

Life Benefit Summary

Group Number: 00567683

A Life insurance plan through Guardian provides:

- The foundation of a smart financial plan that helps protect you and those who depend on you
- Affordable group rates
- Flexibility to update your coverage as your life changes or take it with you if you change jobs or retire

About Your Benefits:

	BASIC LIFE	VOLUNTARY TERM LIFE
Employee Benefit	Your employer provides \$50,000 Basic Term Life coverage for all full time employees.	Elect up to 5 times salary, to a maximum of \$500,000. See Cost Illustration page for details.
Accidental Death and Dismemberment	Your Basic Life coverage includes Enhanced Accidental Death and Dismemberment coverage.	Enhanced employee, spouse, and child(ren) coverage. Maximum 1 times life amount.
Spouse Benefit	N/A	You may elect one of the following benefit options: \$10,000, \$25,000, \$50,000, \$75,000, \$100,000. See Cost Illustration page for details.†
Child Benefit	N/A	Your dependent children age birth† to 20 years (26 if full time student). Up to 10% of employee coverage to a max of \$20,000. Subject to state limits.
Guarantee Issue: The 'guarantee' means you are not required to answer health questions to qualify for coverage up to and including the specified amount, when you sign up for coverage during the initial enrollment period.	Guarantee Issue coverage up to \$50,000 per employee	We Guarantee Issue coverage up to: Employee \$100,000. Spouse \$25,000. Dependent children \$10,000.
Premiums	Covered by your company if you meet eligibility requirements	Increase when your insurance amount increases due to salary increase
Portability: Allows you to take coverage with you if you terminate employment.	Yes, with age and other restrictions	Yes, with age and other restrictions
Conversion: Allows you to continue your coverage after your group plan has terminated.	Yes, with restrictions; see certificate of benefits	Yes, with restrictions; see certificate of benefits
Accelerated Life Benefit: A lump sum benefit is paid to you if you are diagnosed with a terminal condition, as defined by the plan.	Yes	Yes
Waiver of Premiums: Premium will not need to be paid if you are totally disabled.	For employees disabled prior to age 60, with premiums waived until age 65, if conditions are met	For employees disabled prior to age 60, with premiums waived until age 65, if conditions met

Benefit information illustrated within this material reflects the plan covered by Guardian as of 11/20/2019

ALL ELIGIBLE EMPLOYEES EARNING LESS THAN 50K Benefit Summary

The Guardian Life Insurance Company of America, New York, NY

BASIC LIFE**VOLUNTARY TERM LIFE**

LifeAssistSM: Provides supplemental income that is calculated based off a percentage of your Life benefit to a specified dollar amount if you are ADL disabled. Benefits are paid to the lesser of 100 months or to when waiver of premium ends.	No	Yes
Benefit Reductions: Benefits are reduced by a certain percentage as an employee ages.	35% at age 65, 60% at age 70, 75% at age 75	35% at age 65, 60% at age 70, 75% at age 75

Subject to coverage limits

† and Voluntary Life: Infant coverage is limited based on age.

‡ **Spouse coverage terminates at age 70.**

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

Voluntary Life Cost Illustration:

To determine the most appropriate level of coverage, as a rule of thumb, you should consider about 6 - 10 times your annual income, factoring in projected costs to help maintain your family's current life style. To help you assess your needs, you can also go to Guardian Anytime and view a video: <https://www.guardiananytime.com/gafd/wps/portal/fdhome/employees/products-coverage/life>

Elect up to 5 times salary, to a maximum of \$500,000.

Policy amounts shown based on sample salary amounts only. Use Rate per \$1,000 and enclosed worksheet to calculate your individual premium based on your salary.

	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
Employee rate per \$1,000	\$0.104	\$0.112	\$0.132	\$0.146	\$0.150	\$0.224	\$0.348	\$0.576	\$0.720	\$1.500	\$2.140	\$3.250
	\$0.133	\$0.133	\$0.142	\$0.177	\$0.207	\$0.308	\$0.502	\$0.853	\$1.010	\$1.675	\$2.520	\$4.680
Spouse rate per \$1,000	\$0.104	\$0.112	\$0.132	\$0.146	\$0.150	\$0.224	\$0.348	\$0.576	\$0.720	\$1.500	\$2.140	\$3.250
	\$0.133	\$0.133	\$0.142	\$0.177	\$0.207	\$0.308	\$0.502	\$0.853	\$1.010	\$1.675	\$2.520	\$4.680
Child rate per \$1,000	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160	\$0.160

Monthly premiums displayed. Cost of AD&D is included.

Policy Election Amount

Policy Election Cost Per Age Bracket

Employee	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
\$100,000	\$10.40	\$11.20	\$13.20	\$14.60	\$15.00	\$22.40	\$34.80	\$57.60	\$72.00	\$150.00	\$214.00	\$325.00
	\$13.30	\$13.30	\$14.20	\$17.70	\$20.70	\$30.80	\$50.20	\$85.30	\$101.00	\$167.50	\$252.00	\$468.00
\$200,000	\$20.80	\$22.40	\$26.40	\$29.20	\$30.00	\$44.80	\$69.60	\$115.20	\$144.00	\$300.00	\$428.00	\$650.00
	\$26.60	\$26.60	\$28.40	\$35.40	\$41.40	\$61.60	\$100.40	\$170.60	\$202.00	\$335.00	\$504.00	\$936.00
\$300,000	\$31.20	\$33.60	\$39.60	\$43.80	\$45.00	\$67.20	\$104.40	\$172.80	\$216.00	\$450.00	\$642.00	\$975.00
	\$39.90	\$39.90	\$42.60	\$53.10	\$62.10	\$92.40	\$150.60	\$255.90	\$303.00	\$502.50	\$756.00	\$1,404.00
\$400,000	\$41.60	\$44.80	\$52.80	\$58.40	\$60.00	\$89.60	\$139.20	\$230.40	\$288.00	\$600.00	\$856.00	\$1,300.00
	\$53.20	\$53.20	\$56.80	\$70.80	\$82.80	\$123.20	\$200.80	\$341.20	\$404.00	\$670.00	\$1,008.00	\$1,872.00
\$500,000	\$52.00	\$56.00	\$66.00	\$73.00	\$75.00	\$112.00	\$174.00	\$288.00	\$360.00	\$750.00	\$1,070.00	\$1,625.00
	\$66.50	\$66.50	\$71.00	\$88.50	\$103.50	\$154.00	\$251.00	\$426.50	\$505.00	\$837.50	\$1,260.00	\$2,340.00

Policy Election Amount

Policy Election Cost Per Age Bracket

Spouse	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
\$10,000	\$1.04	\$1.12	\$1.32	\$1.46	\$1.50	\$2.24	\$3.48	\$5.76	\$7.20	\$15.00	\$21.40	\$32.50
	\$1.33	\$1.33	\$1.42	\$1.77	\$2.07	\$3.08	\$5.02	\$8.53	\$10.10	\$16.75	\$25.20	\$46.80
\$25,000	\$2.60	\$2.80	\$3.30	\$3.65	\$3.75	\$5.60	\$8.70	\$14.40	\$18.00	\$37.50	\$53.50	\$81.25
	\$3.33	\$3.33	\$3.55	\$4.43	\$5.18	\$7.70	\$12.55	\$21.33	\$25.25	\$41.88	\$63.00	\$117.00
\$50,000	\$5.20	\$5.60	\$6.60	\$7.30	\$7.50	\$11.20	\$17.40	\$28.80	\$36.00	\$75.00	\$107.00	\$162.50
	\$6.65	\$6.65	\$7.10	\$8.85	\$10.35	\$15.40	\$25.10	\$42.65	\$50.50	\$83.75	\$126.00	\$234.00
\$75,000	\$7.80	\$8.40	\$9.90	\$10.95	\$11.25	\$16.80	\$26.10	\$43.20	\$54.00	\$112.50	\$160.50	\$243.75
	\$9.98	\$9.98	\$10.65	\$13.28	\$15.53	\$23.10	\$37.65	\$63.98	\$75.75	\$125.63	\$189.00	\$351.00
\$100,000	\$10.40	\$11.20	\$13.20	\$14.60	\$15.00	\$22.40	\$34.80	\$57.60	\$72.00	\$150.00	\$214.00	\$325.00
	\$13.30	\$13.30	\$14.20	\$17.70	\$20.70	\$30.80	\$50.20	\$85.30	\$101.00	\$167.50	\$252.00	\$468.00

Policy Election Amount

Policy Election Cost Per Age Bracket

Child(ren)	Premium
\$10,000	\$1.60
\$20,000	\$3.20

Refer to Guarantee Issue row on page above for Voluntary Life GI amounts.

Premiums for Voluntary Life Increase in five-year increments

Infant coverage is limited for the first two weeks of infant's life.

Spouse coverage premium is based on Employee age.

†Benefit reductions apply.

Preferred rates apply to premium for non-tobacco usage and/or health history. Standard rates apply to premium for tobacco usage and/or health history.

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

LIMITATIONS AND EXCLUSIONS:

A SUMMARY OF PLAN LIMITATIONS AND EXCLUSIONS FOR LIFE AND AD&D COVERAGE:

You must be working full-time on the effective date of your coverage; otherwise, your coverage becomes effective after you have completed a specific waiting period. Employees must be legally working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding one year; or (b) in an area under travel warning by the US Department of State. Subject to state specific variations. Evidence of Insurability is required on all late enrollees. This coverage will not be effective until approved by a Guardian underwriter. This proposal is hedged subject to satisfactory financial evaluation. Please refer to certificate of coverage for full plan description.

Dependent life insurance will not take effect if a dependent, other than a newborn, is confined to the hospital or other health care facility or is unable to perform the normal activities of someone of like age and sex.

A person is ADL-disabled if he or she is (a) physically unable to perform two or more ADLs without continuous physical assistance; or (b) cognitively impaired, and requires verbal cueing to protect himself/herself or others. ADLs are bathing, dressing, toileting, transferring, continence, and eating.

Accelerated Life Benefit is not paid to an employee under the following circumstances: one who is required by law to use the benefit to pay creditors; is required by court order to pay the benefit to another person; is required by a government agency to use the payment to receive a government benefit; or loses his or her group coverage before an accelerated benefit is paid.

Voluntary Life Only:

We pay no benefits if the insured's death is due to suicide within two years from the insured's original effective date. This two year limitation also applies to any increase in benefit. This exclusion may vary according to state law. Late entrants and benefit increases require underwriting approval.

GP-1-R-LB-90, GP-1-R-EOPT-96

Guarantee Issue/Conditional Issue amounts may vary based on age and case size. See your Plan Administrator for details. Late entrants and benefit increases require underwriting approval.

For AD&D: We pay no benefits for any loss caused: by willful self-injury; sickness, disease or medical treatment; by participating in a civil disorder or committing a felony; Traveling on any type of aircraft while having duties on that aircraft; by declared or undeclared act of war or armed aggression; while a member of any armed force (May vary by state); while driving a motor vehicle without a current, valid driver's license; by legal intoxication; or by voluntarily using a non-prescription controlled substance. Contract #GP-1-R-ADCLI-00 et al. We won't pay more than 100% of the Insurance amount for all losses due to the same accident, except as stated. The loss must occur within a specified period of time of the accident. Please see contract for specific definition; definition of loss may vary depending on the benefit payable.

Enhanced AD&D: A loss may be defined as death, quadriplegia, loss of speech and hearing, loss of cognitive function, comatose state in excess of one month, hemiplegia or paraplegia. The loss must occur within a specified period of time of the accident. Please see contract for specific definition; definition of loss may vary depending on the benefit payable.

This document is a summary of the major features of the referenced insurance coverage. It is intended for illustrative purposes only and does not constitute a contract. The insurance plan documents, including the policy and certificate, comprise the contract for coverage. The full plan description, including the benefits and all terms, limitations and exclusions that apply will be contained in your insurance certificate. The plan documents are the final arbiter of coverage. Coverage terms may vary by state and actual sold plan. The premium amounts reflected in this summary are an approximation; if there is a discrepancy between this amount and the premium actually billed, the latter prevails.

WillPrep Services

Special bonus for participants in voluntary life plan

Your employer has worked with Guardian to make WillPrep Services available to eligible members with Voluntary Life plans. Keeping an up-to-date will is essential to ensuring that your assets are distributed as you intended, no matter the size of your estate. You may be avoiding creating a will because you believe you can't afford the time or legal expense. Now you can with WillPrep Services.

WillPrep Services offer support and guidance to help you properly prepare the documents necessary to preserve your family's financial security. WillPrep has a range of services including online planning documents, a resource library and access to professionals* to help with issues related to:

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|-----------------------------------|------------------------------------|--------------------------|
| ▪ Advanced Health Care Directives | ▪ Financial Power of Attorney | ▪ Wills and Living Wills |
| ▪ Estate Taxes | ▪ Guardianship and Conservatorship | ▪ Resource Library |
| ▪ Executors & Probate | ▪ Healthcare Power of Attorney | ▪ Trusts |

For more information about WillPrep Services, go to www.ibhwillprep.com; User name: WillPrep; Password: GLIC09 or call 1-877-433-6789

*The Option of an attorney prepared will is available for a small fee.

WillPrep Services are provided by Integrated Behavioral Health, Inc., and its contractors. The Guardian Life Insurance Company of America (Guardian) does not provide any part of WillPrep Services. Guardian is not responsible or liable for care or advice given by any provider or resource under the program. This information is for illustrative purposes only. It is not a contract. Only the Administration Agreement can provide the actual terms, services, limitations and exclusions. Guardian and IBH reserve the right to discontinue the WillPrep Services at any time without notice. Legal services will not be provided in connection with or preparation for any action against Guardian, IBH, or your employer.