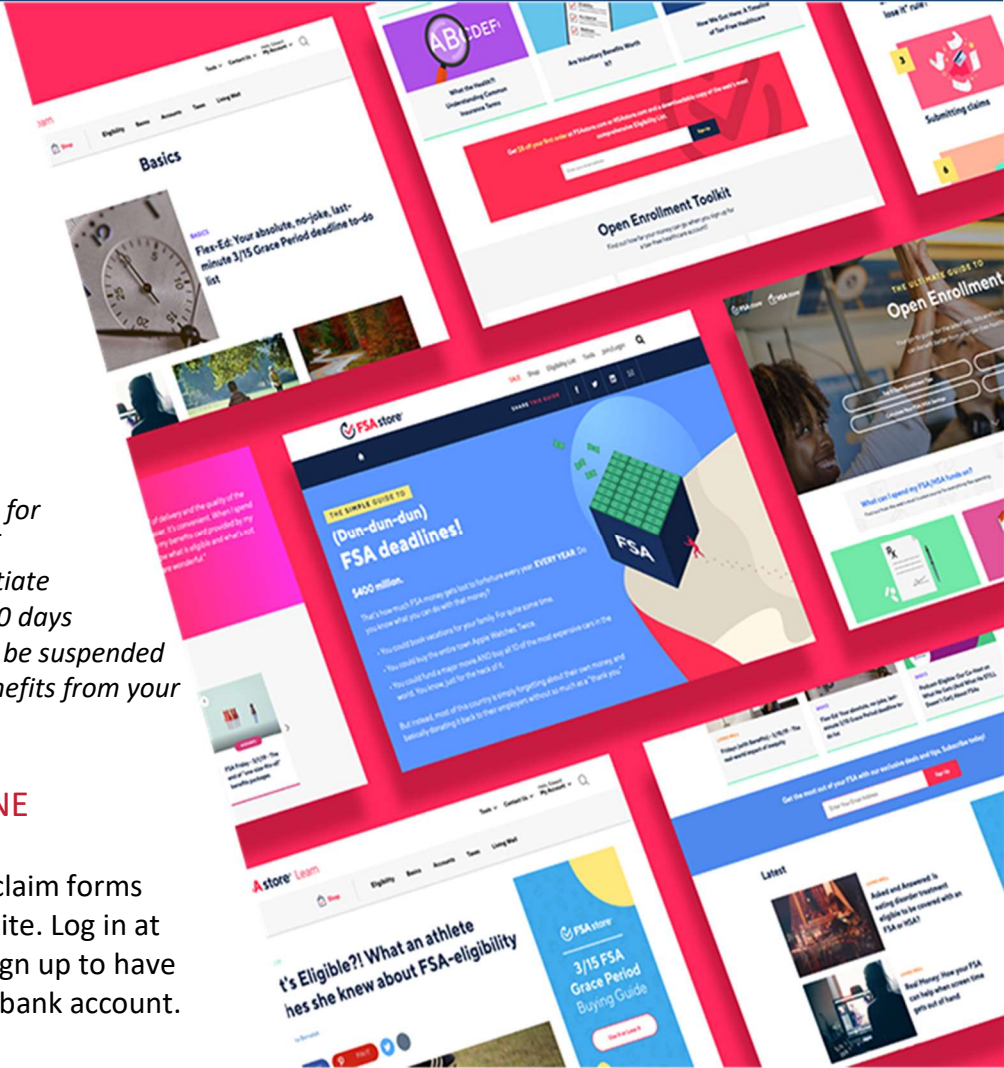
BENEFITS CARD

The First Financial Benefits Card is available to all employees that participate in a Medical FSA and/or a Dependent Care FSA. The Benefits Card gives you immediate access to your money at the point of purchase. Cards are available for participating employees, their spouse and any eligible dependents who are at least 18 years old.

The IRS requires validation of most transactions for FSAs. You must submit receipts for validation of expenses when requested. If you fail to substantiate by providing a receipt to First Financial within 60 days of the purchase or date of service your card will be suspended until the necessary receipt or explanation of benefits from your insurance provider is received.

VIEW YOUR ACCOUNT DETAILS ONLINE

Sign up to view your account balance, find claim forms and check claims status on our secure website. Log in at www.ffga.com. After you log in, you may sign up to have reimbursements directly deposited to your bank account. View the [Portal Log-in Guide](#) now!



FF MOBILE ACCOUNT APP

With the FF Mobile Account App, you can submit claims, view account balance and history, check claims status, view alerts, upload receipts and documentation and more! The FF Mobile Account App is available for Apple® and Android™ devices on either the App StoreSM or Google Play StoreTM. View the FF Mobile Account App [User Guide](#) and [Quick Reference Guide](#).

FSA STORE

First Financial has partnered with the FSA Store to bring you an easy-to-use online store to better understand and manager your account. You can shop for eligible medical items like bandages and contact solution, browse for products and services using the Eligibility List and visit the Learning Center to find answers to commonly asked questions. Visit the store at <http://www.ffga.com/individuals/#stores> for more details and special deals.



TEXAS LIFE – PERMANENT LIFE

Texas Life | www.texaslife.com | 1.800.283.9233

TEXAS LIFE INSURANCE - PERMANENT, PORTABLE LIFE INSURANCE

The peace of mind voluntary, permanent life insurance provides is unmatched. It is a solid companion to your group life insurance plan. Texas Life provides life insurance that you can keep for a lifetime. The plan is easy to purchase, pay for, and keep through the convenience of payroll deduction. Coverage is affordable and dependable. Plus, Texas Life has over a century of experience protecting families and giving the peace of mind only permanent life insurance can provide.

HIGHLIGHT

- You own the policy, even if you change jobs or retire.
- The policy remains in force until you die or up to age 121 if you pay the necessary premium on time.
- It is a permanent, universal life policy which means you can rest easy knowing your loved ones will be well taken care of when you're gone.

Underwritten By

TEXASLIFE INSURANCE
COMPANY

Since 1901 | 900 WASHINGTON | POST OFFICE BOX 830 | WACO, TEXAS 76703-0830

PURELIFE-PLUS

*Flexible Premium Life Insurance
to Age 121*

Portable, Permanent Individual Life Insurance for the Employee and Family

Policy Form: ICC18-PRFNG-NI-18

Product Highlights

Permanent Life Insurance
to Age 121

Minimal Cash Value
Premiums Dedicated Primarily
to Purchase Life Insurance

Level Premium Guarantees
Coverage for a Significant
Period of Time

Unique Limited Right to Partial
Refund of Premium if Future
Premium Required to
Continue Coverage Increases

No Surrender Charges Apply

Accelerated Death Benefit Due
to Terminal Illness Included

Convenient Premium Payments
Through Payroll Deduction

Portable When You Leave
Employment

Accidental Death Benefit
Included for Selected Ages

Accelerated Death Benefit Due
to Chronic Illness Included
For Employee Only

For the eligible employees of

GRANT PARISH SCHOOL BOARD

Marketed by



Application for Life Insurance

Express Issue | Monthly Pay

FOR USE ONLY IN

Louisiana

Portable, Permanent, Individual Life Insurance for Employees and Their Families

As an employee, you can apply for valuable life insurance protection on you and your family under eligibility guidelines established for your employer. Your employer has conveniently agreed to permit you to pay premiums through payroll deduction. This is a summary only. Policy provisions prevail. This brochure is not a contract or an offer to contract.

Minimal Cash Values Buy this policy for its life insurance protection, not its cash value. The primary benefit is life insurance. Payment of the Table Premium produces a small cash value (Benchmark Cash Value).

Permanent Life Insurance Coverage Unlike group term life insurance, PureLife-plus is a personally owned, permanent individual life insurance policy to age 121 that can never be canceled or reduced as long as you pay the necessary premiums, even if your health changes.

Guaranteed Period Continuous, timely, and uninterrupted payment of the Table Premium guarantees coverage for the Guaranteed Period shown. Texas Life (We) cannot legally predict the premium required to continue coverage after the Guaranteed Period. It may be lower, the same, or higher than the Table Premium. However, if the premium to continue coverage is ever higher, We guarantee a limited right to a partial refund of premium (described below).

Guaranteed Limited Right to Partial Refund of Premium If a premium higher than the Table Premium is ever required to continue coverage after the Guaranteed Period, you have the choice to:

- a. Pay the higher premium(s) required to continue coverage; or,
- b. Surrender the policy and receive a partial refund of premium equal to 120 times the minimum monthly premium due at issue (ten years worth of Table Premium). You are eligible for this refund if the actual cash value equals or exceeds the Benchmark Cash Value and you have taken no prior partial surrenders.

Portable Once issued, continued employment is not a condition to continue coverage. Coverage is guaranteed as long as required premiums are paid, even after you retire or terminate employment. When employment ends, you can pay equivalent monthly premiums directly or by bank draft (for monthly direct payments we add a monthly fee not to exceed \$2.00). Other modes are available.

Accelerated Death Benefit Due to Terminal Illness Rider This policy includes, at no additional premium, an Accelerated Death Benefit Due to Terminal Illness Rider (Form ICC07-ULABR-07). See details on next page.

Individual and Family Coverage is Easy to Apply For Subject to age and amount restrictions, you may apply for an individual policy on your life or your spouse's life (see chart next page for spouse's minimum/maximum amounts). An individual policy is

also available on each of your children ages 15 days — 26, and even on each of your grandchildren ages 15 days — 18. Proof of insurability is required. Most policies are issued based upon the answers to three work and health related application questions.

Optional Benefits According to the guidelines established for your employer, your application will include the following benefit for an additional cost depending upon your issue age.

Accidental Death Benefit This benefit to age 65 (Issue Ages 17-59) doubles the coverage when death occurs by accidental bodily injury within 180 days of an accident. Maximum in-force limits and exclusions apply. (Form ICC07-ULCL-ADB-07).

Accelerated Death Benefit Rider For Chronic Illness For Employee Only This benefit provides an accelerated death benefit if an insured becomes chronically ill as defined in the rider. (Form ICC15-ULABR-CI-15). See details on next page.

Interim Insurance: Interim insurance will be in force on the application date if these conditions are met: (1) the insurance is purchased through payroll deduction; (2) the Salary Deduction Authorization is signed; and, (3) the proposed insured is insurable at standard rates under Our rules and usual practice. Interim insurance remains in effect until the earlier of: (a) the Policy Date; (b) the date We decline the application; (c) the date We notify the applicant that s/he is ineligible for interim insurance; or, (d) the 180th day after the application date.

Policy Mechanics and Other Important Details Premiums are flexible. However, we highly recommend payment of the Table Premium during the Guaranteed Period, and no partial surrenders or policy loans. Table Premium produces a small cash value (Benchmark Cash Value). Paying a lesser premium results in an actual cash value which is less than Benchmark Cash Value, causing the policy to lapse. Premiums less a premium load create cash value to pay monthly administrative loads and cost of insurance. Cash value is currently credited at the guaranteed interest rate of 2.00% per year. We may, at any time, credit higher than the guaranteed interest rate. Likewise, We may charge cost of insurance rates which are less than the policy's maximum rates, but only when actual cash value equals or exceeds Benchmark Cash Value. No surrender charges apply. Loads include 10.00% of premium, \$2.03 per month and monthly administrative loads. Two year suicide and contestable clauses apply. The policy loan rate is 7.40% in advance. Surrenders and loans may be deferred for up to six months.

A Summary of the Accelerated Death Benefit Rider

Terminal Illness - included at no additional cost

The policy includes an Accelerated Death Benefit Due to Terminal Illness Rider. If the Insured has a terminal illness, in lieu of the insurance proceeds otherwise payable at death, you may elect to claim an accelerated benefit while the Insured is still alive. The single sum benefit is 92% of the insurance proceeds less an administrative fee of the lesser of \$150 or 7% of the insurance proceeds. Terminal Illness is an injury or sickness diagnosed and certified by a qualifying physician that, despite the appropriate medical care, is reasonably expected to result in death within 12 months. This benefit is intended to qualify for favorable income tax treatment and may not be subject to federal income tax. (See Important Notices below.)

Chronic Illness - included with an additional premium, for employee only

For an additional premium of 10% of the base policy premium, this policy may include an Accelerated Death Benefit Due to Chronic Illness Rider. If the Insured has a chronic illness, in lieu of the insurance proceeds otherwise payable at death, you may elect to claim an accelerated benefit while the Insured is still alive. The single sum benefit is 92% of the insurance proceeds less an administrative fee of the lesser of \$150 or 7% of the insurance proceeds. Chronic Illness means the Insured permanently: (a) is unable to perform, without substantial assistance from another individual, at least two Activities of Daily Living due to a loss of functional capacity and will need services for the rest of his or her life; or (b) requires substantial supervision to protect the Insured from threats to health and safety due to severe cognitive impairment and will need services for the rest of his or her life. Activities of Daily Living include: bathing, continence, dressing, eating, toileting, and transferring. Severe cognitive impairment means deterioration or loss of intellectual capacity that: (1) places the Insured in jeopardy of harming himself or herself or others, and therefore, the Insured requires substantial supervision by another person; and (2) is measured by clinical evidence and standardized tests which reliably measure impairment in: (a) short or long term memory; (b) orientation to people, places or time; and (c) deductive or abstract reasoning.

This benefit will be calculated and paid as a lump sum only. This lump sum is intended to serve as a per diem accelerated death benefit as described under Section 101(g) of the Internal Revenue Code. You may be able to exclude certain portions of this accelerated death benefit (specifically, the greater of: (a) the lump sum equivalent of the per diem amount; or (b) the actual cost incurred for Services provided in the year the Accelerated Death Benefit is paid) from your taxable income. Your benefit for Chronic Illness will be calculated in accordance with the rider and you may, in some circumstances, be paid more than the excludable per diem amount.

Important Notices

Tax laws related to the acceleration of life insurance benefits are complex. The information presented in this Summary is general in nature. You should consult a qualified tax or legal advisor to determine the effect of receiving this benefit. Texas Life Insurance Company and its agents do not provide tax or legal advice.

Receipt of any accelerated death benefit under your policy may affect your, your spouse's and your family's eligibility for medical assistance (Medicaid), Aid to Families with Dependent Children (AFDC), Supplemental Social Security Income (SSI), and drug assistance programs. You should consult with a qualified tax or legal advisor and the relevant social service agencies to determine how receiving the benefit may affect your, your spouse's, and your family's eligibility for public assistance.

An accelerated death benefit is not long term care insurance. This summary provides a general description of any accelerated death benefit under your policy. Your policy and riders contain certain exclusions, limitations, and exceptions. Please refer to your policy and rider for details. The right to accelerate benefits under any accelerated death benefit does not extend to any Child Term Life Insurance Rider. However, if the accelerated death benefit under any rider is paid, any coverage provided under the Child Term Life Insurance Rider attached to this policy becomes a paid up term insurance policy on each covered child.

This paid up coverage on each child will terminate on each covered child's 25th birthday. Payment under any accelerated death benefit rider terminates the policy and all other optional benefits/riders and reduces all insurance proceeds, cash values and loan values to zero.

Representation of benefit payable - Terminal or Chronic Illness

The following chart shows the effect of exercising an accelerated benefit on the base policy. This example is using a \$50,000 policy with a \$2,000 policy loan balance and all premiums are current. This chart is for representation purposes only. Your benefits may be higher or lower, depending on your face amount of coverage, any unpaid policy loan balance, and any overdue premiums.

| | Terminal Illness | Chronic Illness |
|-----------------------------|-----------------------------|----------------------------|
| Death Benefit | \$50,000 | \$50,000 |
| Policy Loan Balance | - \$2,000 | - \$2,000 |
| Available for Acceleration | = \$48,000 | = \$48,000 |
| Acceleration Percentage | x 92% | x 92% |
| Gross Benefit | = \$44,160 | = \$44,160 |
| Administration Fee | - \$150 | - \$150 |
| Overdue Premiums | - \$0 | - \$0 |
| Accelerated Benefit Payable | = \$44,010 | = \$44,010 |

Note: The benefit will be paid for either Terminal Illness or Chronic Illness. In no instance will benefits be paid under both riders.

OPTIONAL BENEFITS MONTHLY COST:

Accidental Death Benefit \$0.08 per \$1,000 of Face Amount
Accelerated Death Benefit Rider For Chronic Illness 10% of Base Plan Table Premium

EXPRESS ISSUE AMOUNTS OF COVERAGE AVAILABLE ON SPOUSE

| Spouse's Issue Age | Minimum Face Amount | Maximum Face Amount |
|--------------------|---------------------|---------------------|
| 17-34 | \$25,000 | \$50,000 |
| 35-39 | 15,000 | 50,000 |
| 40-49 | 10,000 | 50,000 |
| 50-60 | 10,000 | 25,000 |
| 61 & Older | N/A | N/A |

**MONTHLY ADMINISTRATIVE LOADS PER \$1,000 OF FACE AMOUNT FOR ISSUE AGES SHOWN
(NON-TOBACCO CLASS)**

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| Highest Load | 0.2417 | 0.2425 | 0.2517 | 0.2517 | 0.2525 | 0.2617 | 0.2617 | 0.2617 | 0.2617 | 0.2700 | 0.2692 | 0.2767 | 0.2725 | 0.2659 | 0.2559 |
| Lowest Load | 0.1117 | 0.1075 | 0.0750 | 0.0825 | 0.0900 | 0.0625 | 0.0717 | 0.0825 | 0.0950 | 0.0734 | 0.0934 | 0.0825 | 0.1184 | 0.1659 | 0.2225 |
| Zero After Year | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| Highest Load | 0.2459 | 0.2334 | 0.2284 | 0.2267 | 0.2275 | 0.2275 | 0.2375 | 0.2450 | 0.2584 | 0.2684 | 0.2700 | 0.2884 | 0.2984 | 0.2984 | 0.3075 |
| Lowest Load | 0.0434 | 0.0884 | 0.1200 | 0.1375 | 0.1534 | 0.1675 | 0.1392 | 0.1442 | 0.1017 | 0.0600 | 0.0625 | 0.2717 | 0.2542 | 0.2767 | 0.2675 |
| Zero After Year | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 5 | 5 | 5 | 5 |

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 |
| Highest Load | 0.3134 | 0.3100 | 0.3309 | 0.3409 | 0.3575 | 0.3842 | 0.3900 | 0.4084 | 0.4292 | 0.4700 | 0.5084 | 0.5650 | 0.6300 | 0.6892 | 0.7475 |
| Lowest Load | 0.2675 | 0.0175 | 0.2650 | 0.2575 | 0.2225 | 0.1492 | 0.1492 | 0.1025 | 0.0575 | 0.4134 | 0.3359 | 0.2075 | 0.0542 | 0.6325 | 0.5659 |
| Zero After Year | 5 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 |

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 |
| Highest Load | 0.8059 | 0.8717 | 0.9275 | 0.9817 | 1.0534 | 1.1334 | 1.2250 | 1.3242 | 1.3934 | 1.4625 | 1.5400 | 1.6109 | 1.6992 | 1.7775 | 1.8592 |
| Lowest Load | 0.5009 | 0.4242 | 0.3692 | 0.3225 | 0.2434 | 0.1584 | 0.0517 | 1.2900 | 1.3067 | 1.3275 | 1.3459 | 1.3767 | 1.3959 | 1.4334 | 1.4750 |
| Zero After Year | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

| | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 |
| Highest Load | 1.9625 | 2.0392 | 2.1359 | 2.2250 | 2.3200 | 2.4275 | 2.5492 | 2.6817 | 2.8242 | 2.9534 | 3.0742 |
| Lowest Load | 1.5034 | 1.5684 | 1.6225 | 1.6950 | 1.7725 | 1.8500 | 1.9267 | 2.0075 | 2.0142 | 1.8775 | 1.7492 |
| Zero After Year | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

**MONTHLY ADMINISTRATIVE LOADS PER \$1,000 OF FACE AMOUNT FOR ISSUE AGES SHOWN
(TOBACCO CLASS)**

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| Highest Load | 0.4084 | 0.4059 | 0.4042 | 0.4025 | 0.4175 | 0.4242 | 0.4475 | 0.4650 | 0.4659 | 0.4850 | 0.4934 | 0.5017 | 0.5092 | 0.5950 | 0.5892 |
| Lowest Load | 0.1700 | 0.1967 | 0.2242 | 0.2525 | 0.2300 | 0.2359 | 0.1884 | 0.1642 | 0.1917 | 0.1642 | 0.1692 | 0.1759 | 0.1892 | 0.5725 | 0.0217 |
| Zero After Year | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 |
| Highest Load | 0.6092 | 0.6100 | 0.6092 | 0.6625 | 0.6775 | 0.7284 | 0.7400 | 0.7925 | 0.8725 | 0.9342 | 1.0142 | 1.1242 | 1.1750 | 1.2500 | 1.3034 |
| Lowest Load | 0.0025 | 0.0417 | 0.0884 | 0.6484 | 0.6600 | 0.6217 | 0.6575 | 0.6092 | 0.5092 | 0.4475 | 0.3492 | 0.1934 | 0.1659 | 0.0942 | 0.0692 |
| Zero After Year | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |

| | | | | | | | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 |
| Highest Load | 1.3734 | 1.4325 | 1.5242 | 1.5942 | 1.6609 | 1.7675 | 1.8542 | 1.9250 | 1.9992 | 2.0842 | 2.1617 | 2.2392 | 2.3067 | 2.3700 | 2.4659 |
| Lowest Load | 0.0159 | 1.4175 | 1.4642 | 1.4984 | 1.5425 | 1.5534 | 1.5909 | 1.6517 | 1.7184 | 1.7825 | 1.8634 | 1.9542 | 2.0659 | 2.1934 | 2.2992 |
| Zero After Year | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

| | | | | | | | | | |
|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Issue Age → | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 |
| Highest Load | 2.5392 | 2.6009 | 2.6484 | 2.7000 | 2.7609 | 2.8300 | 2.8967 | 2.9625 | 3.0192 |
| Lowest Load | 2.3167 | 2.2509 | 2.2000 | 2.1442 | 2.0800 | 2.0059 | 1.9350 | 1.8642 | 1.8034 |
| Zero After Year | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |

PureLife-plus – Standard Risk Table Premiums – Non-Tobacco – Express Issue

| Issue Age (ALB) | Monthly Premiums for Life Insurance Face Amounts Shown Includes Added Cost for Accidental Death Benefit (Ages 17-59) and Accelerated Death Benefit for Chronic Illness (All Ages) | | | | | | | | | GUARANTEED PERIOD Age to Which Coverage is Guaranteed at Table Premium |
|-----------------|--|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|---|
| | \$10,000 | \$25,000 | \$50,000 | \$75,000 | \$100,000 | \$150,000 | \$200,000 | \$250,000 | \$300,000 | |
| 15D-1 | | | | | | | | | | 81 |
| 2-4 | | | | | | | | | | 80 |
| 5-8 | | | | | | | | | | 79 |
| 9-10 | | | | | | | | | | 79 |
| 11-16 | | | | | | | | | | 77 |
| 17-20 | | 13.05 | 23.85 | 34.65 | 45.45 | 67.05 | 88.65 | 110.25 | 131.85 | 75 |
| 21-22 | | 13.33 | 24.40 | 35.48 | 46.55 | 68.70 | 90.85 | 113.00 | 135.15 | 74 |
| 23 | | 13.60 | 24.95 | 36.30 | 47.65 | 70.35 | 93.05 | 115.75 | 138.45 | 75 |
| 24-25 | | 13.88 | 25.50 | 37.13 | 48.75 | 72.00 | 95.25 | 118.50 | 141.75 | 74 |
| 26 | | 14.43 | 26.60 | 38.78 | 50.95 | 75.30 | 99.65 | 124.00 | 148.35 | 75 |
| 27-28 | | 14.70 | 27.15 | 39.60 | 52.05 | 76.95 | 101.85 | 126.75 | 151.65 | 74 |
| 29 | | 14.98 | 27.70 | 40.43 | 53.15 | 78.60 | 104.05 | 129.50 | 154.95 | 74 |
| 30-31 | | 15.25 | 28.25 | 41.25 | 54.25 | 80.25 | 106.25 | 132.25 | 158.25 | 73 |
| 32 | | 16.08 | 29.90 | 43.73 | 57.55 | 85.20 | 112.85 | 140.50 | 168.15 | 74 |
| 33 | | 16.63 | 31.00 | 45.38 | 59.75 | 88.50 | 117.25 | 146.00 | 174.75 | 74 |
| 34 | | 17.45 | 32.65 | 47.85 | 63.05 | 93.45 | 123.85 | 154.25 | 184.65 | 75 |
| 35 | | 18.55 | 34.85 | 51.15 | 67.45 | 100.05 | 132.65 | 165.25 | 197.85 | 76 |
| 36 | | 19.10 | 35.95 | 52.80 | 69.65 | 103.35 | 137.05 | 170.75 | 204.45 | 76 |
| 37 | | 19.93 | 37.60 | 55.28 | 72.95 | 108.30 | 143.65 | 179.00 | 214.35 | 77 |
| 38 | | 20.75 | 39.25 | 57.75 | 76.25 | 113.25 | 150.25 | 187.25 | 224.25 | 77 |
| 39 | | 22.13 | 42.00 | 61.88 | 81.75 | 121.50 | 161.25 | 201.00 | 240.75 | 78 |
| 40 | 10.75 | 23.50 | 44.75 | 66.00 | 87.25 | 129.75 | 172.25 | 214.75 | 257.25 | 79 |
| 41 | 11.52 | 25.43 | 48.60 | 71.78 | 94.95 | 141.30 | 187.65 | 234.00 | 280.35 | 80 |
| 42 | 12.40 | 27.63 | 53.00 | 78.38 | 103.75 | 154.50 | 205.25 | 256.00 | 306.75 | 81 |
| 43 | 13.17 | 29.55 | 56.85 | 84.15 | 111.45 | 166.05 | 220.65 | 275.25 | 329.85 | 82 |
| 44 | 13.94 | 31.48 | 60.70 | 89.93 | 119.15 | 177.60 | 236.05 | 294.50 | 352.95 | 83 |
| 45 | 14.71 | 33.40 | 64.55 | 95.70 | 126.85 | 189.15 | 251.45 | 313.75 | 376.05 | 83 |
| 46 | 15.59 | 35.60 | 68.95 | 102.30 | 135.65 | 202.35 | 269.05 | 335.75 | 402.45 | 84 |
| 47 | 16.36 | 37.53 | 72.80 | 108.08 | 143.35 | 213.90 | 284.45 | 355.00 | 425.55 | 84 |
| 48 | 17.13 | 39.45 | 76.65 | 113.85 | 151.05 | 225.45 | 299.85 | 374.25 | 448.65 | 85 |
| 49 | 18.12 | 41.93 | 81.60 | 121.28 | 160.95 | 240.30 | 319.65 | 399.00 | 478.35 | 85 |
| 50 | 19.22 | 44.68 | 87.10 | 129.53 | 171.95 | | | | | 86 |
| 51 | 20.54 | 47.98 | 93.70 | 139.43 | 185.15 | | | | | 87 |
| 52 | 21.97 | 51.55 | 100.85 | 150.15 | 199.45 | | | | | 88 |
| 53 | 23.07 | 54.30 | 106.35 | 158.40 | 210.45 | | | | | 88 |
| 54 | 24.17 | 57.05 | 111.85 | 166.65 | 221.45 | | | | | 88 |
| 55 | 25.38 | 60.08 | 117.90 | 175.73 | 233.55 | | | | | 89 |
| 56 | 26.48 | 62.83 | 123.40 | 183.98 | 244.55 | | | | | 89 |
| 57 | 27.80 | 66.13 | 130.00 | 193.88 | 257.75 | | | | | 89 |
| 58 | 29.01 | 69.15 | 136.05 | 202.95 | 269.85 | | | | | 89 |
| 59 | 30.33 | 72.45 | 142.65 | 212.85 | 283.05 | | | | | 89 |
| 60 | 31.18 | 74.58 | 146.90 | 219.23 | 291.55 | | | | | 90 |
| 61 | 32.61 | 78.15 | 154.05 | 229.95 | 305.85 | | | | | 90 |
| 62 | 34.37 | 82.55 | 162.85 | 243.15 | 323.45 | | | | | 90 |
| 63 | 36.13 | 86.95 | 171.65 | 256.35 | 341.05 | | | | | 90 |
| 64 | 38.00 | 91.63 | 181.00 | 270.38 | 359.75 | | | | | 90 |
| 65 | 40.09 | 96.85 | 191.45 | 286.05 | 380.65 | | | | | 90 |
| 66 | 42.40 | | | | | | | | | 90 |
| 67 | 44.93 | | | | | | | | | 91 |
| 68 | 47.68 | | | | | | | | | 91 |
| 69 | 50.43 | | | | | | | | | 91 |
| 70 | 53.29 | | | | | | | | | 91 |

PureLife-plus is permanent life insurance to Attained Age 121 that can never be cancelled as long as you pay the necessary premiums. After the Guaranteed Period, the premiums can be lower, the same, or higher than the Table Premium. See the brochure under "Permanent Coverage".

PureLife-plus – Standard Risk Table Premiums – Tobacco – Express Issue

| Issue Age (ALB) | Monthly Premiums for Life Insurance Face Amounts Shown Includes Added Cost for Accidental Death Benefit (Ages 17-59) and Accelerated Death Benefit for Chronic Illness (All Ages) | | | | | | | | | GUARANTEED PERIOD Age to Which Coverage is Guaranteed at Table Premium |
|-----------------|--|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|---|
| | \$10,000 | \$25,000 | \$50,000 | \$75,000 | \$100,000 | \$150,000 | \$200,000 | \$250,000 | \$300,000 | |
| 15D-1 | | | | | | | | | | 81 |
| 2-4 | | | | | | | | | | 80 |
| 5-8 | | | | | | | | | | 79 |
| 9-10 | | | | | | | | | | 79 |
| 11-16 | | | | | | | | | | 77 |
| 17-20 | | 18.55 | 34.85 | 51.15 | 67.45 | 100.05 | 132.65 | 165.25 | 197.85 | 71 |
| 21-22 | | 19.38 | 36.50 | 53.63 | 70.75 | 105.00 | 139.25 | 173.50 | 207.75 | 71 |
| 23 | | 20.20 | 38.15 | 56.10 | 74.05 | 109.95 | 145.85 | 181.75 | 217.65 | 72 |
| 24-25 | | 20.75 | 39.25 | 57.75 | 76.25 | 113.25 | 150.25 | 187.25 | 224.25 | 71 |
| 26 | | 21.30 | 40.35 | 59.40 | 78.45 | 116.55 | 154.65 | 192.75 | 230.85 | 72 |
| 27-28 | | 21.85 | 41.45 | 61.05 | 80.65 | 119.85 | 159.05 | 198.25 | 237.45 | 71 |
| 29 | | 22.13 | 42.00 | 61.88 | 81.75 | 121.50 | 161.25 | 201.00 | 240.75 | 71 |
| 30-31 | | 24.88 | 47.50 | 70.13 | 92.75 | 138.00 | 183.25 | 228.50 | 273.75 | 72 |
| 32 | | 25.70 | 49.15 | 72.60 | 96.05 | 142.95 | 189.85 | 236.75 | 283.65 | 72 |
| 33 | | 25.98 | 49.70 | 73.43 | 97.15 | 144.60 | 192.05 | 239.50 | 286.95 | 72 |
| 34 | | 26.25 | 50.25 | 74.25 | 98.25 | 146.25 | 194.25 | 242.25 | 290.25 | 71 |
| 35 | | 28.18 | 54.10 | 80.03 | 105.95 | 157.80 | 209.65 | 261.50 | 313.35 | 72 |
| 36 | | 29.00 | 55.75 | 82.50 | 109.25 | 162.75 | 216.25 | 269.75 | 323.25 | 72 |
| 37 | | 30.93 | 59.60 | 88.28 | 116.95 | 174.30 | 231.65 | 289.00 | 346.35 | 73 |
| 38 | | 31.75 | 61.25 | 90.75 | 120.25 | 179.25 | 238.25 | 297.25 | 356.25 | 73 |
| 39 | | 33.95 | 65.65 | 97.35 | 129.05 | 192.45 | 255.85 | 319.25 | 382.65 | 74 |
| 40 | 16.14 | 36.98 | 71.70 | 106.43 | 141.15 | 210.60 | 280.05 | 349.50 | 418.95 | 76 |
| 41 | 17.13 | 39.45 | 76.65 | 113.85 | 151.05 | 225.45 | 299.85 | 374.25 | 448.65 | 77 |
| 42 | 18.34 | 42.48 | 82.70 | 122.93 | 163.15 | 243.60 | 324.05 | 404.50 | 484.95 | 78 |
| 43 | 19.88 | 46.33 | 90.40 | 134.48 | 178.55 | 266.70 | 354.85 | 443.00 | 531.15 | 80 |
| 44 | 20.65 | 48.25 | 94.25 | 140.25 | 186.25 | 278.25 | 370.25 | 462.25 | 554.25 | 80 |
| 45 | 21.75 | 51.00 | 99.75 | 148.50 | 197.25 | 294.75 | 392.25 | 489.75 | 587.25 | 81 |
| 46 | 22.63 | 53.20 | 104.15 | 155.10 | 206.05 | 307.95 | 409.85 | 511.75 | 613.65 | 81 |
| 47 | 23.73 | 55.95 | 109.65 | 163.35 | 217.05 | 324.45 | 431.85 | 539.25 | 646.65 | 82 |
| 48 | 24.72 | 58.43 | 114.60 | 170.78 | 226.95 | 339.30 | 451.65 | 564.00 | 676.35 | 82 |
| 49 | 26.15 | 62.00 | 121.75 | 181.50 | 241.25 | 360.75 | 480.25 | 599.75 | 719.25 | 83 |
| 50 | 27.36 | 65.03 | 127.80 | 190.58 | 253.35 | | | | | 83 |
| 51 | 28.57 | 68.05 | 133.85 | 199.65 | 265.45 | | | | | 83 |
| 52 | 30.33 | 72.45 | 142.65 | 212.85 | 283.05 | | | | | 84 |
| 53 | 31.87 | 76.30 | 150.35 | 224.40 | 298.45 | | | | | 85 |
| 54 | 33.30 | 79.88 | 157.50 | 235.13 | 312.75 | | | | | 85 |
| 55 | 34.84 | 83.73 | 165.20 | 246.68 | 328.15 | | | | | 85 |
| 56 | 36.60 | 88.13 | 174.00 | 259.88 | 345.75 | | | | | 85 |
| 57 | 38.36 | 92.53 | 182.80 | 273.08 | 363.35 | | | | | 86 |
| 58 | 40.23 | 97.20 | 192.15 | 287.10 | 382.05 | | | | | 86 |
| 59 | 42.10 | 101.88 | 201.50 | 301.13 | 400.75 | | | | | 86 |
| 60 | 43.28 | 104.83 | 207.40 | 309.98 | 412.55 | | | | | 86 |
| 61 | 45.81 | 111.15 | 220.05 | 328.95 | 437.85 | | | | | 86 |
| 62 | 48.23 | 117.20 | 232.15 | 347.10 | 462.05 | | | | | 87 |
| 63 | 50.65 | 123.25 | 244.25 | 365.25 | 486.25 | | | | | 87 |
| 64 | 53.07 | 129.30 | 256.35 | 383.40 | 510.45 | | | | | 87 |
| 65 | 55.71 | 135.90 | 269.55 | 403.20 | 536.85 | | | | | 87 |
| 66 | 58.57 | | | | | | | | | 88 |
| 67 | 61.65 | | | | | | | | | 88 |
| 68 | 64.84 | | | | | | | | | 88 |
| 69 | 68.25 | | | | | | | | | 88 |
| 70 | 71.88 | | | | | | | | | 89 |

PureLife-plus is permanent life insurance to Attained Age 121 that can never be cancelled as long as you pay the necessary premiums. After the Guaranteed Period, the premiums can be lower, the same, or higher than the Table Premium. See the brochure under "Permanent Coverage".

PureLife-plus – Standard Risk Table Premiums – Non-Tobacco – Express Issue

| Issue Age (ALB) | Monthly Premiums for Life Insurance Face Amounts Shown Includes Added Cost for Accidental Death Benefit (Ages 17-59) | | | | | | | | | GUARANTEED PERIOD Age to Which Coverage is Guaranteed at Table Premium |
|-----------------|---|----------|----------|----------|----------|----------|----------|----------|----------|---|
| | \$10,000 | \$15,000 | \$20,000 | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | |
| 15D-1 | | | | 9.25 | | | | | 16.25 | 81 |
| 2-4 | | | | 9.50 | | | | | 16.75 | 80 |
| 5-8 | | | | 9.75 | | | | | 17.25 | 79 |
| 9-10 | | | | 10.00 | | | | | 17.75 | 79 |
| 11-16 | | | | 10.25 | | | | | 18.25 | 77 |
| 17-20 | | | | 12.25 | 14.25 | 16.25 | 18.25 | 20.25 | 22.25 | 75 |
| 21-22 | | | | 12.50 | 14.55 | 16.60 | 18.65 | 20.70 | 22.75 | 74 |
| 23 | | | | 12.75 | 14.85 | 16.95 | 19.05 | 21.15 | 23.25 | 75 |
| 24-25 | | | | 13.00 | 15.15 | 17.30 | 19.45 | 21.60 | 23.75 | 74 |
| 26 | | | | 13.50 | 15.75 | 18.00 | 20.25 | 22.50 | 24.75 | 75 |
| 27-28 | | | | 13.75 | 16.05 | 18.35 | 20.65 | 22.95 | 25.25 | 74 |
| 29 | | | | 14.00 | 16.35 | 18.70 | 21.05 | 23.40 | 25.75 | 74 |
| 30-31 | | | | 14.25 | 16.65 | 19.05 | 21.45 | 23.85 | 26.25 | 73 |
| 32 | | | | 15.00 | 17.55 | 20.10 | 22.65 | 25.20 | 27.75 | 74 |
| 33 | | | | 15.50 | 18.15 | 20.80 | 23.45 | 26.10 | 28.75 | 74 |
| 34 | | | | 16.25 | 19.05 | 21.85 | 24.65 | 27.45 | 30.25 | 75 |
| 35 | | 11.25 | 14.25 | 17.25 | 20.25 | 23.25 | 26.25 | 29.25 | 32.25 | 76 |
| 36 | | 11.55 | 14.65 | 17.75 | 20.85 | 23.95 | 27.05 | 30.15 | 33.25 | 76 |
| 37 | | 12.00 | 15.25 | 18.50 | 21.75 | 25.00 | 28.25 | 31.50 | 34.75 | 77 |
| 38 | | 12.45 | 15.85 | 19.25 | 22.65 | 26.05 | 29.45 | 32.85 | 36.25 | 77 |
| 39 | | 13.20 | 16.85 | 20.50 | 24.15 | 27.80 | 31.45 | 35.10 | 38.75 | 78 |
| 40 | 10.05 | 13.95 | 17.85 | 21.75 | 25.65 | 29.55 | 33.45 | 37.35 | 41.25 | 79 |
| 41 | 10.75 | 15.00 | 19.25 | 23.50 | 27.75 | 32.00 | 36.25 | 40.50 | 44.75 | 80 |
| 42 | 11.55 | 16.20 | 20.85 | 25.50 | 30.15 | 34.80 | 39.45 | 44.10 | 48.75 | 81 |
| 43 | 12.25 | 17.25 | 22.25 | 27.25 | 32.25 | 37.25 | 42.25 | 47.25 | 52.25 | 82 |
| 44 | 12.95 | 18.30 | 23.65 | 29.00 | 34.35 | 39.70 | 45.05 | 50.40 | 55.75 | 83 |
| 45 | 13.65 | 19.35 | 25.05 | 30.75 | 36.45 | 42.15 | 47.85 | 53.55 | 59.25 | 83 |
| 46 | 14.45 | 20.55 | 26.65 | 32.75 | 38.85 | 44.95 | 51.05 | 57.15 | 63.25 | 84 |
| 47 | 15.15 | 21.60 | 28.05 | 34.50 | 40.95 | 47.40 | 53.85 | 60.30 | 66.75 | 84 |
| 48 | 15.85 | 22.65 | 29.45 | 36.25 | 43.05 | 49.85 | 56.65 | 63.45 | 70.25 | 85 |
| 49 | 16.75 | 24.00 | 31.25 | 38.50 | 45.75 | 53.00 | 60.25 | 67.50 | 74.75 | 85 |
| 50 | 17.75 | 25.50 | 33.25 | 41.00 | | | | | | 86 |
| 51 | 18.95 | 27.30 | 35.65 | 44.00 | | | | | | 87 |
| 52 | 20.25 | 29.25 | 38.25 | 47.25 | | | | | | 88 |
| 53 | 21.25 | 30.75 | 40.25 | 49.75 | | | | | | 88 |
| 54 | 22.25 | 32.25 | 42.25 | 52.25 | | | | | | 88 |
| 55 | 23.35 | 33.90 | 44.45 | 55.00 | | | | | | 89 |
| 56 | 24.35 | 35.40 | 46.45 | 57.50 | | | | | | 89 |
| 57 | 25.55 | 37.20 | 48.85 | 60.50 | | | | | | 89 |
| 58 | 26.65 | 38.85 | 51.05 | 63.25 | | | | | | 89 |
| 59 | 27.85 | 40.65 | 53.45 | 66.25 | | | | | | 89 |
| 60 | 28.55 | 41.70 | 54.85 | 68.00 | | | | | | 90 |
| 61 | | | | | | | | | | 90 |
| 62 | | | | | | | | | | 90 |
| 63 | | | | | | | | | | 90 |
| 64 | | | | | | | | | | 90 |
| 65 | | | | | | | | | | 90 |
| 66 | | | | | | | | | | 90 |
| 67 | | | | | | | | | | 91 |
| 68 | | | | | | | | | | 91 |
| 69 | | | | | | | | | | 91 |
| 70 | | | | | | | | | | 91 |

PureLife-plus is permanent life insurance to Attained Age 121 that can never be cancelled as long as you pay the necessary premiums. After the Guaranteed Period, the premiums can be lower, the same, or higher than the Table Premium. See the brochure under "Permanent Coverage".

PureLife-plus – Standard Risk Table Premiums – Tobacco – Express Issue

| Issue Age (ALB) | Monthly Premiums for Life Insurance Face Amounts Shown Includes Added Cost for Accidental Death Benefit (Ages 17-59) | | | | | | | | | GUARANTEED PERIOD Age to Which Coverage is Guaranteed at Table Premium |
|-----------------|--|----------|----------|----------|----------|----------|----------|----------|----------|---|
| | \$10,000 | \$15,000 | \$20,000 | \$25,000 | \$30,000 | \$35,000 | \$40,000 | \$45,000 | \$50,000 | |
| 15D-1 | | | | | | | | | | 81 |
| 2-4 | | | | | | | | | | 80 |
| 5-8 | | | | | | | | | | 79 |
| 9-10 | | | | | | | | | | 79 |
| 11-16 | | | | | | | | | | 77 |
| 17-20 | | | | 17.25 | 20.25 | 23.25 | 26.25 | 29.25 | 32.25 | 71 |
| 21-22 | | | | 18.00 | 21.15 | 24.30 | 27.45 | 30.60 | 33.75 | 71 |
| 23 | | | | 18.75 | 22.05 | 25.35 | 28.65 | 31.95 | 35.25 | 72 |
| 24-25 | | | | 19.25 | 22.65 | 26.05 | 29.45 | 32.85 | 36.25 | 71 |
| 26 | | | | 19.75 | 23.25 | 26.75 | 30.25 | 33.75 | 37.25 | 72 |
| 27-28 | | | | 20.25 | 23.85 | 27.45 | 31.05 | 34.65 | 38.25 | 71 |
| 29 | | | | 20.50 | 24.15 | 27.80 | 31.45 | 35.10 | 38.75 | 71 |
| 30-31 | | | | 23.00 | 27.15 | 31.30 | 35.45 | 39.60 | 43.75 | 72 |
| 32 | | | | 23.75 | 28.05 | 32.35 | 36.65 | 40.95 | 45.25 | 72 |
| 33 | | | | 24.00 | 28.35 | 32.70 | 37.05 | 41.40 | 45.75 | 72 |
| 34 | | | | 24.25 | 28.65 | 33.05 | 37.45 | 41.85 | 46.25 | 71 |
| 35 | | 16.50 | 21.25 | 26.00 | 30.75 | 35.50 | 40.25 | 45.00 | 49.75 | 72 |
| 36 | | 16.95 | 21.85 | 26.75 | 31.65 | 36.55 | 41.45 | 46.35 | 51.25 | 72 |
| 37 | | 18.00 | 23.25 | 28.50 | 33.75 | 39.00 | 44.25 | 49.50 | 54.75 | 73 |
| 38 | | 18.45 | 23.85 | 29.25 | 34.65 | 40.05 | 45.45 | 50.85 | 56.25 | 73 |
| 39 | | 19.65 | 25.45 | 31.25 | 37.05 | 42.85 | 48.65 | 54.45 | 60.25 | 74 |
| 40 | 14.95 | 21.30 | 27.65 | 34.00 | 40.35 | 46.70 | 53.05 | 59.40 | 65.75 | 76 |
| 41 | 15.85 | 22.65 | 29.45 | 36.25 | 43.05 | 49.85 | 56.65 | 63.45 | 70.25 | 77 |
| 42 | 16.95 | 24.30 | 31.65 | 39.00 | 46.35 | 53.70 | 61.05 | 68.40 | 75.75 | 78 |
| 43 | 18.35 | 26.40 | 34.45 | 42.50 | 50.55 | 58.60 | 66.65 | 74.70 | 82.75 | 80 |
| 44 | 19.05 | 27.45 | 35.85 | 44.25 | 52.65 | 61.05 | 69.45 | 77.85 | 86.25 | 80 |
| 45 | 20.05 | 28.95 | 37.85 | 46.75 | 55.65 | 64.55 | 73.45 | 82.35 | 91.25 | 81 |
| 46 | 20.85 | 30.15 | 39.45 | 48.75 | 58.05 | 67.35 | 76.65 | 85.95 | 95.25 | 81 |
| 47 | 21.85 | 31.65 | 41.45 | 51.25 | 61.05 | 70.85 | 80.65 | 90.45 | 100.25 | 82 |
| 48 | 22.75 | 33.00 | 43.25 | 53.50 | 63.75 | 74.00 | 84.25 | 94.50 | 104.75 | 82 |
| 49 | 24.05 | 34.95 | 45.85 | 56.75 | 67.65 | 78.55 | 89.45 | 100.35 | 111.25 | 83 |
| 50 | 25.15 | 36.60 | 48.05 | 59.50 | | | | | | 83 |
| 51 | 26.25 | 38.25 | 50.25 | 62.25 | | | | | | 83 |
| 52 | 27.85 | 40.65 | 53.45 | 66.25 | | | | | | 84 |
| 53 | 29.25 | 42.75 | 56.25 | 69.75 | | | | | | 85 |
| 54 | 30.55 | 44.70 | 58.85 | 73.00 | | | | | | 85 |
| 55 | 31.95 | 46.80 | 61.65 | 76.50 | | | | | | 85 |
| 56 | 33.55 | 49.20 | 64.85 | 80.50 | | | | | | 85 |
| 57 | 35.15 | 51.60 | 68.05 | 84.50 | | | | | | 86 |
| 58 | 36.85 | 54.15 | 71.45 | 88.75 | | | | | | 86 |
| 59 | 38.55 | 56.70 | 74.85 | 93.00 | | | | | | 86 |
| 60 | 39.55 | 58.20 | 76.85 | 95.50 | | | | | | 86 |
| 61 | | | | | | | | | | 86 |
| 62 | | | | | | | | | | 87 |
| 63 | | | | | | | | | | 87 |
| 64 | | | | | | | | | | 87 |
| 65 | | | | | | | | | | 87 |
| 66 | | | | | | | | | | 88 |
| 67 | | | | | | | | | | 88 |
| 68 | | | | | | | | | | 88 |
| 69 | | | | | | | | | | 88 |
| 70 | | | | | | | | | | 89 |

PureLife-plus is permanent life insurance to Attained Age 121 that can never be cancelled as long as you pay the necessary premiums. After the Guaranteed Period, the premiums can be lower, the same, or higher than the Table Premium. See the brochure under "Permanent Coverage".

DISABILITY INSURANCE

American Fidelity | www.americanfidelity.com | 1.800.323.3748

Have you ever wondered what would happen to your income if you had an accidental injury, sickness, or pregnancy? That is why you need disability coverage. It replaces a portion of income for the period you are unable to work due to those reasons. You can choose the benefit amount, which is the amount of your income to replace, and the waiting period that you begin receiving payments.

How do you decide if you need disability insurance? Consider these questions when making your decision:

- How much employer leave do you have?
- Do you have savings?
- Do you have other income you can rely on, such as from your spouse or from child support?
- How close are you to retirement?
- Could you go on Social Security Disability or take a Disability Retirement?
- What are your other sources of income?



AF™ Short-Term Disability Income Insurance

Grant Parish School Board

Marketed by:



Focus on Recovery, Not Expenses

How would you cover your everyday expenses if you experienced an Injury or Sickness and couldn't work for a period of time? AF™ Short-Term Disability Income Insurance provides a steady benefit to cover everyday expenses while you are unable to work due to a covered Disability.

Plan Highlights



Benefits are Payable Directly to You

You have the freedom to use the funds for your daily expenses such as: groceries, mortgage, daycare, etc.



Customized to Meet Your Individual Needs

You can select a benefit amount and elimination period that best meets your financial needs.

Choose the Right Plan for You

| BENEFITS BEGIN on the day of Disability due to a covered Injury or Sickness. | |
|--|-----------------|
| Plan I | On the 15th day |
| Plan II | On the 31st day |



Injury means physical harm or damage to the body you sustained which results directly from an accidental bodily Injury, is independent of disease or bodily infirmity; and takes place while your coverage is active.



Sickness means a disease or illness (including pregnancy). Disability must begin while your coverage is active.



Hospital - the term "Hospital" shall not include an institution used by you as a place for rehabilitation; a place for rest or for the aged; a nursing or convalescent home; a long-term nursing unit or geriatrics ward; or an extended care facility for the care of convalescent, rehabilitative, or ambulatory patients.



Disability or disabled means that you are unable to perform the material and substantial duties of your regular occupation.



Benefit Policy Schedule

Several benefit options are available to you. You may participate in the plan under any one of the benefit levels outlined below, provided the Monthly Disability Benefit level selected does not exceed 70% of your monthly compensation.

| Monthly Salary | Monthly Disability Benefit | Monthly Premiums | |
|-------------------------|----------------------------|------------------|----------------|
| | | Plan I (15th) | Plan II (31st) |
| \$286.00 - \$428.99 | \$200.00 | \$5.56 | \$3.28 |
| \$429.00 - \$571.99 | \$300.00 | \$8.34 | \$4.92 |
| \$572.00 - \$714.99 | \$400.00 | \$11.12 | \$6.56 |
| \$715.00 - \$857.99 | \$500.00 | \$13.90 | \$8.20 |
| \$858.00 - \$999.99 | \$600.00 | \$16.68 | \$9.84 |
| \$1,000.00 - \$1,142.99 | \$700.00 | \$19.46 | \$11.48 |
| \$1,143.00 - \$1,285.99 | \$800.00 | \$22.24 | \$13.12 |
| \$1,286.00 - \$1,428.99 | \$900.00 | \$25.02 | \$14.76 |
| \$1,429.00 - \$1,571.99 | \$1,000.00 | \$27.80 | \$16.40 |
| \$1,572.00 - \$1,714.99 | \$1,100.00 | \$30.58 | \$18.04 |
| \$1,715.00 - \$1,857.99 | \$1,200.00 | \$33.36 | \$19.68 |
| \$1,858.00 - \$1,999.99 | \$1,300.00 | \$36.14 | \$21.32 |
| \$2,000.00 - \$2,142.99 | \$1,400.00 | \$38.92 | \$22.96 |
| \$2,143.00 - \$2,285.99 | \$1,500.00 | \$41.70 | \$24.60 |
| \$2,286.00 - \$2,428.99 | \$1,600.00 | \$44.48 | \$26.24 |
| \$2,429.00 - \$2,571.99 | \$1,700.00 | \$47.26 | \$27.88 |
| \$2,572.00 - \$2,714.99 | \$1,800.00 | \$50.04 | \$29.52 |
| \$2,715.00 - \$2,857.99 | \$1,900.00 | \$52.82 | \$31.16 |
| \$2,858.00 - \$2,999.99 | \$2,000.00 | \$55.60 | \$32.80 |
| \$3,000.00 - \$3,142.99 | \$2,100.00 | \$58.38 | \$34.44 |
| \$3,143.00 - \$3,285.99 | \$2,200.00 | \$61.16 | \$36.08 |
| \$3,286.00 - \$3,428.99 | \$2,300.00 | \$63.94 | \$37.72 |
| \$3,429.00 - \$3,571.99 | \$2,400.00 | \$66.72 | \$39.36 |
| \$3,572.00 - \$3,714.99 | \$2,500.00 | \$69.50 | \$41.00 |
| \$3,715.00 - \$3,857.99 | \$2,600.00 | \$72.28 | \$42.64 |
| \$3,858.00 - \$3,999.99 | \$2,700.00 | \$75.06 | \$44.28 |
| \$4,000.00 - \$4,142.99 | \$2,800.00 | \$77.84 | \$45.92 |
| \$4,143.00 - \$4,285.99 | \$2,900.00 | \$80.62 | \$47.56 |
| \$4,286.00 - \$4,428.99 | \$3,000.00 | \$83.40 | \$49.20 |
| \$4,429.00 - \$4,571.99 | \$3,100.00 | \$86.18 | \$50.84 |
| \$4,572.00 - \$4,714.99 | \$3,200.00 | \$88.96 | \$52.48 |
| \$4,715.00 - \$4,857.99 | \$3,300.00 | \$91.74 | \$54.12 |
| \$4,858.00 - \$4,999.99 | \$3,400.00 | \$94.52 | \$55.76 |
| \$5,000.00 - \$5,142.99 | \$3,500.00 | \$97.30 | \$57.40 |
| \$5,143.00 - \$5,285.99 | \$3,600.00 | \$100.08 | \$59.04 |
| \$5,286.00 - \$5,428.99 | \$3,700.00 | \$102.86 | \$60.68 |
| \$5,429.00 - \$5,571.99 | \$3,800.00 | \$105.64 | \$62.32 |

Benefit Policy Schedule (continued)

| Monthly Salary | Monthly Disability Benefit | Monthly Premiums | |
|---------------------------|----------------------------|------------------|----------------|
| | | Plan I (15th) | Plan II (31st) |
| \$5,572.00 - \$5,714.99 | \$3,900.00 | \$108.42 | \$63.96 |
| \$5,715.00 - \$5,857.99 | \$4,000.00 | \$111.20 | \$65.60 |
| \$5,858.00 - \$5,999.99 | \$4,100.00 | \$113.98 | \$67.24 |
| \$6,000.00 - \$6,142.99 | \$4,200.00 | \$116.76 | \$68.88 |
| \$6,143.00 - \$6,285.99 | \$4,300.00 | \$119.54 | \$70.52 |
| \$6,286.00 - \$6,428.99 | \$4,400.00 | \$122.32 | \$72.16 |
| \$6,429.00 - \$6,571.99 | \$4,500.00 | \$125.10 | \$73.80 |
| \$6,572.00 - \$6,714.99 | \$4,600.00 | \$127.88 | \$75.44 |
| \$6,715.00 - \$6,857.99 | \$4,700.00 | \$130.66 | \$77.08 |
| \$6,858.00 - \$6,999.99 | \$4,800.00 | \$133.44 | \$78.72 |
| \$7,000.00 - \$7,142.99 | \$4,900.00 | \$136.22 | \$80.36 |
| \$7,143.00 - \$7,285.99 | \$5,000.00 | \$139.00 | \$82.00 |
| \$7,286.00 - \$7,428.99 | \$5,100.00 | \$141.78 | \$83.64 |
| \$7,429.00 - \$7,571.99 | \$5,200.00 | \$144.56 | \$85.28 |
| \$7,572.00 - \$7,714.99 | \$5,300.00 | \$147.34 | \$86.92 |
| \$7,715.00 - \$7,857.99 | \$5,400.00 | \$150.12 | \$88.56 |
| \$7,858.00 - \$7,999.99 | \$5,500.00 | \$152.90 | \$90.20 |
| \$8,000.00 - \$8,142.99 | \$5,600.00 | \$155.68 | \$91.84 |
| \$8,143.00 - \$8,285.99 | \$5,700.00 | \$158.46 | \$93.48 |
| \$8,286.00 - \$8,428.99 | \$5,800.00 | \$161.24 | \$95.12 |
| \$8,429.00 - \$8,571.99 | \$5,900.00 | \$164.02 | \$96.76 |
| \$8,572.00 - \$8,713.99 | \$6,000.00 | \$166.80 | \$98.40 |
| \$8,714.00 - \$8,856.99 | \$6,100.00 | \$169.58 | \$100.04 |
| \$8,857.00 - \$8,999.99 | \$6,200.00 | \$172.36 | \$101.68 |
| \$9,000.00 - \$9,142.99 | \$6,300.00 | \$175.14 | \$103.32 |
| \$9,143.00 - \$9,285.99 | \$6,400.00 | \$177.92 | \$104.96 |
| \$9,286.00 - \$9,428.99 | \$6,500.00 | \$180.70 | \$106.60 |
| \$9,429.00 - \$9,570.99 | \$6,600.00 | \$183.48 | \$108.24 |
| \$9,571.00 - \$9,713.99 | \$6,700.00 | \$186.26 | \$109.88 |
| \$9,714.00 - \$9,856.99 | \$6,800.00 | \$189.04 | \$111.52 |
| \$9,857.00 - \$9,999.99 | \$6,900.00 | \$191.82 | \$113.16 |
| \$10,000.00 - \$10,142.99 | \$7,000.00 | \$194.60 | \$114.80 |
| \$10,143.00 - \$10,285.99 | \$7,100.00 | \$197.38 | \$116.44 |
| \$10,286.00 - \$10,428.99 | \$7,200.00 | \$200.16 | \$118.08 |
| \$10,429.00 - \$10,570.99 | \$7,300.00 | \$202.94 | \$119.72 |
| \$10,571.00 - \$10,713.99 | \$7,400.00 | \$205.72 | \$121.36 |
| \$10,714.00- And Over | \$7,500.00 | \$208.50 | \$123.00 |

Plan Benefit Highlights

Maximum Benefit Period

Benefits are payable up to 180 days for a covered Injury or Sickness.

When Coverage Begins

Certificates will become effective on the requested effective date following the date we approve the application, provided you are on active employment and premium has been paid.

Donor Benefit

If you are Disabled as a result of being an organ or tissue donor, we will pay your benefit as any other Sickness under the terms of the plan.

If You Are Disabled Due to a Covered Disability and Not Working

We will pay the Disability Benefit described in the benefit schedule. No Disability payment will be provided for any period in which you are not under the regular and appropriate care of a physician.

- **Worksite Accommodation**

As a part of our claims evaluation process, if worksite modifications may assist your return to work, we will evaluate your claim for appropriate action.

Alcoholism and Drug Addiction Limited Benefit

If you are Disabled due to alcoholism or drug addiction, a limited benefit of up to 15 days for each Disability will be paid. Benefits will not be paid beyond the maximum benefit period. If drug addiction is sustained at the hands of, or while under the regular and appropriate care of a physician in the course of treatment for Injury or Sickness, it will be covered the same as any other Sickness.

Pre-Existing Condition Limitation

No Disability Benefit will be payable if Disability is caused by or resulting from a Pre-Existing Condition and begins before you have been continuously covered under the policy for 12 months. This provision will not apply if you have: gone treatment-free; incurred no expense; taken no medication; and received no diagnosis or advice from a physician, for 12 consecutive months for such condition(s).

This limitation will not apply to a Disability resulting from a Pre-Existing Condition that begins after you have been continuously covered under the policy for 12 months.

Any increase in benefits will be subject to this Pre-Existing Condition limitation. A new Pre-Existing Condition period must be met with respect to any increase applied for and approved by us. If you leave employment to perform Service in the Uniformed Services and reapply for coverage after release from the uniformed services, including all of your family members and dependents previously covered, shall be reinstated with coverage under the group policy without any restriction because of a pre-existing condition.

Pre-Existing Condition means a disease, Injury, Sickness, physical condition or mental illness for which you: had treatment; incurred expense; took medication; received care or services including diagnostic testing or related measures; or received a diagnosis or advice from a physician, during the 12 month period immediately before your effective date of coverage. The term Pre-Existing Condition will also include conditions which are related to such disease, Injury, Sickness, physical condition, or mental illness.

Service in the Uniformed Services means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time national guard duty, and a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty; service in the armed forces of the United States pursuant to authorization by the United States Congress or presidential proclamation pursuant to the War Powers Resolution; or state active duty by members of the national guard who are activated pursuant to a call of the governor of this state or of any other state as provided for by law.



Hospital Indemnity Limited Benefit Rider

This rider is designed to pay a daily benefit amount for a Hospital Confinement, up to a maximum of 90 days, if you are confined to a Hospital.

Benefits are not payable for Injury or Sickness incurred in the first 12 months of coverage due to a Pre-Existing Condition as defined in the base policy. Patient must be confined to a Hospital for a minimum of 18 hours and charged room and board.

| Daily Benefit | Monthly Premium |
|---------------|-----------------|
| \$100.00 | \$6.00 |
| \$150.00 | \$9.00 |

Spousal Accident Only Disability Benefit Rider

This rider is designed to provide a monthly benefit if your Spouse suffers a Disability due to a non-occupational accident.

Pays a monthly benefit amount to you for your Spouse who is Disabled as a result of a non-occupational accident. Benefits begin on the 31st consecutive day after the Injury and will continue for up to two years.

| Monthly Benefit Amount | Annual Salary | Monthly Premium |
|------------------------|---------------------------|-----------------|
| \$500.00 | up to \$10,000.00 | \$4.00 |
| \$1,000.00 | \$10,001.00 - \$20,000.00 | \$8.00 |
| \$1,500.00 | \$20,001.00 - \$30,000.00 | \$12.00 |
| \$2,000.00 | \$30,001.00 and over | \$16.00 |

Critical Illness Benefit Rider

This rider is designed to provide a lump sum benefit based on diagnosis of a certain Critical Illness.

Benefits are payable at a one-time lump sum benefit amount based on diagnosis of the following conditions heart attack, stroke, kidney failure, paralysis, or major organ failure. In the case of heart attack, a physician must make the diagnosis and treatment must occur within 72 hours of the onset of symptoms.

| Benefit Amount | Monthly Premium |
|----------------|-----------------|
| \$10,000.00 | \$9.80 |
| \$15,000.00 | \$13.18 |
| \$20,000.00 | \$16.56 |
| \$25,000.00 | \$19.94 |

Benefit Rider Limitations and Exclusions

Hospital Indemnity Limited Benefit Rider

The Hospital Confinement Benefit will not be payable for an Injury or Sickness incurred in the first 12 months of coverage if the Injury or Sickness is caused by or resulting from a Pre-Existing Condition as defined in the policy. In addition to the exclusions listed in the policy, no benefits will be payable under this rider for any Hospital confinement that is caused by or resulting from mental illness or drug or alcohol abuse. Benefits are reduced by 50% at age 70. Successive Hospital stays will be considered as one confinement if they are separated by less than 90 days of confinement to a Hospital.

The term "Hospital" shall not include an institution used by you as a place for rehabilitation; a place for rest or for the aged; a nursing or convalescent home; a long-term nursing unit or geriatrics ward; or as an extended care facility for the care of convalescent, rehabilitative, or ambulatory patients.



Critical Illness Benefit Rider

The Critical Illness Benefit rider will not be payable for any loss caused by or resulting from: a Critical Illness when the date of diagnosis occurs during the waiting period; a Critical Illness diagnosed outside of the United States; or a Sickness or Injury not specifically defined in this Rider.

No Critical Illness Benefit will be payable for a Critical Illness which is caused by or resulting from a Pre-Existing Condition when the Critical Illness date of diagnosis occurs before you have been continuously covered under this rider for 12 consecutive months. Following 12 consecutive months this exclusion does not apply.

Pre-Existing Condition means a disease, Injury, Sickness, physical condition or mental illness for which you have experienced any of the following: treatment; incurred expense; took medication; received care or services including diagnostic testing or related measures; or received a diagnosis or advise from a physician, during the 12-month period immediately before the effective date of this rider. The term Pre-Existing Condition will also include conditions which are related to such disease, Injury, Sickness, physical condition or mental illness. Benefits reduce by 50% at age 70. No benefits will be paid for a Critical Illness when the date of diagnosis occurs during the Critical Illness waiting period. The waiting period is 30 days from the effective date of this rider.

Spousal Accident Only Disability Benefit Rider

This rider does not provide benefits for your Spouse for any Disability, fatal or non-fatal, which results from any of the following: intentionally self-inflicted Injury while sane or insane; an act of war, declared or undeclared; Injury sustained or contracted while in the service of the armed forces of any country; committing a felony; penal incarceration. American Fidelity will not pay benefits during any period for which your Spouse is incarcerated in a penal or correctional institution or for any Injury that occurs while your Spouse is incarcerated in a penal or correctional institution; Injury arising out of and in the course of any occupation for wage or profit or for which your Spouse is entitled to Workers' Compensation. The term "entitled to Workers' Compensation" shall also include Workers' Compensation claim settlements which occur via compromise and release. Further, no benefits will be paid under this policy for any period during which your Spouse is entitled to Workers' Compensation benefits; participation in any sport for wage or profit; participation in any contest of speed in a power driven vehicle for wage or profit.

Spouse means the person you are lawfully married to who is less than age 70. Your spouse must be engaged in Full Time Employment for benefits to be payable. Full Time Employment means your spouse is employed an average of 25 or more hours per week for pay or benefits. Full Time Employment does not include any hours your spouse is working while self-employed. No benefits are payable for your Spouse under this rider for a Disability from an Injury that occurred outside of the United States or its territories. No benefit will be provided for any period in which your Spouse is not under the regular and appropriate care of a physician. No benefits will be paid for any Injury to your Spouse which is caused by or resulting from Spousal abuse.

Your coverage with respect to the riders listed above will end on the earliest of these dates: the end of the last period for which premium has been paid; the date you notify us in writing to terminate coverage; the date the rider is discontinued; the date the policy is discontinued; or the date your employment terminates.

Availability of riders may vary by state, employer and short-term coverage with a benefit period of less than 12 months. Additional riders are subject to our general underwriting guidelines and coverage is not guaranteed. Riders have limitations, exclusions, and waiting periods. Refer to your policy for complete details. These riders will terminate on the same date as the policy or certificate to which it is attached.

Policy Exclusions

The policy does not cover any loss, fatal or non-fatal, resulting from:

- Intentionally self-inflicted Injury while sane or insane.
- An act of war, declared or undeclared.
- Injury sustained or Sickness contracted while in the service of the armed forces of any country.
- Committing a felony.
- Penal incarceration. We will not pay benefits for Disability or any other loss during any period for which you are incarcerated in a penal or correctional institution for a period of 30 consecutive days or longer.
- Injury or Sickness arising out of and in the course of any occupation for wage or profit or for which you are entitled to Workers' Compensation.

The term "entitled to Workers' Compensation" shall also include Workers' Compensation claim settlements that occur via compromise and release. Further, no benefits will be paid under this policy for any period during which you are entitled to Workers' Compensation benefits.

Your coverage may be extended for up to 1 year during a leave of absence approved in writing by your employer. Coverage will continue as long as the group policy remains in force, the premiums are paid and you remain eligible for the coverage under the policy. Your coverage will end when you no longer qualify as an insured, you retire, you are not on active employment, or your employment terminates. Your coverage can be terminated on any premium due date with 60 days advance notice. If premium rates are increased we will provide a 45 day advance notice.



Your benefits, all in one place.

Manage your American Fidelity benefits and reimbursement accounts through your online account or the AFmobile® app.

Pre-Existing Conditions may apply.

*This brochure highlights important features of the policy.
Please refer to your certificate for complete details.*



Underwritten and Administered by:
American Fidelity Assurance Company
800-662-1113 • americanfidelity.com



AF™ Long-Term Disability Income Insurance

Grant Parish School Board

Marketed by:



EMPLOYER BENEFIT SOLUTIONS FOR YOUR INDUSTRY

Focus on Recovery, Not Expenses

How would you cover your everyday expenses if you experienced an Injury or Sickness and couldn't work for a period of time? AF™ Long-Term Disability Income Insurance provides a steady benefit to cover everyday expenses while you are unable to work due to a covered Disability.

Plan Highlights



Benefits are Payable Directly to You

You have the freedom to use the funds for your daily expenses such as: groceries, mortgage, daycare, etc.



Customized to Meet Your Individual Needs

You can select a benefit amount and elimination period that best meets your financial needs.



Return-to-Work Benefit

Employees may receive a partial benefit for going back to work part-time while still on Disability.

Choose the Right Plan for You

BENEFITS BEGIN on the day of Disability due to a covered Injury or Sickness.

| | |
|---------|------------------|
| Plan I | On the 91st day |
| Plan II | On the 181st day |



Injury means physical harm or damage to the body you sustained which results directly from an accidental bodily Injury, is independent of disease or bodily infirmity; and takes place while your coverage is active.



Sickness means a disease or illness (including pregnancy). Disability must begin while your coverage is active.



Hospital - the term "Hospital" shall not include an institution used by you as a place for rehabilitation; a place for rest or for the aged; a nursing or convalescent home; a long-term nursing unit or geriatrics ward; or an extended care facility for the care of convalescent, rehabilitative, or ambulatory patients.



Disability or disabled for the first 12 months of Disability means that you are unable to perform the material and substantial duties of your regular occupation. After that, Disability means you are unable to perform the material and substantial duties of any gainful occupation for wage or profit for which you are reasonably qualified by training, education, or experience and which provides you with substantially the same earning capacity as your former earning capacity prior to the start of the Disability.

Benefit Policy Schedule

Several benefit options are available to you. You may participate in the plan under any one of the benefit levels outlined below, provided the Monthly Disability Benefit level selected does not exceed 70% of your monthly compensation.

| Monthly Salary | Monthly Disability Benefit | Accidental Death Benefit | Monthly Premiums | |
|-------------------------|----------------------------|--------------------------|------------------|-----------------|
| | | | Plan I (91st) | Plan II (181st) |
| \$286.00 - \$428.99 | \$200.00 | \$20,000.00 | \$4.04 | \$2.84 |
| \$429.00 - \$571.99 | \$300.00 | \$20,000.00 | \$6.06 | \$4.26 |
| \$572.00 - \$714.99 | \$400.00 | \$20,000.00 | \$8.08 | \$5.68 |
| \$715.00 - \$857.99 | \$500.00 | \$20,000.00 | \$10.10 | \$7.10 |
| \$858.00 - \$999.99 | \$600.00 | \$20,000.00 | \$12.12 | \$8.52 |
| \$1,000.00 - \$1,142.99 | \$700.00 | \$20,000.00 | \$14.14 | \$9.94 |
| \$1,143.00 - \$1,285.99 | \$800.00 | \$20,000.00 | \$16.16 | \$11.36 |
| \$1,286.00 - \$1,428.99 | \$900.00 | \$20,000.00 | \$18.18 | \$12.78 |
| \$1,429.00 - \$1,571.99 | \$1,000.00 | \$20,000.00 | \$20.20 | \$14.20 |
| \$1,572.00 - \$1,714.99 | \$1,100.00 | \$20,000.00 | \$22.22 | \$15.62 |
| \$1,715.00 - \$1,857.99 | \$1,200.00 | \$20,000.00 | \$24.24 | \$17.04 |
| \$1,858.00 - \$1,999.99 | \$1,300.00 | \$20,000.00 | \$26.26 | \$18.46 |
| \$2,000.00 - \$2,142.99 | \$1,400.00 | \$20,000.00 | \$28.28 | \$19.88 |
| \$2,143.00 - \$2,285.99 | \$1,500.00 | \$20,000.00 | \$30.30 | \$21.30 |
| \$2,286.00 - \$2,428.99 | \$1,600.00 | \$20,000.00 | \$32.32 | \$22.72 |
| \$2,429.00 - \$2,571.99 | \$1,700.00 | \$20,000.00 | \$34.34 | \$24.14 |
| \$2,572.00 - \$2,714.99 | \$1,800.00 | \$20,000.00 | \$36.36 | \$25.56 |
| \$2,715.00 - \$2,857.99 | \$1,900.00 | \$20,000.00 | \$38.38 | \$26.98 |
| \$2,858.00 - \$2,999.99 | \$2,000.00 | \$20,000.00 | \$40.40 | \$28.40 |
| \$3,000.00 - \$3,142.99 | \$2,100.00 | \$20,000.00 | \$42.42 | \$29.82 |
| \$3,143.00 - \$3,285.99 | \$2,200.00 | \$20,000.00 | \$44.44 | \$31.24 |
| \$3,286.00 - \$3,428.99 | \$2,300.00 | \$20,000.00 | \$46.46 | \$32.66 |
| \$3,429.00 - \$3,571.99 | \$2,400.00 | \$20,000.00 | \$48.48 | \$34.08 |
| \$3,572.00 - \$3,714.99 | \$2,500.00 | \$20,000.00 | \$50.50 | \$35.50 |
| \$3,715.00 - \$3,857.99 | \$2,600.00 | \$20,000.00 | \$52.52 | \$36.92 |
| \$3,858.00 - \$3,999.99 | \$2,700.00 | \$20,000.00 | \$54.54 | \$38.34 |
| \$4,000.00 - \$4,142.99 | \$2,800.00 | \$20,000.00 | \$56.56 | \$39.76 |
| \$4,143.00 - \$4,285.99 | \$2,900.00 | \$20,000.00 | \$58.58 | \$41.18 |
| \$4,286.00 - \$4,428.99 | \$3,000.00 | \$20,000.00 | \$60.60 | \$42.60 |
| \$4,429.00 - \$4,571.99 | \$3,100.00 | \$20,000.00 | \$62.62 | \$44.02 |
| \$4,572.00 - \$4,714.99 | \$3,200.00 | \$20,000.00 | \$64.64 | \$45.44 |
| \$4,715.00 - \$4,857.99 | \$3,300.00 | \$20,000.00 | \$66.66 | \$46.86 |
| \$4,858.00 - \$4,999.99 | \$3,400.00 | \$20,000.00 | \$68.68 | \$48.28 |
| \$5,000.00 - \$5,142.99 | \$3,500.00 | \$20,000.00 | \$70.70 | \$49.70 |
| \$5,143.00 - \$5,285.99 | \$3,600.00 | \$20,000.00 | \$72.72 | \$51.12 |
| \$5,286.00 - \$5,428.99 | \$3,700.00 | \$20,000.00 | \$74.74 | \$52.54 |
| \$5,429.00 - \$5,571.99 | \$3,800.00 | \$20,000.00 | \$76.76 | \$53.96 |

Benefit Policy Schedule (continued)

| Monthly Salary | Monthly Disability Benefit | Accidental Death Benefit | Monthly Premiums | |
|---------------------------|----------------------------|--------------------------|------------------|-----------------|
| | | | Plan I (91st) | Plan II (181st) |
| \$5,572.00 - \$5,714.99 | \$3,900.00 | \$20,000.00 | \$78.78 | \$55.38 |
| \$5,715.00 - \$5,857.99 | \$4,000.00 | \$20,000.00 | \$80.80 | \$56.80 |
| \$5,858.00 - \$5,999.99 | \$4,100.00 | \$20,000.00 | \$82.82 | \$58.22 |
| \$6,000.00 - \$6,142.99 | \$4,200.00 | \$20,000.00 | \$84.84 | \$59.64 |
| \$6,143.00 - \$6,285.99 | \$4,300.00 | \$20,000.00 | \$86.86 | \$61.06 |
| \$6,286.00 - \$6,428.99 | \$4,400.00 | \$20,000.00 | \$88.88 | \$62.48 |
| \$6,429.00 - \$6,571.99 | \$4,500.00 | \$20,000.00 | \$90.90 | \$63.90 |
| \$6,572.00 - \$6,714.99 | \$4,600.00 | \$20,000.00 | \$92.92 | \$65.32 |
| \$6,715.00 - \$6,857.99 | \$4,700.00 | \$20,000.00 | \$94.94 | \$66.74 |
| \$6,858.00 - \$6,999.99 | \$4,800.00 | \$20,000.00 | \$96.96 | \$68.16 |
| \$7,000.00 - \$7,142.99 | \$4,900.00 | \$20,000.00 | \$98.98 | \$69.58 |
| \$7,143.00 - \$7,285.99 | \$5,000.00 | \$20,000.00 | \$101.00 | \$71.00 |
| \$7,286.00 - \$7,428.99 | \$5,100.00 | \$20,000.00 | \$103.02 | \$72.42 |
| \$7,429.00 - \$7,571.99 | \$5,200.00 | \$20,000.00 | \$105.04 | \$73.84 |
| \$7,572.00 - \$7,714.99 | \$5,300.00 | \$20,000.00 | \$107.06 | \$75.26 |
| \$7,715.00 - \$7,857.99 | \$5,400.00 | \$20,000.00 | \$109.08 | \$76.68 |
| \$7,858.00 - \$7,999.99 | \$5,500.00 | \$20,000.00 | \$111.10 | \$78.10 |
| \$8,000.00 - \$8,142.99 | \$5,600.00 | \$20,000.00 | \$113.12 | \$79.52 |
| \$8,143.00 - \$8,285.99 | \$5,700.00 | \$20,000.00 | \$115.14 | \$80.94 |
| \$8,286.00 - \$8,428.99 | \$5,800.00 | \$20,000.00 | \$117.16 | \$82.36 |
| \$8,429.00 - \$8,571.99 | \$5,900.00 | \$20,000.00 | \$119.18 | \$83.78 |
| \$8,572.00 - \$8,713.99 | \$6,000.00 | \$20,000.00 | \$121.20 | \$85.20 |
| \$8,714.00 - \$8,856.99 | \$6,100.00 | \$20,000.00 | \$123.22 | \$86.62 |
| \$8,857.00 - \$8,999.99 | \$6,200.00 | \$20,000.00 | \$125.24 | \$88.04 |
| \$9,000.00 - \$9,142.99 | \$6,300.00 | \$20,000.00 | \$127.26 | \$89.46 |
| \$9,143.00 - \$9,285.99 | \$6,400.00 | \$20,000.00 | \$129.28 | \$90.88 |
| \$9,286.00 - \$9,428.99 | \$6,500.00 | \$20,000.00 | \$131.30 | \$92.30 |
| \$9,429.00 - \$9,570.99 | \$6,600.00 | \$20,000.00 | \$133.32 | \$93.72 |
| \$9,571.00 - \$9,713.99 | \$6,700.00 | \$20,000.00 | \$135.34 | \$95.14 |
| \$9,714.00 - \$9,856.99 | \$6,800.00 | \$20,000.00 | \$137.36 | \$96.56 |
| \$9,857.00 - \$9,999.99 | \$6,900.00 | \$20,000.00 | \$139.38 | \$97.98 |
| \$10,000.00 - \$10,142.99 | \$7,000.00 | \$20,000.00 | \$141.40 | \$99.40 |
| \$10,143.00 - \$10,285.99 | \$7,100.00 | \$20,000.00 | \$143.42 | \$100.82 |
| \$10,286.00 - \$10,428.99 | \$7,200.00 | \$20,000.00 | \$145.44 | \$102.24 |
| \$10,429.00 - \$10,570.99 | \$7,300.00 | \$20,000.00 | \$147.46 | \$103.66 |
| \$10,571.00 - \$10,713.99 | \$7,400.00 | \$20,000.00 | \$149.48 | \$105.08 |
| \$10,714.00 - And Over | \$7,500.00 | \$20,000.00 | \$151.50 | \$106.50 |

Plan Benefit Highlights

Maximum Benefit Period

Benefits are payable up to the period of time shown in the chart below, based on your age as of the Disability date for when a covered Injury or Sickness begins.

| Age | Maximum Benefit Period |
|------------------|---|
| Less than age 60 | To Social Security Normal Retirement Age (SSNRA)* |
| 60 | 60 months, or to SSNRA*, whichever is greater |
| 61 | 48 months, or to SSNRA*, whichever is greater |
| 62 | 42 months, or to SSNRA*, whichever is greater |
| 63 | 36 months, or to SSNRA*, whichever is greater |
| 64 | 30 months, or to SSNRA*, whichever is greater |
| 65 | 24 months, or to SSNRA*, whichever is greater |
| 66 | 21 months, or to SSNRA*, whichever is greater |
| 67 | 18 months, or to SSNRA*, whichever is greater |
| 68 | 15 months, or to SSNRA*, whichever is greater |
| Age 69 or older | 12 months, or to SSNRA*, whichever is greater |

**Age at which you are entitled to unreduced Social Security benefits based on current Social Security Amendments.*

Social Security Filing Assistance

If you are a candidate for social security Disability benefits, we can assist you with the application and appeal process.

When Coverage Begins

Certificates will become effective on the requested effective date following the date we approve the application, provided you are on active employment and premium has been paid.

Physician Expense Benefit

Injury - \$150.00 per Injury
Sickness - \$50.00

If you need personal treatment by a physician due to an Injury or Sickness, we will pay the amount shown above provided no other claim has been paid under the policy. This benefit will be paid for Sickness only if the treatment is received during one full day of Disability during which you missed one full day of work. To be eligible for more than one payment for the same or related condition due to Sickness, you must have returned to work for at least 14 consecutive scheduled workdays. You are not required to miss one full day of work in order to receive the Injury Benefit. This benefit will be limited to 8 payments per calendar year.

Accidental Death Benefit

A lump sum of \$20,000 will be paid to your designated beneficiary if you die as the direct result of an Injury within 90 days after the Injury.

Hospital Confinement Benefit

A Hospital Confinement Benefit will be paid each day you are confined as a patient in a Hospital due to an Injury or Sickness, for up to 60 days. The amount payable is 1 times the Disability Benefit which will be pro-rated on a daily basis. This benefit will not be reduced by Deductible Sources of Income. The Hospital confinement must be at least 18 continuous hours in duration. This benefit will begin after you've met your elimination period.

Waiver of Premium

No premium payments are required while you are receiving payments under the plan after Disability payments have been received for 180 consecutive days. We will require proof annually that you remain Disabled during that time.

Donor Benefit

If you are Disabled as a result of being an organ or tissue donor, we will pay your benefit as any other Sickness under the terms of the plan.



Offsets With Other Sources of Income

Deductible Sources of Income include:

- Other group Disability income.
- Governmental or other retirement system, whether due to Disability, normal retirement or voluntary election of retirement benefits.
- United States Social Security Act or similar plan or act, including any amounts due your dependent(s) on account of your Disability.
- State Disability.
- Unemployment compensation.
- Sick leave or other salary or wage continuance plans provided by the employer which extend beyond 90 (Plan I) and 180 (Plan II) calendar days from the date of Disability.

We reserve the right to estimate these Deductible Sources of Income that you may receive as defined in your certificate.

Minimum Disability Benefit

The Minimum Disability Benefit is 10% of the Monthly Disability Benefit or \$100.00, whichever is greater.

If You Are Disabled Due to a Covered Disability and Not Working

Your Disability payment will be the Disability Benefit described in the benefit schedule less any Deductible Sources of Income you receive or are entitled to receive. No Disability payment will be provided for any period in which you are not under the regular and appropriate care of a physician.

Return To Work Incentives: Disabled and Working

If you are Disabled and working, you may be eligible to continue to receive a percentage of your Disability payment in addition to your Disability earnings. If your Disability earnings exceed 80% of your monthly compensation, payments will stop and your claim will end.

• Family Care Benefit

If you are Disabled and working and have one or more eligible family members, you may be eligible for a Family Care Benefit. This benefit is for expenses incurred up to 25% of your Monthly Disability Benefit. Your Disability earnings, gross Disability Benefit, and Family Care Benefit cannot exceed 100% of your monthly compensation. Payment of this benefit ends when you cease to be eligible for benefits under the Disabled and working provision of the policy.

• Worksite Accommodation

As a part of our claims evaluation process, if worksite modifications may assist your return to work, we will evaluate your claim for appropriate action.

Mental Illness Limited Benefit

If you are Disabled due to a mental illness, benefits will be provided for up to 2 years, not to exceed the maximum Disability period.

Alcoholism and Drug Addiction Limited Benefit

If you are Disabled due to alcoholism or drug addiction, a limited benefit of up to 15 days for each Disability will be paid. Benefits will not be paid beyond the maximum benefit period. If drug addiction is sustained at the hands of, or while under the regular and appropriate care of a physician in the course of treatment for Injury or Sickness, it will be covered the same as any other Sickness.

Pre-Existing Condition Limitation

A limited benefit up to 1 month's Disability Benefit will be payable for Disability due to a Pre-Existing Condition. This provision will not apply if you have: gone treatment-free; incurred no expense; taken no medication; and received no diagnosis or advice from a physician, for 12 consecutive months for such condition(s).

This limitation will not apply to a Disability resulting from a Pre-Existing Condition that begins after you have been continuously covered under the policy for 12 months.

Any increase in benefits will be subject to this Pre-Existing Condition limitation. A new Pre-Existing Condition period must be met with respect to any increase applied for and approved by us. If you leave employment to perform Service in the Uniformed Services and reapply for coverage after release from the uniformed services, including all of your family members and dependents previously covered, shall be reinstated with coverage under the group policy without any restriction because of a pre-existing condition.

Pre-Existing Condition means a disease, Injury, Sickness, physical condition or mental illness for which you: had treatment; incurred expense; took medication; received care or services including diagnostic testing or related measures; or received a diagnosis or advice from a physician, during the 12 month period immediately before your effective date of coverage. The term Pre-Existing Condition will also include conditions which are related to such disease, Injury, Sickness, physical condition, or mental illness.

Service in the Uniformed Services means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time national guard duty, and a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty; service in the armed forces of the United States pursuant to authorization by the United States Congress or presidential proclamation pursuant to the War Powers Resolution; or state active duty by members of the national guard who are activated pursuant to a call of the governor of this state or of any other state as provided for by law.

Benefit Riders and Limitations

Hospital Indemnity Limited Benefit Rider

This rider is designed to pay a daily benefit amount for a Hospital Confinement, up to a maximum of 90 days, if you are confined to a Hospital.

Benefits are not payable for Injury or Sickness incurred in the first 12 months of coverage due to a Pre-Existing Condition as defined in the base policy. Patient must be confined to a Hospital for a minimum of 18 hours and charged room and board.

| Daily Benefit | Monthly Premium |
|---------------|-----------------|
| \$100.00 | \$6.00 |
| \$150.00 | \$9.00 |



Spousal Accident Only Disability Benefit Rider

This rider is designed to provide a monthly benefit if your Spouse suffers a Disability due to a non-occupational accident.

Pays a monthly benefit amount to you for your Spouse who is Disabled as a result of a non-occupational accident. Benefits begin on the 31st consecutive day after the Injury and will continue for up to two years.

| Monthly Benefit Amount | Annual Salary | Monthly Premium |
|------------------------|---------------------------|-----------------|
| \$500.00 | up to \$10,000.00 | \$4.00 |
| \$1,000.00 | \$10,001.00 - \$20,000.00 | \$8.00 |
| \$1,500.00 | \$20,001.00 - \$30,000.00 | \$12.00 |
| \$2,000.00 | \$30,001.00 and over | \$16.00 |

COBRA Funding Rider

This rider is designed to help cover the cost of COBRA premiums if you elect COBRA coverage while you are receiving Disability Benefits.

In order to receive benefits under this rider, you must: be receiving benefits under your Disability base plan; elect medical COBRA coverage; and be paying medical COBRA premiums. This benefit will pay up to the end of the Disability benefit period or to the end of your medical COBRA benefit period, whichever occurs first.

| Monthly Benefit Amount | Monthly Premium |
|------------------------|-----------------|
| \$300.00 | \$4.50 |
| \$400.00 | \$6.00 |
| \$500.00 | \$7.50 |
| \$600.00 | \$9.00 |

Survivor Benefit Rider

This rider is designed to provide a benefit to your beneficiary or estate, if you die while receiving Disability Benefits.

Benefits are payable if you have been Disabled and not working for at least 90 days, and die while receiving Disability Benefits. Pays a monthly benefit up to one year or until the maximum Disability period is exhausted, whichever occurs first.

| Monthly Benefit Amount | Monthly Premium |
|------------------------|-----------------|
| \$2,000.00 | \$6.80 |

Critical Illness Benefit Rider

This rider is designed to provide a lump sum benefit based on diagnosis of a certain Critical Illness.

Benefits are payable at a one-time lump sum benefit amount based on diagnosis of the following conditions heart attack, stroke, kidney failure, paralysis, or major organ failure. In the case of heart attack, a physician must make the diagnosis and treatment must occur within 72 hours of the onset of symptoms.

| Benefit Amount | Monthly Premium |
|----------------|-----------------|
| \$10,000.00 | \$9.80 |
| \$15,000.00 | \$13.18 |
| \$20,000.00 | \$16.56 |
| \$25,000.00 | \$19.94 |

Benefit Rider Limitations and Exclusions

Hospital Indemnity Limited Benefit Rider

The Hospital Confinement Benefit will not be payable for an Injury or Sickness incurred in the first 12 months of coverage if the Injury or Sickness is caused by or resulting from a Pre-Existing Condition as defined in the policy. In addition to the exclusions listed in the policy, no benefits will be payable under this rider for any Hospital confinement that is caused by or resulting from mental illness or drug or alcohol abuse. Benefits are reduced by 50% at age 70. Successive Hospital stays will be considered as one confinement if they are separated by less than 90 days of confinement to a Hospital.

The term "Hospital" shall not include an institution used by you as a place for rehabilitation; a place for rest or for the aged; a nursing or convalescent home; a long-term nursing unit or geriatrics ward; or as an extended care facility for the care of convalescent, rehabilitative, or ambulatory patients.

Critical Illness Benefit Rider

The Critical Illness Benefit rider will not be payable for any loss caused by or resulting from: a Critical Illness when the date of diagnosis occurs during the waiting period; a Critical Illness diagnosed outside of the United States; or a Sickness or Injury not specifically defined in this Rider.

No Critical Illness Benefit will be payable for a Critical Illness which is caused by or resulting from a Pre-Existing Condition when the Critical Illness date of diagnosis occurs before you have been continuously covered under this rider for 12 consecutive months. Following 12 consecutive months this exclusion does not apply.

Pre-Existing Condition means a disease, Injury, Sickness, physical condition or mental illness for which you have experienced any of the following: treatment; incurred expense; took medication; received care or services including diagnostic testing or related measures; or received a diagnosis or advice from a physician, during the 12-month period immediately before the effective date of this rider. The term Pre-Existing Condition will also include conditions which are related to such disease, Injury, Sickness, physical condition or mental illness. Benefits reduce by 50% at age 70. No benefits will be paid for a Critical Illness when the date of diagnosis occurs during the Critical Illness waiting period. The waiting period is 30 days from the effective date of this rider.

COBRA Funding Benefit Rider

Proof of election of medical COBRA continuation must be provided to American Fidelity. Proof of continued medical COBRA participation will be required before benefits are paid under this rider. Your employment must have terminated for the benefit to be payable.

Spousal Accident Only Disability Benefit Rider

This rider does not provide benefits for your Spouse for any Disability, fatal or non-fatal, which results from any of the following: intentionally self-inflicted Injury while sane or insane; an act of war, declared or undeclared; Injury sustained or contracted while in the service of the armed forces of any country; committing a felony; penal incarceration. American

Fidelity will not pay benefits during any period for which your Spouse is incarcerated in a penal or correctional institution or for any Injury that occurs while your Spouse is incarcerated in a penal or correctional institution; Injury arising out of and in the course of any occupation for wage or profit or for which your Spouse is entitled to Workers' Compensation. The term "entitled to Workers' Compensation" shall also include Workers' Compensation claim settlements which occur via compromise and release. Further, no benefits will be paid under this policy for any period during which your Spouse is entitled to Workers' Compensation benefits; participation in any sport for wage or profit; participation in any contest of speed in a power driven vehicle for wage or profit.

Spouse means the person you are lawfully married to who is less than age 70. Your spouse must be engaged in Full Time Employment for benefits to be payable. Full Time Employment means your spouse is employed an average of 25 or more hours per week for pay or benefits. Full Time Employment does not include any hours your spouse is working while self-employed. No benefits are payable for your Spouse under this rider for a Disability from an Injury that occurred outside of the United States or its territories. No benefit will be provided for any period in which your Spouse is not under the regular and appropriate care of a physician. No benefits will be paid for any Injury to your Spouse which is caused by or resulting from Spousal abuse.

Survivor Benefit Rider

The policy does not cover any loss, fatal or non-fatal, which results from: intentionally self-inflicted Injury while sane or insane; an act of war, declared or undeclared; Injury sustained or Sickness contracted while in the service of the armed forces of any country; committing a felony; penal incarceration. American Fidelity will not pay benefits for Disability or any other loss for any period for which you are incarcerated in a penal or correctional institution for a period of 30 consecutive days or longer; or Injury or Sickness arising out of and in the course of any occupation for wage or profit or for which you are entitled to Workers' Compensation. No Disability payment will be provided for any period in which you are not under the regular and appropriate care of a physician.

Your coverage with respect to the riders listed above will end on the earliest of these dates: the end of the last period for which premium has been paid; the date you notify us in writing to terminate coverage; the date the rider is discontinued; the date the policy is discontinued; or the date your employment terminates.

Availability of riders may vary by state, employer and short-term coverage with a benefit period of less than 12 months. Additional riders are subject to our general underwriting guidelines and coverage is not guaranteed. Riders have limitations, exclusions, and waiting periods. Refer to your policy for complete details. These riders will terminate on the same date as the policy or certificate to which it is attached.

Policy Exclusions

The policy does not cover any loss, fatal or non-fatal, resulting from:

- Intentionally self-inflicted Injury while sane or insane.
- An act of war, declared or undeclared.
- Injury sustained or Sickness contracted while in the service of the armed forces of any country.
- Committing a felony.
- Penal incarceration. We will not pay benefits for Disability or any other loss during any period for which you are incarcerated in a penal or correctional institution for a period of 30 consecutive days or longer.
- Injury or Sickness arising out of and in the course of any occupation for wage or profit or for which you are entitled to Workers' Compensation.

The term "entitled to Workers' Compensation" shall also include Workers' Compensation claim settlements that occur via compromise and release. Further, no benefits will be paid under this policy for any period during which you are entitled to Workers' Compensation benefits.

Your coverage may be extended for up to 1 year during a leave of absence approved in writing by your employer. Coverage will continue as long as the group policy remains in force, the premiums are paid and you remain eligible for the coverage under the policy. Your coverage will end when you no longer qualify as an insured, you retire, you are not on active employment, or your employment terminates. Your coverage can be terminated on any premium due date with 60 days advance notice. If premium rates are increased we will provide a 45 day advance notice.



Your benefits, all in one place.

Manage your American Fidelity benefits and reimbursement accounts through your online account or the AFmobile® app.

Pre-Existing Conditions may apply.

*This brochure highlights important features of the policy.
Please refer to your certificate for complete details.*



Underwritten and Administered by:
American Fidelity Assurance Company
800-662-1113 • americanfidelity.com

CANCER INSURANCE

Guardian Life | www.guardianlife.com | 1. 888.600.1600

***** NEW FOR 2023 PLAN YEAR *****

Thousands of Americans are diagnosed with cancer each day. No doubt, the news is devastating, both personally and financially. It's impossible to anticipate a cancer diagnosis, but it is possible to prepare for it with a cancer insurance plan.

It is likely that your major medical coverage will not cover all the costs associated with a cancer diagnosis. Supplementing your major medical with cancer insurance may help you pay for related expenses, such as copays and deductibles, specialists, experimental treatment, specialty hospitals, travel expenses, in-home care and more.

Premiums are paid through convenient payroll deduction to ensure your policy remains in force if you should need it. Benefits are paid directly to you, so you can choose how to spend the money. Visit the Employee Benefits Center and view policy for more details.

| COVERAGE - DETAILS | Option 1 | Option 2 |
|-----------------------------|-----------------|-----------------|
| Your Monthly premium | \$25.00 | \$35.00 |
| You and Spouse | \$45.00 | \$60.00 |
| You and Child(ren) | \$29.00 | \$44.00 |
| You, Spouse and Child(ren) | \$49.00 | \$69.00 |



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.

Your coverage options



Cancer insurance

Financial support after a cancer diagnosis

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.
- 2 Find out more about your benefits.
- 3 Talk to your employer if you need help or have any questions.



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

Cancer insurance

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

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

Who is it for?

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

What does it cover?

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

Why should I consider it?

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

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

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

Average surgical expense: **\$25,000**

Average Major Medical deductible: **\$1,500**

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

Total out-of-pocket amount for Sarah (deductible + coinsurance): **\$6,200**

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

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

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.



Your cancer coverage

CANCER

| COVERAGE - DETAILS | Option 1 | Option 2 |
|---|---|---|
| Your Monthly premium | \$25.00 | \$35.00 |
| You and Spouse | \$45.00 | \$60.00 |
| You and Child(ren) | \$29.00 | \$44.00 |
| You, Spouse and Child(ren) | \$49.00 | \$69.00 |
| INITIAL DIAGNOSIS BENEFIT - Paid when you are diagnosed with internal invasive cancer for the first time while insured under this Plan. | | |
| Benefit Amount(s) | Employee \$2,500 Spouse \$2,500 Child \$2,500 | Employee \$5,000 Spouse \$5,000 Child \$5,000 |
| Benefit Waiting Period - 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 | \$75; \$75 for Follow-Up screening | \$150; \$150 for Follow-Up screening |
| ICU Rider Benefit | \$600/day up to 45 days for each period of confinement. ICU confinement rider is paid fortreatment of any sickness or injury other than internal cancer | \$600/day up to 45 days for each period of confinement. ICU confinement rider is paid fortreatment of any sickness or injury other than internal cancer |

RADIATION THERAPY OR CHEMOTHERAPY

| | | |
|--|---|---|
| Benefit | Schedule amounts up to a \$15,000 benefit year maximum. | Schedule amounts up to a \$20,000 benefit year maximum. |
| Pre-Existing Conditions Limitation: 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. | 12 month look back period, 12 month exclusion period. | 12 month look back period, 12 month exclusion period. |
| Portability: 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

| | | |
|------------------------|---|---|
| Air Ambulance | \$1,500/trip, limit 2 trips per hospital confinement | \$1,500/trip, limit 2 trips per hospital confinement |
| Ambulance | \$200/trip, limit 2 trips per hospital confinement | \$200/trip, limit 2 trips per hospital confinement |
| Anesthesia | 25% of surgery benefit | 25% of surgery benefit |
| Anti-Nausea | \$50/day up to \$150 per month | \$50/day up to \$150 per month |
| Attending Physician | \$25/day while hospital confined. Limit 75 visits. | \$25/day while hospital confined. Limit 75 visits. |
| Blood/Plasma/Platelets | \$100/day up to \$5,000 per year | \$100/day up to \$5,000 per year |
| Bone Marrow/Stem Cell | Bone Marrow: \$7,500 Stem Cell: \$1,500 50% benefit for 2nd transplant. \$1,000 benefit if a donor | Bone Marrow: \$7,500 Stem Cell: \$1,500 50% benefit for 2nd transplant. \$1,000 benefit if a donor |
| Experimental Treatment | \$100/day up to \$1,000/month | \$100/day up to \$1,000/month |



Your cancer coverage

| FEATURES (Cont.) | Option 1 | Option 2 |
|---|--|--|
| Extended Care Facility/Skilled Nursing care | \$100/day up to 90 days per year | \$100/day up to 90 days per year |
| Government or Charity Hospital | \$300 per day in lieu of all other benefits | \$300 per day in lieu of all other benefits |
| Home Health Care | \$50/visit up to 30 visits per year | \$50/visit up to 30 visits per year |
| Hormone Therapy | \$25/treatment up to 12 treatments per year | \$25/treatment up to 12 treatments per year |
| Hospice | \$50/day up to 100 days/lifetime | \$50/day up to 100 days/lifetime |
| Hospital Confinement | \$300/day for first 30 days; \$600/day for 31st day thereafter per confinement | \$300/day for first 30 days; \$600/day for 31st day thereafter per confinement |
| ICU Confinement | \$400/day for first 30 days; \$600/day for 31st day thereafter per confinement | \$400/day for first 30 days; \$600/day for 31st day thereafter per confinement |
| Immunotherapy | \$500 per month, \$2500 lifetime max | \$500 per month, \$2500 lifetime max |
| Inpatient Special Nursing | \$100/day up to 30 days per year | \$100/day up to 30 days per year |
| Medical Imaging | \$100/image up to 2 per year | \$100/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 | \$75/day, up to 90 days per year |
| Outpatient or Ambulatory Surgical Center | \$250/day, 3 days per procedure | \$250/day, 3 days per procedure |
| Physical or Speech Therapy | \$25/visit up to 4 visits per month, \$400 lifetime max | \$25/visit up to 4 visits per month, \$400 lifetime max |
| Prosthetic | Surgically Implanted: \$2,000/device, \$4,000 lifetime max Non-Surgically: \$200/device, \$400 lifetime max | Surgically Implanted: \$2,000/device, \$4,000 lifetime max Non-Surgically: \$200/device, \$400 lifetime max |
| Reconstructive Surgery | Breast TRAM Flap \$2,000 Breast reconstruction \$500 Breast Symmetry \$250 Facial reconstruction \$500 | Breast TRAM Flap \$2,000 Breast reconstruction \$500 Breast Symmetry \$250 Facial reconstruction \$500 |
| Second Surgical Opinion | \$200/surgery procedure | \$200/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 |
| Specified Disease | Included | Included |
| Surgical Benefit | Schedule amount up to \$4,125 | Schedule amount up to \$4,125 |
| 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 \$1,000 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 |



Your cancer coverage

UNDERSTANDING YOUR BENEFITS :

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

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-12

Guardian's Cancer 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. This policy provides 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. Policy Form # GP-1-CAN-IC-12, et al, GP-1-LAH-12R



Our commitment to you

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

Important information



Notice Informing Individuals about Nondiscrimination and Accessibility Requirements

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

INDIVIDUAL CANCER INSURANCE

American Fidelity | www.americanfidelity.com | 1.800.323.3748

Thousands of Americans are diagnosed with cancer each day. No doubt, the news is devastating, both personally and financially. It's impossible to anticipate a cancer diagnosis, but it is possible to prepare for it with a cancer insurance plan.

It is likely that your major medical coverage will not cover all the costs associated with a cancer diagnosis. Supplementing your major medical with cancer insurance may help you pay for related expenses, such as copays and deductibles, specialists, experimental treatment, specialty hospitals, travel expenses, in-home care and more.

Premiums are paid through convenient payroll deduction to ensure your policy remains in force if you should need it. Benefits are paid directly to you, so you can choose how to spend the money. Visit the Employee Benefits Center and view policy for more details.

C11 CANCER Insurance Plan

Underwritten by American Fidelity Assurance Company



Limited Benefit Cancer Expense Insurance Policy



Marketed by:

First Financial Capital Corporation

P.O. Box 670329 • Houston, TX 77267-0329
Local (281) 847-8422 | Toll Free (800) 523-8422

www.ffga.com

Cancer C11 Insurance

Focus on the fight

A Cancer diagnosis may be both a physical and emotional drain. But thanks to advances in medicine and procedures to treat Cancer, more and more people are beating the disease. However, with the arrival of these advances also comes the continuing rise in the cost of Cancer treatment.

AF™ Limited Benefit Individual Cancer Insurance offers a solution to help you and your family focus on fighting the disease.

Cancer Insurance Benefits

With over 25 benefits specifically designed to help with the financial impact of being diagnosed, **Individual Cancer Insurance** may help pay for expenses not covered by your major medical insurance.

Example Cancer insurance benefits include:



Experimental Treatment

This benefit may help pay for experimental treatment to give you alternatives in your healing. These treatment types may not be covered by major medical plans.



Transportation and Lodging

This benefit may help pay for qualified transportation and lodging for the patient and a family member.

Plan Highlights

This plan is designed to help cover expenses, should you be diagnosed with cancer. With more than 25 built-in plan benefits, this plan provides benefits for the treatment of cancer, transportation, hospitalization, and more.

In addition, this is a portable plan, so you own the policy. You can take the coverage with you if you choose to leave your current job, and your premiums will not increase because you left your employment.

American Fidelity's Limited Benefit Cancer Insurance features:

- **Helps cover expenses** for the treatment of Cancer, transportation, hospitalization, and more.
- **Benefits paid directly to you** to be used however you see fit.
- **Portable to take with you** even if you leave employment.
- **Coverage options available** for you, your spouse, and your children under age 26.

SCREENING BENEFIT⁺

Receive a benefit for your annual internal cancer screening test, including but not limited to Mammogram, PAP, Prostate-Specific Antigen Blood Test (PSA), Chest X-ray, Flexible Sigmoidoscopy, ThinPrep Pap test, and Colonoscopy.

DIAGNOSTIC AND PREVENTION BENEFIT (per calendar year)

Basic
\$60

Enhanced
\$75

Plan Options

You can take advantage of the following options to extend coverage to your family:

- **Individual Plan**
The Insured, age 18 through 70, at the date of policy issue, is the only Covered Person.
- **Single Parent Family Plan**
The Insured, age 18 through 70, at the date of policy issue, and each Eligible Child, to age 26, or as defined in the policy.
- **Family Plan**
The Insured and spouse age 18 through 70, at the date of policy issue, and Eligible Child, to age 26, or as defined in the policy.

⁺The premium and amount of benefits vary based upon the plan selected.

Schedule of Benefits by Plan⁺

Marketed by: First Financial Group of America

| | Basic | Enhanced |
|---|--|--|
| SCREENING BENEFITS | | |
| Diagnostic and Prevention Benefit <i>(one per calendar year)</i> | \$60 | \$75 |
| Cancer Screening Follow-Up Benefit <i>(one per calendar year)</i> | \$60 | \$75 |
| TREATMENT BENEFITS | | |
| Radiation Therapy/Chemotherapy/Immunotherapy Benefit <i>(per 12-month period) (Actual Charges)</i> | up to \$15,000 | up to \$20,000 |
| Medical Imaging Benefit <i>(per image - max 2 per calendar year)</i> | \$200 | \$300 |
| Hormone Therapy Benefit <i>(per treatment - max 12 treatments/calendar year)</i> | \$50 | \$50 |
| Administrative/Lab Work Benefit <i>(per calendar month)</i> | \$75 | \$100 |
| Blood, Plasma, and Platelets Benefit <i>(per day)</i> <i>(per calendar year max)</i> | \$150 \$7,500 | \$200 \$10,000 |
| Experimental Treatment Benefit | Paid as any non-experimental benefit | |
| Bone Marrow/Stem Cell Transplant Benefit Autologous <i>(Patient provided) (per calendar year)</i> Non-autologous <i>(Donor provided) (per calendar year)</i> | \$1,000 \$3,000 | \$1,500 \$4,500 |
| Donor Benefit | \$1,000 per donation | |
| Inpatient Special Nursing Services Benefit <i>(benefit per day while Hospital Confined)</i> | \$150 | \$150 |
| Dread Disease Benefit <i>(benefit per day for the first 30 days per Hospital Confinement)</i> <i>(benefit per day thereafter)</i> | \$200 \$400 | \$300 \$600 |
| HOSPITALIZATION BENEFITS | | |
| Hospital Confinement Benefit* <i>(per day for the first 30 days)</i> <i>(per day after the first 30 days of Hospital Confinement)</i> | \$200 \$400 | \$300 \$600 |
| Drugs & Medicine Benefit Hospital Confinement <i>(per Confinement)</i> Outpatient <i>(per prescription - \$100 monthly max for Basic; \$150 for Enhanced) per calendar month</i> | \$200 \$50 | \$300 \$50 |
| Attending Physician Benefit <i>(per day while Hospital Confined)</i> | \$40 | \$50 |
| U.S. Government/Charity Hospital or HMO Benefit <i>(per day in lieu of most benefits)</i> Hospital Confinement Outpatient Services | \$200 \$200 | \$300 \$300 |
| AMBULANCE, TRANSPORTATION, & LODGING BENEFITS | | |
| Ambulance Benefit <i>(per trip - max 2 trips any combination per confinement)</i> Ground Air | \$200 \$2,000 | \$200 \$2,000 |
| Transportation & Lodging Benefit (Patient and/or Family) Transportation <i>(\$1,500 max per round trip; max 12 trips/calendar year)</i> Outpatient Lodging <i>(per day up to 90 days per calendar year)</i> | Coach fare or \$.50/mile by car \$60 | Coach fare or \$.50/mile by car \$80 |

Schedule of Benefits by Plan⁺ (continued)

| | Basic | Enhanced |
|---|--|---------------------------|
| SURGICAL TREATMENT BENEFITS | | |
| Surgical Benefit <i>Unit Dollar Amount (per surgical unit)</i> <i>Maximum Per Operation</i> | \$30 \$3,000 | \$40 \$4,000 |
| Anesthesia Benefit | 25% of the amount paid for covered surgery | |
| Outpatient Hospital or Ambulatory Surgical Center Benefit (per day) | \$400 | \$600 |
| Second & Third Surgical Opinion Benefit (per diagnosis) <i>(Additional \$300 for 3rd if required)</i> | \$300 | \$300 |
| CONTINUING CARE BENEFITS | | |
| Prosthesis Benefit Non-Surgical (per device - 1 per site, lifetime max of 3) Surgical Implantation (per device, includes surgical fee - 1 per site, lifetime max of 2) Hair Prosthesis (once per life) | \$150 \$1,500 \$150 | \$200 \$2,000 \$200 |
| Extended Care Facility Benefit <i>(per day for up to the same number of days of paid Hospital Confinement)</i> | \$75 | \$100 |
| Physical or Speech Therapy Benefit <i>(per visit up to 4 per calendar month - lifetime max of \$1,000)</i> | \$25 | \$25 |
| Hospice Care Benefit <i>(per day - \$13,500 lifetime max for Basic; \$18,000 lifetime max for Enhanced)</i> | \$75 | \$100 |
| Home Health Care Benefit <i>(per day for up to the same number of days of paid Hospital Confinement)</i> | \$75 | \$100 |
| Waiver of Premium <i>(as long as the primary insured remains disabled)</i> | after 90 continuous days of disability | |

Refer to Plan Benefit Highlights for more complete Benefit Descriptions and limits on the Cancer Insurance Plan.

Enhance your plan⁺⁺

Critical Illness Rider

Thanks to medical technology, more people are surviving critical illnesses. This rider is designed to help with the cost associated with surviving these types of illnesses.

| Schedule of Benefits | |
|---|---------|
| Cancer Benefit <i>(per unit - maximum \$10,000)</i> | \$2,500 |
| Heart Attack/Stroke Benefit <i>(per unit - maximum \$10,000)</i> | \$2,500 |

Summary of Critical Illness Rider Benefits:

- Pays when diagnosed after 30-day Critical Illness Waiting Period with Internal Cancer or Heart Attack/Stroke, depending upon the Critical Illness coverage elected at time of application.
- Pays the specified Maximum Benefit Amount per Covered Critical Illness, as defined under this rider (this rider only pays a benefit for the first to occur of either a heart attack or stroke).
- Each benefit is a one-time paid benefit.
- All Critical Illness amounts reduce by 50% at age 70.

+The premium and amount of benefits provided vary based upon the plan selected.

++Availability of riders may vary by state and employer. Additional riders are subject to our general underwriting guidelines and coverage is not guaranteed.

Hospital Intensive Care Unit Rider

This rider can provide a benefit to help by paying for each day a Covered Person is confined in an Intensive Care Unit (ICU), as defined in the rider.

| Schedule of Benefits | |
|---|-------|
| ICU Confinement Benefit <i>(per day up to 30 days)</i> | \$600 |
| Ambulance Benefit <i>(per admission in an ICU)</i> | \$100 |

Summary of Hospital ICU Rider Benefits:

- Confinement must be due to an accident or sickness and begin after the effective date of coverage under this rider.
- A day is defined as a 24-hour period.
- If confined to an ICU for a portion of a day, a pro rata share of the daily benefit will be paid.
- For ambulance charges, \$100 for transportation to a Hospital where the Covered Person is admitted to an ICU within 24 hours of arrival.
- All ICU amounts reduce by 50% at age 70.

Plan Benefits Highlights

Plan Benefit Highlights

Only loss for Cancer The policy pays only for loss resulting from definitive Cancer treatment including direct extension, metastatic spread or recurrence. Proof must be submitted to support each claim. The policy also covers other conditions or diseases directly caused by Cancer or the treatment of Cancer. The policy does not cover any other disease, sickness, or incapacity, even though after contracting Cancer it may have been aggravated or affected by Cancer or the treatment of Cancer except for conditions specifically provided in the dread disease benefit.

Cancer means a disease which is manifested by autonomous growth (malignancy) in which there is uncontrolled growth, function, or spread (local or distant) of cells in any part of the body. This includes Cancer in situ and malignant melanoma. It does not include other conditions which may be considered precancerous or having malignant potential such as: leukoplakia; hyperplasia; acquired immune deficiency syndrome (AIDS); polycythemia; actinic keratosis; myelodysplastic and non-malignant myeloproliferative disorders; aplastic anemia; atypia; non-malignant monoclonal gammopathy; carcinoid; or pre-malignant lesions, benign tumors or polyps. All diagnosis of Cancer must be positively diagnosed by a legally licensed doctor of medicine certified by the American Board of Pathology or American Board of Osteopathic Pathology. **Benefits under this policy pays the benefit amount shown per covered person due to a covered Cancer unless otherwise specified.**

Diagnostic, Prevention and Cancer Screening Benefit Pays for a generally medically recognized internal Cancer screening test when a charge is incurred for the test. Tests include but are not limited to mammogram, thinprep pap test, prostate-specific antigen blood test (PSA), colonoscopy, and chest x-ray. Refer to the policy for more examples. Screening tests payable under this benefit will ONLY be paid under this benefit and does not include any test payable under the medical imaging benefit. This benefit is available without a diagnosis of Cancer.

Cancer Screening Follow-Up Benefit Payable for one invasive follow-up screening test needed due to an abnormal result from a covered screening test. Diagnostic surgeries which result in a positive diagnosis of Cancer will be paid under the surgical benefit.

Radiation/Chemotherapy/Immunotherapy Benefit Pays the Actual Charges up to the maximum amount shown when radiation therapy, chemotherapy, or immunotherapy is received as defined in the policy, per 12-month period. The 12-month period begins on the first day the covered radiation therapy, chemotherapy, or immunotherapy is received. This benefit does not cover other procedures related to radiation/ chemotherapy/immunotherapy. This benefit does not include any drugs/ medicines covered under the drugs and medicine benefit or the hormone therapy benefit. Actual Charges means the amount actually paid by or on behalf of the insured person and accepted by the provider for services provided.

Medical Imaging Benefit Pays the indemnity amount for either an MRI; CT scan; CAT scan; or PET scan when performed at the request of a physician.

Hormone Therapy Benefit Drugs and medicines covered under the drugs and medicine benefit or the radiation/chemotherapy/ immunotherapy benefit are not included. This benefit does not cover associated administrative processes.

Administrative/Lab Work Benefit Pays when procedures related to radiation therapy/chemotherapy/immunotherapy treatment occur and benefits are payable during the same calendar month as the radiation therapy/chemotherapy/immunotherapy benefit.

Blood, Plasma and Platelets Benefit Benefits for blood, plasma and platelets are only provided under this benefit. Laboratory processes and colony stimulating factors are not covered.

Bone Marrow/Stem Cell Transplant Benefit Harvesting of bone marrow or stem cells from a donor are not covered under this benefit.

Hospital Confinement Benefit Payable while confined to a Hospital for at least 18 continuous hours. *A Hospital is not an institution, or part thereof, used as: a hospice unit, including any bed designated as a hospice or swing bed; a convalescent home; a rest or nursing facility; a rehabilitative facility; an extended care facility; a skilled nursing facility; or a facility primarily affording custodial, educational care, or care or treatment for persons suffering from mental diseases or disorders, or care for the aged, or drug or alcohol addiction. This benefit is not payable for outpatient treatment.

Drugs and Medicine Benefit Pays for anti-nausea and pain medication prescribed by a physician and administered while also receiving radiation therapy/chemotherapy/immunotherapy, a covered surgery, or a bone marrow/stem cell transplant. It does not include associated administrative processes or drugs or medicines covered under the radiation therapy/chemotherapy/immunotherapy benefit or the hormone therapy benefit.

Attending Physician Benefit Pays for one physician's visit per day when the services of a physician, other than a surgeon, are required while confined in a Hospital.

U.S. Government/Charity Hospital /HMO Benefit Payable when an itemized list of services is not available due to confinement in a charity Hospital or a Hospital owned or operated by the U.S. government or covered under an HMO or diagnostic related group where no charges are made for treatment of Cancer or a covered dread disease. This benefit will be paid in lieu of most benefits covered under this policy.

Ambulance Benefit If air and ground ambulance services are both required on the same day, we will only pay the higher benefit amount. The covered person must be admitted as an inpatient and Hospital confined for at least 18 consecutive hours.

Transportation and Lodging Benefits Pays a benefit for transportation by scheduled bus, plane or train, or by car and outpatient lodging to receive radiation therapy, chemotherapy, or immunotherapy treatment, bone marrow or stem cell transplant, or surgery in a Hospital not available locally and at least 50 miles from the covered person's residence. Payable for the covered person and one adult family member. If traveling in the same car or lodging in the same room, the benefit is payable only for the covered person. Travel must be within the United States or its Territories.

Surgical Benefit Payable when a surgical operation is performed for covered diagnosed Cancer, skin Cancer, or reconstructive surgery due to Cancer. Benefits are calculated up to a maximum benefit by multiplying the surgical unit value assigned to the procedure, as shown in the most current physician's relative value table, by the unit dollar amount shown in the policy. Two or more surgical procedures performed through the same incision will be considered one operation and benefits will be limited to the most expensive procedure. Diagnostic surgeries that result in a negative diagnosis of Cancer are not covered under this benefit. Bone marrow surgeries, surgeries to implant a permanent prosthetic device, are not covered under this benefit. This benefit is payable for reconstructive breast surgery performed on a nondiseased breast to establish symmetry with a diseased breast when reconstructive surgery on the diseased breast is performed while covered under this policy. Reconstructive surgery to the nondiseased breast must occur within 24 months of the reconstructive surgery of the diseased breast.

Plan Benefit Highlights (continued)

Anesthesia Benefit Services of an anesthesiologist for bone marrow transplants, skin Cancer or surgical prosthesis implantation are not covered.

Outpatient Hospital or Ambulatory Surgical Center Benefit Surgical procedures for skin Cancer are not covered.

Second and Third Surgical Opinion Benefit Payable once per diagnosis of Cancer for a second surgical opinion, and a third if the second disagrees with the first. Surgical opinions for reconstructive, skin Cancer, or prosthesis surgeries are not covered.

Prosthesis Benefit Payable for a prosthetic device and, if surgery required, its surgical implantation. Prosthetic related supplies such as special bras or ostomy pouches and supplies are not covered. **Hair Prosthesis Benefit** is payable once per covered person per lifetime when a hair prosthesis is needed.

Extended Care Facility Benefit Pays for physician authorized confinement that begins within 14 days after a Hospital confinement.

Physical or Speech Therapy Benefit Therapy must be provided by a caregiver licensed in physical or speech therapy.

Hospice Care Benefit Payable when a physician determines terminal illness with life expectancy of 6 months or less and approves hospice care at home or in a hospice facility. This benefit does not include well baby care, volunteer services, meals, housekeeping services, or family support after the death.

Home Health Care Benefit Pays for physician authorized private nursing care that begins within 14 days of a hospital confinement. This benefit does not include nutrition counseling, medical social services, medical supplies, prosthesis or orthopedic appliances, rental or purchase of durable medical equipment, drugs or medicines, child care, meals or housekeeping services, or physical or speech therapy. The service must be provided by a nurse or home health nurse's aid and can not be a family member.

Waiver of Premium Benefit If the primary insured becomes disabled due to Cancer and remains so for more than 90 continuous days, we will pay all premiums for policy and rider(s) due after the 90th day so long as the primary insured remains disabled. "Disabled" means the primary insured's inability because of Cancer: to work at any job for which (s)he is qualified by education, training or experience; not working at any job for pay or benefits; and under the care of a physician for the treatment of Cancer. The policy must be in force at the time disability begins and the primary insured must be under age 65.

Experimental Treatment Benefit Benefits for experimental treatment prescribed by a physician for treatment of Cancer will be provided the same as non-experimental treatment. Coverage for treatments received outside of the United States or its territories is not provided.

Donor Benefit Pays if a donor incurs expenses on behalf of a covered person for a covered surgery due to organ transplant or a bone marrow/ stem cell transplant. Blood donor expenses are not covered under this benefit.

Dread Disease Benefit Covered dread diseases are: addison's disease; amyotrophic lateral sclerosis; cystic fibrosis; diphtheria; encephalitis; grand mal epilepsy; legionnaire's disease; meningitis; multiple sclerosis; muscular dystrophy; myasthenia gravis; niemann-pick disease; osteomyelitis; poliomyelitis; reye's syndrome; rheumatic fever;

rocky mountain spotted fever; sickle cell anemia; systemic lupus erythematosus; tay-sach's disease; tetanus; toxic epidermal; toxic shock syndrome; tuberculosis; tularemia; typhoid fever; whipple's disease.

Inpatient Special Nursing Services Benefit Pays when Hospital confined and receiving physician authorized special nursing care (other than that regularly furnished by a Hospital) of at least 8 consecutive hours during a 24 hour period.

See your policy for more information regarding the benefits listed above.

Eligibility The policy/rider(s) will be issued only to those persons who meet American Fidelity's insurability requirements, which includes satisfactory responses to medical questions. You, your lawful spouse and each natural, adopted or step child who is under 26 years of age are eligible to apply for coverage.

Limitations and Exclusions The policy does not cover any other disease, sickness or incapacity even though after contracting Cancer it may have been aggravated or affected by Cancer or the treatment of Cancer except for conditions specifically stated in the dread disease benefit.

Pre-Existing Condition A Pre-Existing Condition is a Cancer or dread disease for which, within 12 months prior to the effective date of coverage, medical advice, consultation or treatment, including prescribed medications, was recommended by or received from a member of the medical profession; or which symptoms manifested in such a manner as would cause an ordinarily prudent person to seek diagnosis, medical advice, or treatment. Pre-Existing Conditions specifically named or described as excluded in any part of the policy are never covered. No benefits are payable for any covered person for any loss incurred during the first year of the policy as a result of a Pre-Existing Condition.

Waiting Period The policy contains a 30-day waiting period during which no benefits will be paid under the policy. If any Cancer or dread disease is diagnosed before the end of the 30-day period immediately following the effective date, coverage will apply only to loss that is incurred after one year from the effective date. If any covered person is diagnosed as having a Cancer or dread disease during the 30-day period immediately following the effective date, you may elect to void the policy from the beginning and receive a full refund of premium. All benefits are payable only up to the maximum amount listed in the schedule of benefits in the policy.

Termination of Insurance Policy/rider(s) will terminate and coverage will end on the earliest of: the end of the grace period if the premium remains unpaid; or the end of the policy/rider(s) month in which we receive a written request from you to terminate the policy/rider(s); or the date of your death, if this is an Individual Plan. If the plan is other than individual the remaining covered persons may have the right to continue or convert their coverage. Coverage will terminate when they no longer meet the eligibility requirements.

For the spouse, policy/rider(s) will terminate and coverage will end on the earliest of: The end of the policy/rider(s) month in which we receive a written request from you to delete the spouse from the policy/rider(s); the end of the premium term in which a divorce, annulment, legal separation is obtained; or upon their death.

For the child(ren), policy/rider(s) will terminate and coverage will end the earliest of: The end of the policy/rider(s) month in which we receive a written request from you to delete the child(ren) from the policy/rider(s); or upon their death.

Guaranteed Renewable You are guaranteed the right to renew your policy/rider(s) during your lifetime as long as you pay premiums when due or within the premium grace period. We have the right to increase premiums by class.

Limitations and Exclusions

Critical Illness Rider

Limitations and Exclusions Benefits will only be paid for a Covered Critical Illness as shown on the Policy Schedule page in the policy. No benefits will be provided for any loss caused by or resulting from: intentionally self-inflicted bodily injury, suicide or attempted suicide, whether sane or insane; or intentional self-injury; or alcoholism or drug addiction; or any act of war, declared or undeclared or any act related to war; or military service for any country at war; or a Pre-Existing Condition during the 12 month period following the Covered Person's Effective Date under the rider; or a Covered Critical Illness when the Date of Diagnosis occurs during the Waiting Period, if applicable; or participation in any activity or event while intoxicated or under the influence of any narcotic unless administered by a Physician or taken according to the Physician's instructions; or participation in, or attempting to participate in, a felony, riot or insurrection (A felony is as defined by the law of the jurisdiction in which the activity takes place.) All Critical Illness amounts reduce by 50% at age 70.

Pre-Existing Condition as defined in the rider means any sickness or condition for which, within 12 months prior to the Effective Date of coverage under the rider, medical advice, consultation or treatment, including prescribed medications, was recommended by or received from a member of the medical profession, or for which symptoms manifested in such a manner as would cause an ordinarily prudent person to seek diagnosis, medical advice or treatment.) Internal Cancer does not include: other conditions that may be considered pre-cancerous or having malignant potential such as: Acquired immune deficiency syndrome (AIDS); or Actinic keratosis; or Myelodysplastic and non-malignant myeloproliferative disorders; or Aplastic anemia; or Atypia; or Non-malignant monoclonal gammopathy; or Pre-malignant lesions, benign tumors or polyps; or Leukoplakia; or Hyperplasia; or Carcinoid; or Polycythemia; or Cancer in situ or any skin Cancer other than invasive malignant melanoma into the dermis or deeper. Heart Attack does not include congestive heart failure, atherosclerotic heart disease, angina, including unstable angina, coronary disease or any other dysfunction of the cardiovascular system. Stroke does not mean a head injury, transient ischemic attack, multi-infarct dementia, or chronic cerebrovascular insufficiency.

Waiting Period pays when diagnosed by a Physician after a 30-day Critical Illness Waiting Period with Internal Cancer or Heart Attack/Stroke, depending upon the Critical Illness coverage elected at time of application.

Termination each Covered Person's coverage will terminate when the maximum benefit amount for the Covered Critical Illness(es) has been paid for him/her.

Hospital Intensive Care Unit Rider

Limitations and Exclusions No benefits will be provided during the first two years of the rider for Hospital Intensive Care Unit confinement caused by any heart condition when any heart condition was diagnosed or treated prior to the 30th day following the Covered Person's Effective Date of the rider (The heart condition causing the confinement need not be the same condition diagnosed or treated prior to the Effective Date.). No benefits will be provided if the loss results from: attempted suicide whether sane or insane; intentional self-injury; alcoholism or drug addiction; or any act of war, declared or undeclared, or any act related to war; or military service for any country at war. No benefits will be paid for confinements in units such as: Surgical Recovery Rooms, Progressive Care, Burn Units, Intermediate Care, Private Monitored Rooms, Observation Units, Telemetry Units or Psychiatric Units not involving intensive medical care; or facilities which do not meet the standards for Intensive Care Unit as defined in the Rider. For a newborn child born within the ten-month period following the effective date of the rider, no benefits will be provided for Hospital Intensive Care Unit Confinement that begins within the first 30 days following the birth of such child. All ICU and Ambulance amounts reduce by 50% at age 70.

Termination of Insurance this policy/rider(s) will terminate and coverage will end for all Covered Persons on the earliest of: the end of the grace period if the premium remains unpaid; or the end of the Policy/Rider(s) Month in which we receive a written request from you to terminate this policy/rider(s); or the date of your death, if this is an Individual Plan; or the date insurance has ceased on all persons covered under this policy/rider(s).

Cancer Insurance Premiums

Base Plan Monthly Premiums*

| BASIC | 18-40 | 41-50 | 51-60 | 61+ |
|-----------------|--------------|--------------|--------------|------------|
| Individual | 16.30 | 23.60 | 32.60 | 44.20 |
| 1 Parent Family | 24.40 | 35.20 | 48.70 | 65.90 |
| 2 Parent Family | 31.80 | 45.70 | 63.30 | 85.80 |

| ENHANCED | 18-40 | 41-50 | 51-60 | 61+ |
|-----------------|--------------|--------------|--------------|------------|
| Individual | 21.00 | 30.80 | 42.40 | 57.30 |
| 1 Parent Family | 31.40 | 45.80 | 63.30 | 85.60 |
| 2 Parent Family | 40.80 | 59.50 | 82.30 | 111.30 |

Optional Benefit Rider Monthly Premiums*

Hospital Intensive Care Unit Rider Monthly Premiums

| ICU RIDER | 18-40 | 41-50 | 51-60 | 61+ |
|------------------|--------------|--------------|--------------|------------|
| Individual | 3.40 | 4.20 | 5.50 | 7.10 |
| 1 Parent Family | 5.10 | 6.30 | 8.20 | 10.60 |
| 2 Parent Family | 6.60 | 8.20 | 10.70 | 13.80 |

Optional Benefit Rider Monthly Premiums*

Critical Illness Rider Monthly Premiums

| CANCER ONLY | | | | | | | | | | | | |
|--------------------|------|-----------------|-----------------|-------|-----------------|-----------------|-------|-----------------|-----------------|-------|-----------------|-----------------|
| \$2,500 | | | \$5,000 | | | \$7,500 | | | \$10,000 | | | |
| | Ind | 1 Parent Family | 2 Parent Family | Ind | 1 Parent Family | 2 Parent Family | Ind | 1 Parent Family | 2 Parent Family | Ind | 1 Parent Family | 2 Parent Family |
| 18-40 | 1.50 | 2.20 | 2.90 | 3.00 | 4.40 | 5.80 | 4.50 | 6.60 | 8.70 | 6.00 | 8.80 | 11.60 |
| 41-50 | 3.00 | 4.50 | 5.80 | 6.00 | 9.00 | 11.60 | 9.00 | 13.50 | 17.40 | 12.00 | 18.00 | 23.20 |
| 51-60 | 4.90 | 7.30 | 9.40 | 9.80 | 14.60 | 18.80 | 14.70 | 21.90 | 28.20 | 19.60 | 29.20 | 37.60 |
| 61+ | 7.10 | 10.60 | 13.80 | 14.20 | 21.20 | 27.60 | 21.30 | 31.80 | 41.40 | 28.40 | 42.40 | 55.20 |

| HEART ATTACK/STROKE ONLY | | | | | | | | | | | | |
|---------------------------------|------|-----------------|-----------------|------|-----------------|-----------------|-------|-----------------|-----------------|-------|-----------------|-----------------|
| \$2,500 | | | \$5,000 | | | \$7,500 | | | \$10,000 | | | |
| | Ind | 1 Parent Family | 2 Parent Family | Ind | 1 Parent Family | 2 Parent Family | Ind | 1 Parent Family | 2 Parent Family | Ind | 1 Parent Family | 2 Parent Family |
| 18-40 | 0.80 | 1.20 | 1.50 | 1.60 | 2.40 | 3.00 | 2.40 | 3.60 | 4.50 | 3.20 | 4.80 | 6.00 |
| 41-50 | 2.10 | 3.10 | 4.10 | 4.20 | 6.20 | 8.20 | 6.30 | 9.30 | 12.30 | 8.40 | 12.40 | 16.40 |
| 51-60 | 3.10 | 4.60 | 6.00 | 6.20 | 9.20 | 12.00 | 9.30 | 13.80 | 18.00 | 12.40 | 18.40 | 24.00 |
| 61+ | 4.60 | 6.90 | 8.90 | 9.20 | 13.80 | 17.80 | 13.80 | 20.70 | 26.70 | 18.40 | 27.60 | 35.60 |

*The premium and amount of benefits provided vary based upon the plan selected.

This is a brief description of the coverage. For complete benefits and other provisions, please refer to the policy and riders. This coverage does not replace Workers' Compensation Insurance. **These products are inappropriate for people who are eligible for Medicaid Coverage.**



View and print your policies or file a claim at americanfidelity.com

American Fidelity's Online Service Center provides you convenient, secure access to manage your account.

Guaranteed Renewable

You are guaranteed the right to renew your base policy during your lifetime as long as you pay premiums when due or within the premium grace period. We have the right to increase premiums by class.

Underwritten and administered by:



9000 Cameron Parkway • Oklahoma City, Oklahoma 73114 • 800-654-8489 • www.americanfidelity.com

CRITICAL ILLNESS INSURANCE

Allstate | www.allstatebenefits.com | 1.800.521.3535

If you've heard of heart attacks, strokes, organ transplants or paralysis, then you're familiar with critical illness. It's likely you or someone you know has experienced one of these life-altering events. Often times, a critical illness has a powerful impact on people's lives, affecting their livelihood and finances.

A critical illness plan can help with the treatment costs of covered illnesses. Benefits are paid directly to you, unless otherwise assigned, giving you the choice of how to spend the money. Plus, there are plans available to provide coverage for you, your spouse and dependent children.

Prepare now for the unexpected with a critical illness insurance plan. The plan helps you focus on getting well rather than worrying about finances. Visit the Employee Benefits Center and view policy for more details.



American Heritage Life Insurance Company

Protection when faced with a critical illness diagnosis and you need treatment

Critical Illness Insurance from Allstate Benefits*

No one is ever really prepared for a life-altering critical illness diagnosis. The whirlwind of appointments, tests, treatments and medications can add to your stress levels.

The treatment to recovery is vital, but it can also be expensive. Your medical coverage may only cover some of the costs associated with treatment. You're still responsible for deductibles and coinsurance. If treatment keeps you out of work, the financial worries can grow quickly and stress levels may rise.

Critical Illness coverage helps provide financial support if you are diagnosed with a covered critical illness. With the expense of treatment often high, seeking the treatment you need could seem like a financial burden. When a diagnosis occurs, you need to be focused on getting better and taking control of your health, not stressing over financial worries.

Here's How It Works

You choose benefits to protect yourself and any family members if diagnosed with a critical illness. Then, if diagnosed with a covered critical illness, you will receive a cash benefit based on the percentage payable for the condition.

Meeting Your Needs

- Guaranteed Issue coverage with a Pre-Existing Condition Limitation**
- Coverage available for dependents
- Covered dependents receive 50% of your Basic-Benefit Amount
- Benefits paid regardless of any other medical or disability plan coverage
- Premiums are affordable and conveniently payroll deducted
- Coverage may be continued; refer to your certificate for details
- 25% of your Basic-Benefit Amount is paid for Advanced Alzheimer's Disease and Advanced Parkinson's Disease

With Allstate Benefits, you can make treatment decisions without putting your finances at risk. **Practical benefits for everyday living.**®

*Allstate Benefits is the marketing name used by American Heritage Life Insurance Company, a subsidiary of The Allstate Corporation. **Please refer to the Exclusions and Limitations section of this brochure. [†]https://www.cdc.gov/heartdisease/heart_attack.htm ^{††}<https://www.cdc.gov/stroke/facts.htm>

DID YOU KNOW ?



Every **40** seconds, an American will suffer a heart attack[†]



Every **40** seconds, someone in the U.S. has a stroke^{††}

Meet Ashley

Ashley is like any single parent who has been diagnosed with a critical illness. She's worried about her future, her children and how they will cope with her treatments. Most importantly, she worries about how she will pay for it all.

Here is what weighs heavily on her mind:

- Major medical only pays a portion of the expenses associated with my treatment
- I have copays I am responsible for until I meet my deductible
- If I am not working due to my treatments, I must cover my bills, rent/mortgage, groceries and my children's education
- If the right treatment is not available locally, I will have to travel to get the treatment I need



Ashley's story of diagnosis and treatment turned into a happy ending, because she had supplemental Critical Illness Insurance to help with expenses.



CHOOSE

Ashley chooses Critical Illness benefits to help protect herself and her children, if they are diagnosed with a critical illness.



USE

During Ashley's annual wellness exam, her doctor noticed an irregular heartbeat. She underwent an electrocardiogram (EKG) test and stress test, which confirmed she had a blockage in one of her coronary arteries.

Here's Ashley's treatment path:

- Ashley has her annual wellness exam
- Her doctor notices an abnormality in her heartbeat; tests are performed and she is diagnosed with coronary artery disease
- After visits with doctors, surgeons and an anesthesiologist, Ashley undergoes surgery
- Surgery is performed to remove the blockage with a bypass graft. She is visited by her doctor during a 4-day hospital stay and released
- Ashley follows her doctor required treatment during a 2-month recovery period, and has regular doctor office visits

Ashley is doing well and is on the road to recovery.



CLAIM

Ashley's Critical Illness claim paid her cash benefits for the following:

Wellness

Coronary Artery Bypass Surgery

The cash benefits were direct deposited into her bank account.

For a listing of benefits and benefit amounts, see pages 3 and 4.

Using your cash benefits

Cash benefits provide you with options, because you decide how to use them.



Finances

Can help protect HSAs, savings, retirement plans and 401(k)s from being depleted.



Travel

Can help pay for expenses while receiving treatment in another city.



Home

Can help pay the mortgage, continue rental payments, or perform needed home repairs for after care.



Expenses

Can help pay your family's living expenses such as bills, electricity, and gas.



MyBenefits: 24/7 Access allstatebenefits.com/mybenefits

An easy-to-use website that offers 24/7 access to important information about your benefits. Plus, you can submit and check your claims (including claim history), request your cash benefit to be direct deposited, make changes to personal information, and more.

Wellness - Biopsy for skin cancer; Bone Marrow Testing; Blood tests for triglycerides, CA15-3 (breast cancer), CA125 (ovarian cancer), CEA (colon cancer), PSA (prostate cancer); Chest X-ray; Colonoscopy; Doppler screening for carotids or peripheral vascular disease; Echocardiogram; EKG; Flexible sigmoidoscopy; Hemocult stool analysis; HPV (Human Papillomavirus) Vaccination; Lipid panel (total cholesterol count); Mammography, including Breast Ultrasound; Pap Smear, including ThinPrep Pap Test; Serum Protein Electrophoresis (test for myeloma); Stress test on bike or treadmill; Thermography; Ultrasound screening for abdominal aortic aneurysms.

Benefits (subject to maximums as listed on page 4)

Benefit paid upon diagnosis of one of the following conditions

INITIAL CRITICAL ILLNESS BENEFITS*

Heart Attack - the death of a portion of the heart muscle due to inadequate blood supply. Established (old) myocardial infarction and cardiac arrest are not covered

Stroke - the death of a portion of the brain producing neurological sequelae including infarction of brain tissue, hemorrhage and embolization from an extra-cranial source. Transient ischemic attacks (TIAs), head injury, chronic cerebrovascular insufficiency and reversible ischemic neurological deficits are not covered

Major Organ Transplant - transplant of heart, lung, liver, pancreas or kidneys. Transplanted organ must come from a human donor

End Stage Renal Failure - irreversible failure of both kidneys, resulting in peritoneal dialysis or hemodialysis. Renal failure caused by traumatic events, including surgical trauma, are not covered

Coronary Artery Bypass Surgery - to correct narrowing or blockage of one or more coronary arteries with bypass graft. Abdominal aortic bypass, balloon angioplasty, laser embolectomy, atherectomy, stent placement and non-surgical procedures are not covered

Waiver of Premium (employee only) - premiums waived if disabled for 90 consecutive days due to a critical illness

OPTIONAL/ADDITIONAL CANCER CRITICAL ILLNESS BENEFITS*

Invasive Cancer - malignant tumor with uncontrolled growth, including Leukemia and Lymphoma. Carcinoma in situ, non-invasive or metastasized skin cancer and early prostate cancer are not covered

Carcinoma In Situ - non-invasive cancer, including early prostate cancer (stages A, I, II) and melanoma that has not invaded the dermis. Other skin malignancies, pre-malignant lesions (such as intraepithelial neoplasia), benign tumors and polyps are not covered

SECOND EVENT BENEFIT*

Second Event Initial Critical Illness - second diagnosis more than 12 months after the first date of diagnosis for which an Initial Critical Illness benefit was paid

SUPPLEMENTAL CRITICAL ILLNESS II BENEFITS*

Advanced Alzheimer's Disease - must exhibit impaired memory and judgment and be certified unable to perform at least three daily activities¹ without adult assistance

Advanced Parkinson's Disease - must exhibit two or more of the following: muscle rigidity, tremor, or bradykinesia (slowness in physical and mental responses); and be certified unable to perform at least three daily activities¹ without adult assistance

Benign Brain Tumor - a non-cancerous tumor confirmed by biopsy or surgical excision, or specific neuroradiological examination, and persistent neurological deficits including but not limited to: loss of vision; loss of hearing; or balance disruption. Tumors of the skull, pituitary adenomas, and germinomas are not covered

Coma - unconsciousness due to sickness or traumatic brain injury, with severe neurologic dysfunction and unresponsiveness for 14 consecutive days. Requires significant medical intervention and life support. Medically induced Coma is not covered

Complete Blindness - irreversible reduction of sight in both eyes

Complete Loss of Hearing - total and irreversible loss of hearing in both ears

Paralysis - total and permanent loss of voluntary movement or motor function of 2 or more limbs

OPTIONAL/ADDITIONAL BENEFIT

Wellness Benefit - 23 exams. Once per person, per calendar year; see left for list of wellness services and tests

*Benefits paid once per covered person. When all benefits have been used, the coverage terminates. ¹Daily activities include: bathing, dressing, toileting, bladder and bowel continence, transferring and eating.

BENEFIT AMOUNTS

[†]Covered dependents receive 50% of your benefit amount

| INITIAL CRITICAL ILLNESS BENEFITS[†] | PLAN 1 | PLAN 1+ | PLAN 2 | PLAN 2+ | PLAN 3 | PLAN 3+ |
|--|---------------|----------------|---------------|----------------|---------------|----------------|
| Heart Attack (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Stroke (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Major Organ Transplant (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| End Stage Renal Failure (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Coronary Artery Bypass Surgery (25%) | \$2,500 | \$2,500 | \$3,750 | \$3,750 | \$5,000 | \$5,000 |
| Waiver of Premium (employee only) | Yes | Yes | Yes | Yes | Yes | Yes |
| OPTIONAL/ADDITIONAL CANCER CRITICAL ILLNESS BENEFITS[†] | PLAN 1 | PLAN 1+ | PLAN 2 | PLAN 2+ | PLAN 3 | PLAN 3+ |
| Invasive Cancer (100%) | n/a | \$10,000 | n/a | \$15,000 | n/a | \$20,000 |
| Carcinoma in Situ (25%) | n/a | \$2,500 | n/a | \$3,750 | n/a | \$5,000 |
| SECOND EVENT BENEFIT[†] | PLAN 1 | PLAN 1+ | PLAN 2 | PLAN 2+ | PLAN 3 | PLAN 3+ |
| Second Event Initial Critical Illness Benefit (same amount as Initial Critical Illness) | Yes | Yes | Yes | Yes | Yes | Yes |
| SUPPLEMENTAL CRITICAL ILLNESS II BENEFITS[†] | PLAN 1 | PLAN 1+ | PLAN 2 | PLAN 2+ | PLAN 3 | PLAN 3+ |
| Advanced Alzheimer's Disease (25%) | \$2,500 | \$2,500 | \$3,750 | \$3,750 | \$5,000 | \$5,000 |
| Advanced Parkinson's Disease (25%) | \$2,500 | \$2,500 | \$3,750 | \$3,750 | \$5,000 | \$5,000 |
| Benign Brain Tumor (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Coma (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Complete Blindness (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Complete Loss of Hearing (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| Paralysis (100%) | \$10,000 | \$10,000 | \$15,000 | \$15,000 | \$20,000 | \$20,000 |
| OPTIONAL/ADDITIONAL BENEFIT | PLAN 1 | PLAN 1+ | PLAN 2 | PLAN 2+ | PLAN 3 | PLAN 3+ |
| Wellness Benefit (per year) | n/a | \$100 | n/a | \$100 | n/a | \$100 |

PLAN 1 MONTHLY PREMIUMS

\$10,000 Basic Benefit Amount

| AGE | EE, EE+CH EE+SP, F | | EE, EE+CH EE+SP, F | |
|-------|----------------------|---------|----------------------|----------|
| | Non-Tobacco | | Tobacco | |
| 18-35 | \$3.60 | \$4.90 | \$5.50 | \$7.75 |
| 36-50 | \$9.90 | \$14.35 | \$16.00 | \$23.50 |
| 51-60 | \$21.40 | \$31.60 | \$34.90 | \$51.85 |
| 61-63 | \$35.80 | \$53.20 | \$54.20 | \$80.80 |
| 64+ | \$57.20 | \$85.30 | \$87.00 | \$130.00 |

PLAN 1+ MONTHLY PREMIUMS

\$10,000 Basic Benefit Amount

| AGE | EE, EE+CH EE+SP, F | | EE, EE+CH EE+SP, F | |
|-------|----------------------|----------|----------------------|----------|
| | Non-Tobacco | | Tobacco | |
| 18-35 | \$12.52 | \$21.04 | \$17.12 | \$27.94 |
| 36-50 | \$23.62 | \$37.69 | \$36.32 | \$56.74 |
| 51-60 | \$44.52 | \$69.04 | \$71.22 | \$109.09 |
| 61-63 | \$67.52 | \$103.54 | \$101.62 | \$154.69 |
| 64+ | \$98.52 | \$150.04 | \$149.82 | \$226.99 |

PLAN 2 MONTHLY PREMIUMS

\$15,000 Basic Benefit Amount

| AGE | EE, EE+CH EE+SP, F | | EE, EE+CH EE+SP, F | |
|-------|----------------------|----------|----------------------|----------|
| | Non-Tobacco | | Tobacco | |
| 18-35 | \$4.90 | \$6.85 | \$7.74 | \$11.10 |
| 36-50 | \$14.36 | \$21.04 | \$23.51 | \$34.76 |
| 51-60 | \$31.60 | \$46.90 | \$51.85 | \$77.27 |
| 61-63 | \$53.20 | \$79.30 | \$80.80 | \$120.70 |
| 64+ | \$85.30 | \$127.45 | \$130.00 | \$194.50 |

PLAN 2+ MONTHLY PREMIUMS

\$15,000 Basic Benefit Amount

| AGE | EE, EE+CH EE+SP, F | | EE, EE+CH EE+SP, F | |
|-------|----------------------|----------|----------------------|----------|
| | Non-Tobacco | | Tobacco | |
| 18-35 | \$15.52 | \$25.54 | \$22.41 | \$35.87 |
| 36-50 | \$32.18 | \$50.53 | \$51.22 | \$79.09 |
| 51-60 | \$63.53 | \$97.55 | \$103.57 | \$157.61 |
| 61-63 | \$98.02 | \$149.29 | \$149.18 | \$226.03 |
| 64+ | \$144.52 | \$219.04 | \$221.47 | \$334.47 |

PLAN 3 MONTHLY PREMIUMS

\$20,000 Basic Benefit Amount

| AGE | EE, EE+CH EE+SP, F | | EE, EE+CH EE+SP, F | |
|-------|----------------------|----------|----------------------|----------|
| | Non-Tobacco | | Tobacco | |
| 18-35 | \$6.20 | \$8.80 | \$9.98 | \$14.48 |
| 36-50 | \$18.80 | \$27.70 | \$31.00 | \$46.00 |
| 51-60 | \$41.81 | \$62.21 | \$68.81 | \$102.71 |
| 61-63 | \$70.61 | \$105.41 | \$107.42 | \$160.62 |
| 64+ | \$113.39 | \$169.59 | \$172.99 | \$258.99 |

PLAN 3+ MONTHLY PREMIUMS

\$20,000 Basic Benefit Amount

| AGE | EE, EE+CH EE+SP, F | | EE, EE+CH EE+SP, F | |
|-------|----------------------|----------|----------------------|----------|
| | Non-Tobacco | | Tobacco | |
| 18-35 | \$18.52 | \$30.04 | \$27.70 | \$43.82 |
| 36-50 | \$40.72 | \$63.34 | \$66.11 | \$101.43 |
| 51-60 | \$82.54 | \$126.06 | \$135.93 | \$206.15 |
| 61-63 | \$128.53 | \$195.05 | \$196.75 | \$297.37 |
| 64+ | \$190.51 | \$288.03 | \$293.12 | \$441.94 |

EE = Employee; EE + SP = Employee + Spouse; EE + CH = Employee + Child(ren); F = Family

CERTIFICATE SPECIFICATIONS

Eligibility

Your employer decides who is eligible for your group (such as length of service and hours worked each week). Issue ages are 18 and over.

Dependent Eligibility/Termination

Family members eligible for coverage are your spouse or domestic partner and children. Coverage for children ends when the child reaches age 26, unless he or she continues to meet the requirements of an eligible dependent. Spouse coverage ends upon valid decree of divorce or your death. Domestic partner coverage ends when the domestic partnership ends or your death.

When Coverage Ends

Coverage under the policy ends on the earliest of: the date the policy is canceled; you stop paying your premium; the last day of active employment; you are no longer eligible; a false claim is filed; when all benefits have been paid under the policy.

Continuing Your Coverage

You may be able to continue coverage when coverage under the policy ends. Refer to your Certificate of Insurance for details.

EXCLUSIONS AND LIMITATIONS

Conditions and Limits

A diagnosis occurring before your coverage begins is not payable; however, a diagnosis of any covered critical illness after your effective date will be payable. Benefits are subject to the Pre-Existing Condition Limitation as well as all other limitations and exclusions. All critical illnesses must meet the definitions and dates of diagnoses stated in the certificate and be diagnosed by a physician while coverage is in effect. The date of diagnosis for each illness must be separated by 90 days. Emergency situations outside the U.S. will be considered when you return to the U.S.

If the first diagnosis of cancer occurs before the effective date of coverage, benefits are paid for a subsequent diagnosis of cancer after the effective date, subject to the terms and conditions in the certificate.

Pre-Existing Condition Limitation

Benefits are not paid for: a critical illness that is, caused by, contributed to by or results from, a pre-existing condition when the date of diagnosis is within 12 months after the effective date of coverage. A pre-existing condition is a condition, whether diagnosed or not, for which symptoms existed within the 12-month period prior to the effective date; or medical advice or treatment was recommended or received from a medical professional within 12 months prior to the effective date.

Exclusions

Benefits are not paid for: war or participation in a riot, insurrection or rebellion; intentionally self-inflicted injury or action; illegal activities or occupations; suicide while sane, or self-destruction while insane, or any attempt at either; substance abuse, including alcohol, alcoholism, drug addiction, or dependence upon any controlled substance.



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www.allstate.com or allstatebenefits.com

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This brochure is for use in enrollments situated in LA.

Rev. 7/20. This material is valid as long as information remains current, but in no event later than July 1, 2023.

Group Critical Illness benefits are provided under policy form GVCIP2, or state variations thereof.

The coverage provided is limited benefit supplemental critical illness insurance. The policy is not a Medicare Supplement Policy. If eligible for Medicare, review Medicare Supplement Buyer's Guide available from Allstate Benefits.

This is a brief overview of the benefits available under the group policy underwritten by American Heritage Life Insurance Company (Home Office, Jacksonville, FL). Details of the coverage, including exclusions and other limitations are included in the certificates issued. For additional information, you may contact your Allstate Benefits Representative.

The coverage does not constitute comprehensive health insurance coverage (often referred to as "major medical coverage") and does not satisfy the requirement of minimum essential coverage under the Affordable Care Act.

VOLUNTARY RETIREMENT PLANS

First Financial Administrators, Inc. | www.ffga.com |
1.800.523.8422, option 2 | retirement@ffga.com

403(b) RETIREMENT PLAN

Research shows that Americans are living well past retirement years. Are you saving enough to be able to enjoy those years? A 403(b) plan can help you get there.

It's an IRS-approved retirement plan that allows you to set aside money on an after-tax basis for your retirement. Contributions are conveniently made through payroll deduction, so money is moved from your paycheck into the account automatically. Plus, your employer may even match your contributions based on how much you put into the plan. Now is the time to take full advantage of this opportunity to maximize your retirement savings!

457(b) RETIREMENT PLAN

The 457(b) plan is an employer-sponsored voluntary retirement savings plan that allows you to save money for retirement on a tax-deferred basis. The plan contains most of the same features of the 403(b) plan but is different in one unique way. Distributions from a 457(b) Deferred Compensation Plan are not subject to the 10 percent excise tax for early withdrawal.

CONTRIBUTION LIMITS

Participants may contribute up to \$20,500 for year 2022. Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$6,500 in 2022, for a total of \$27,000.

403(b) RETIREMENT PLANS

First Financial Administrators, Inc. | www.ffga.com |
1.800.523.8422, option 2 | retirement@ffga.com

The 403(b) can be an excellent way to save money for retirement. It can serve as a supplement to a traditional pension plan or other retirement plan(s), or as a stand-alone plan. The 403(b) is a tax deferred retirement plan available to employees of educational institutions and certain non-profit organizations as determined by section 501(c)(3) of the Internal Revenue Code. Contributions and investment earnings in a 403(b) grow tax deferred until withdrawal (assumed to be retirement), at which time they are taxed as ordinary income. The 403(b) is named after the section of the IRS code governing it.

HOW A 403(B) WORKS

Employees enroll and participate through their employer. Contributions to a 403(b) are made on a pre-tax basis through a Salary Reduction Agreement. This is an arrangement where the participating employee agrees to take a reduction in salary. The amount by which the salary is reduced is directed to investments offered through the employer and selected by the employee. These contributions are called elective deferrals and are excluded from the employee's taxable income. Contributions grow tax-deferred until the time of retirement when withdrawals are taxed as ordinary income.

BENEFITS

- Tax deferred growth: no annual taxation on earnings
- Investment options: fixed annuities, variable annuities, or mutual funds
- Competitive interest rates
- Flexibility: start, stop, and adjust your contributions as allowed by your employer's plan.
- Receive periodic account statements

CONTRIBUTION LIMITS

Participants may contribute up to \$20,500 for year 2022. Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$6,500 in 2022, for a total of \$27,000.

457(b) RETIREMENT PLANS

First Financial Administrators, Inc. | www.ffga.com |
1.800.523.8422, option 2 | retirement@ffga.com

A 457(b) plan is a Tax Deferred Retirement Plan available to employees of state and local governmental agencies, including public school employees. They are similar to 401(k) plans because they allow you to place a percentage of your salary into an employer-sponsored plan that helps you save for retirement. You will not have to pay taxes on what you contribute or your earnings made until you withdraw the money.

BENEFITS

- Investment options: fixed annuities, variable annuities, or mutual funds
- Flexibility: start, stop, and adjust your contributions as allowed by your employer's plan
- Receive periodic account statements
- No 10% federal penalty on interest or earnings for early withdrawal
- No current federal income taxes on the money you put into the plan until it is time to take withdrawals

CONTRIBUTION LIMITS

Participants may contribute up to \$20,500 for year 2022. Participants aged 50 and older at any time during the calendar year are permitted to contribute an additional \$6,500 in 2022, for a total of \$27,000.

COBRA

First Financial Administrators, Inc. | www.ffga.com | 1.800.523.8422, option 4

Life is full of unexpected events that may impact your health insurance coverage. Under the Consolidated Omnibus Budget Reconciliation Act, better known as COBRA, you have the right to continue your group health coverage such as medical, dental, vision insurance and flexible spending accounts for a limited period of time.

HIGHLIGHTS

- Temporary continuation of coverage that generally lasts for 18 months due to employment termination or reduction of hours of work, divorce, death or a child no longer qualifying as a dependent. Certain qualifying events, or a second qualifying event during the initial period of coverage, may permit a beneficiary to receive a maximum of 36 months of coverage.
- Either you or your family member are responsible for notifying your employer of a divorce, legal separation or child losing dependent status within 60 days of the event. In the case of termination, death or reduction in hours, your employer will be responsible for letting the provider know that you have the right to continue coverage under COBRA.
- Benefits will remain identical to what you had while employed. However, you will be responsible for paying the full premium, plus any applicable fees.

CLEVER RX

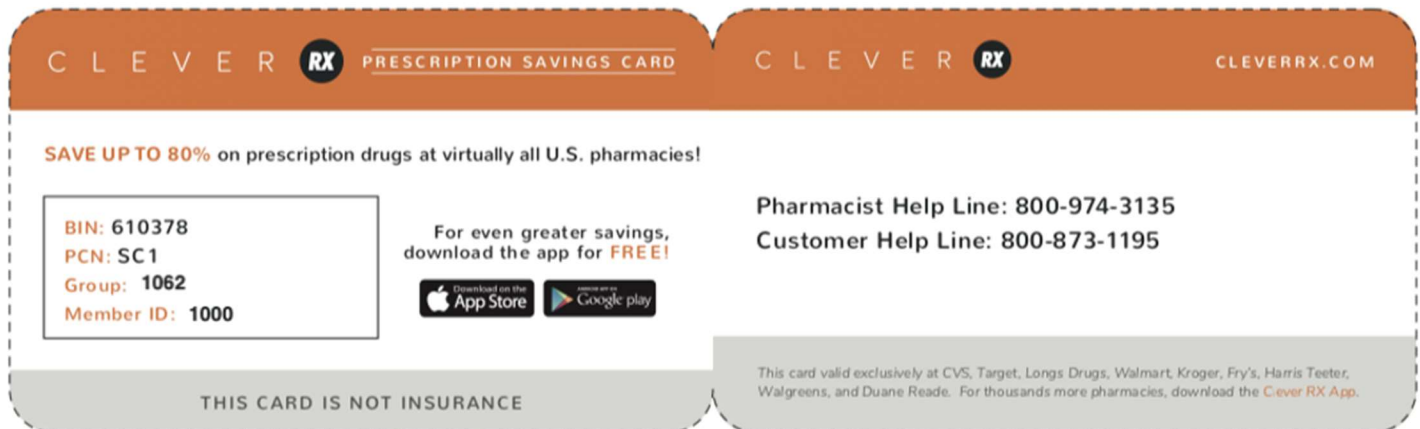
Clever RX | <https://partner.cleverrx.com/ffga> | 1.800.873.1195

Clever RX helps you save money by using a prescription drug savings card. They partner with the healthcare community to bring state-of-the-art, money-savings tools to participants. It helps you save up to 80% off prescriptions drugs and often beats the average copay. Plus, it's completely free. Thanks to Clever RX, you will never overpay for prescriptions again!

HIGHLIGHTS

- 100% FREE to use.
- Unlock discounts on thousands of medications.
- Save up to 80% on prescription medication – Often beats your copay!
- Download the Clever RX app by using the information on your card below to unlock exclusive savings at over 60,000 pharmacies nationwide.
- Available to use now!

Use Clever RX every time you pay for a medication for instant savings! Download the app or visit the site to price a drug: <https://partner.cleverrx.com/ffga>.



The image shows a Clever RX Prescription Savings Card. The card has an orange header with the Clever RX logo and the text 'PRESCRIPTION SAVINGS CARD' and 'CLEVERRX.COM'. Below the header, it says 'SAVE UP TO 80% on prescription drugs at virtually all U.S. pharmacies!'. On the left, there is a box containing the following information: BIN: 610378, PCN: SC1, Group: 1062, and Member ID: 1000. In the center, there is a call to action: 'For even greater savings, download the app for FREE!' with icons for the App Store and Google Play. On the right, there are two phone numbers: Pharmacist Help Line: 800-974-3135 and Customer Help Line: 800-873-1195. At the bottom, there is a disclaimer: 'THIS CARD IS NOT INSURANCE' and 'This card valid exclusively at CVS, Target, Longs Drugs, Walmart, Kroger, Fry's, Harris Teeter, Walgreens, and Duane Reade. For thousands more pharmacies, download the Clever RX App.'

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Pharmacist Help Line: 800-974-3135
Customer Help Line: 800-873-1195

THIS CARD IS NOT INSURANCE

This card valid exclusively at CVS, Target, Longs Drugs, Walmart, Kroger, Fry's, Harris Teeter, Walgreens, and Duane Reade. For thousands more pharmacies, download the **Clever RX App**.