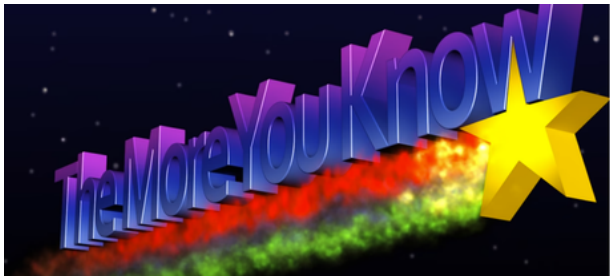


Group Term and Voluntary Life Insurance

Life Insurance is a Valuable Asset in a Difficult Time

Life insurance is a crucial component of your comprehensive financial plan, providing a vital safety net for your loved ones in the event of your unexpected passing. With life insurance in place, you can ensure that your loved ones remain financially stable and able to meet their ongoing expenses, such as mortgage payments, education costs, and living expenses.

InspereX provides two types of life insurance, both administered by **Mutual of Omaha:**

- ***Group Term Life Insurance***, provided by the firm to all benefits-eligible employees at **no charge**, with a predetermined benefit amount.
- ***Voluntary Life Insurance***, which is fully paid by the employee and can cover the employee, spouse or domestic partner of the employee, and/or the employee's children. Employees make elect the amount of benefit coverage on these plans within certain guidelines.

Group Term Life Insurance

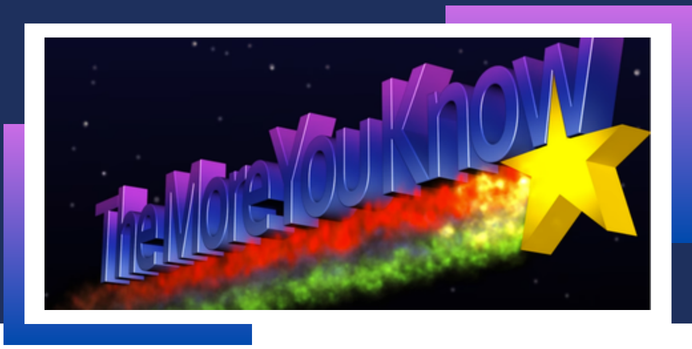
Group Term Life Insurance (GTL) provides employees with a benefit in the amount of 2 times their annual base salary or draw, with a maximum benefit of $500,000.

These benefits also include an *Accidental Death or Dismemberment (AD&D)* rider, which provides a duplicate payout in the event that the employee loses their life or is permanently disfigured due to an accident.

How Does it Work?

An employee with a salary of $125,000 per year would be eligible for a $250,000 benefit under the GTL policy.

Should that employee die as a result of an accident, the AD&D rider of $250,000 would also be triggered, resulting in a total payout of $500,000 to the employee's designated beneficiary(ies).



Group Term and Voluntary Life Insurance

Voluntary Life Insurance

Voluntary Life Insurance must be elected by the employee in increments of $10,000 to a maximum of $500,000. Like GTL, voluntary life insurance also includes a matching AD&D rider, providing the extra protection of a stacked payout in the event of a fatal accident or catastrophic injury. Unlike GTL, the premium for voluntary life insurance is paid as a post-tax payroll deduction by the employee, with rates determined by both the amount of coverage elected as well as the age of the employee.

All voluntary plans include a ***guaranteed issue*** provision, meaning that dependent upon when the plan is elected and whom the plan is covering, a certain amount of coverage will be automatically approved by Mutual of Omaha with no medical underwriting. For new employees electing voluntary life insurance for the first time, the guaranteed issue amount is $150,000 in coverage, meaning that any amount of elected coverage up to $150,000 will be issued right away without the employee having to complete an evidence of insurability medical questionnaire. If you do not elect voluntary life insurance during your new hire enrollment period, or if you choose to increase your coverage during the next open enrollment period, your guaranteed issue will only be $10,000.

Guaranteed Issue: Example 1

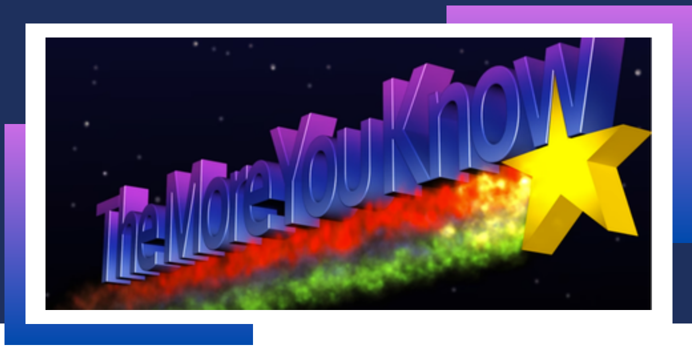
A new employee decides to elect $200,000 of voluntary life insurance coverage during their new hire enrollment period. Mutual of Omaha will immediately approve $150,000 of that coverage (guaranteed issue), and then require that the employee complete an evidence of insurability medical questionnaire before approving the remaining $50,000 of the election amount.

Guaranteed Issue: Example 2

An existing employee who has been with the firm for 2 years decides to enroll in voluntary life insurance for the first time during the upcoming open enrollment period, and chooses a coverage amount of $150,000. Mutual of Omaha will immediately approve $10,000 of that coverage (guaranteed issue), and then require that the employee complete an evidence of insurability medical questionnaire before approving the remaining $140,000 of the election amount.

Guaranteed Issue: Example 3

An existing employee who has been with the firm for 10 years, and who has previously always had $100,000 in voluntary coverage, decided that they would like to increase that coverage to $150,000 during open enrollment. In this case, Mutual of Omaha will immediately approve $10,000 to be added to the $100,000 in coverage, with the remaining $40,000 being subject to completion of the evidence of insurability questionnaire.



Group Term and Voluntary Life Insurance

Voluntary Life Options for Dependents

Employees may also choose to elect voluntary life coverage for their **spouse or domestic partner**, as well as for their **child(ren).** An employee **MUST** enroll in their own voluntary life plan in order to also cover their spouse and/or children.

Spouse/Domestic Partner Coverage

Spouse/Domestic Partner coverage may be elected in $5,000 increments and is capped at half the total elected amount of employee voluntary life election. For example, an employee who has elected $150,000 in voluntary life insurance may elect a maximum of $75,000 in spouse/domestic partner coverage. Additionally, spouse/domestic partner plans have an initial guaranteed issue of $30,000, thus any amounts elected above that amount will require the covered individual to complete an evidence of insurability questionnaire. This amount drops to $5000 for those enrolling in spouse/domestic partner plans after their new hire enrollment, or for those making changes to their plans (see examples above). Rates for this coverage are based on both the elected coverage amount and the age of the **EMPLOYEE,** not the spouse.

Child Coverage

Child coverage can be elected as a flat $10,000 benefit only. This coverage has a rate of $1.00 per pay period irrespective of how many children are covered by the policy, and the benefit amount of $10,000 applies for each child.

As $10,000 serves as both the flat benefit amount and guaranteed issue for the child plan, there are no evidence of insurability questionnaires required.

VOLUNTARY LIFE RATES

Employee Age	Semi-Monthly Cost Per Unit*
18 - 34	$0.34
35 - 39	$0.44
40 - 44	$0.69
45 - 49	$0.99
50 - 54	$1.79
55 - 59	$2.93
60 - 64	$3.19
65 - 69**	$5.89
70 - 74**	$12.14
75 - 79**	$34.34
80+**	$76.29

*** 1 unit = $10,000, maximum units = 50. Semi-monthly rate = Cost per unit x Number of Unit**
Spouse rates are based on employee age and available in $5000 increments. Cost per unit should be halved to determine spouse rate.
****Subject to benefit reduction schedule**