



Welcome to

Workplace benefits

Everyone deserves a Guardian

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

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

Know your benefits

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

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

1 Read through this information.

2 Find out more about your benefits.

3 Talk to your employer if you need help or have any questions.

Your coverage options



Dental insurance

Taking care of teeth and overall health



Vision insurance

Looking after your eyesight and related health issues



Life insurance

Protecting your family's financial future



Accident insurance

Helping you cover expenses after an accident



Dental insurance

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

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

Who is it for?

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

What does it cover?

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

Why should I consider it?

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



Staying healthy

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

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

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

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

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

Alzheimer's disease: Worsening oral health is seen as Alzheimer's disease progresses.

All information contained here is from the Mayo Clinic, Oral Health: A Window to Your Overall Health, www.mayoclinic.com. 2021.

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



Your dental coverage

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

Your Dental Plan	PPO	
Your Network is	DentalGuard Preferred	
Your Monthly premium	\$45.90	
You and Spouse/Domestic Partner	\$87.96	
You and Child(ren)	\$108.96	
You, Spouse/Domestic Partner and Child(ren)	\$153.85	
Calendar year deductible	<i>In-Network</i>	<i>Out-of-Network</i>
Individual	\$50	\$50
Family limit	3 per family	
Waived for	Preventive	Preventive
Charges covered for you (co-insurance)	<i>In-Network</i>	<i>Out-of-Network</i>
Preventive Care	100%	100%
Basic Care	100%	80%
Major Care	60%	50%
Orthodontia	50%	50%
Annual Maximum Benefit	\$1500	
Maximum Rollover	Yes	
Rollover Threshold	\$700	
Rollover Amount	\$350	
Rollover Account Limit	\$1250	
Lifetime Orthodontia Maximum	\$1000	
Dependent Age Limits	26	



Your dental coverage

A Sample of Services Covered by Your Plan:

		PPO	
		<i>Plan pays (on average)</i>	
		<i>In-network</i>	<i>Out-of-network</i>
Preventive Care	Cleaning (prophylaxis)	100%	100%
	Frequency:	Once Every 6 Months	
	Fluoride Treatments	100%	100%
	Limits:	Under Age 19	
	Oral Exams	100%	100%
	Sealants (per tooth)	100%	100%
	X-rays	100%	100%
Basic Care	Anesthesia*	100%	80%
	Fillings‡	100%	80%
	Periodontal Maintenance	100%	80%
	Frequency:	Once Every 6 Months	
	Repair & Maintenance of Crowns, Bridges & Dentures	100%	80%
	Root Canal	100%	80%
	Scaling & Root Planing (per quadrant)	100%	80%
	Simple Extractions	100%	80%
Major Care	Surgical Extractions	100%	80%
	Bridges and Dentures	60%	50%
	Dental Implants	60%	50%
	Inlays, Onlays, Veneers**	60%	50%
	Perio Surgery	60%	50%
Orthodontia	Single Crowns	60%	50%
	Orthodontia	50%	50%
	Limits:	Adults & Child(ren)	

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



Your dental coverage

Manage Your Benefits:

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

Find A Dentist:

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

EXCLUSIONS AND LIMITATIONS

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

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

DentalGuard 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 DENTAL insurance only.
Policy Form # GP-1-DG2000, et al, GP-1-DEN-16

Oral Health Rewards Program

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

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

How maximum rollover works*

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

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



Automatic rollover

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

* This example has been created for illustrative purposes only.
** If a plan has a different annual maximum for PPO benefits vs. non-PPO benefits, (\$1500 PPO/\$1000 non-PPO for example) the non-PPO maximum determines the Maximum Rollover plan. May not be available in all states.
Guardian’s Dental Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of coverage. Information provided in this communication is for informational purposes only. Dental Policy Form No. GP-1-DEN-16. GUARDIAN® is a registered service mark of The Guardian Life Insurance Company of America © Copyright 2023 The Guardian Life Insurance Company of America.



Vision insurance

Vision insurance helps protect the health of your eyes by providing coverage for benefits that often aren't covered by regular medical insurance.

Protecting your eyesight means allowing for routine visits to the optometrist for eye exams, as well as coverage for glasses and contacts. Make sure your eyes remain in great shape at any age – no matter how much time you spend staring at digital screens.

Who is it for?

Even if you have perfect eyesight, it's important to have regular eye exams to make sure you're still seeing clearly. Most of us may eventually need vision correction, which is why we offer vision insurance to cover some of the costs.

What does it cover?

Vision insurance covers benefits not typically included in medical insurance plans. It covers things like routine eye exams, allowances towards the purchase of eyeglasses and contact lenses, as well as discounts on corrective Lasik surgery.

Why should I consider it?

Regular eye exams can detect more than failing eyesight, they can also pick up diseases like glaucoma and diabetes. Vision problems are one of the most prevalent disabilities in the United States, making vision insurance especially useful for anyone who regularly needs to purchase eyeglasses or contacts, or anyone who simply wants to help protect their eyesight and general health.

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



20/20 coverage

David notices that his vision is deteriorating. He goes in for an eye exam, and is diagnosed with myopia, which means he needs glasses.

Average cost of vision exam: **\$171**

Average cost of frames and lenses: **\$350**

Total cost: **\$521**

With a Vision policy from Guardian, David pays just **\$10** for his eye exam. After **\$25** in copay, his lenses are fully covered, and he pays **\$96** for his frames.

David's total out-of-pocket expense is **\$131**, saving him **\$390**.

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 vision coverage

Option 1: Significant out-of-pocket savings available with your **Full Feature** plan by visiting one of Davis Vision's network locations including retail centers such as Costco®, Wal-Mart®, JCPenney®, Target®, Sam's Club®, Pearle®, Visionworks® and Warby Parker®. You can also use your network benefits online at Visionworks®, glasses®, WarbyParker®, or 1800contacts®.com.

Your Vision Plan	Full Feature - Designer	
Your Network is	Davis Vision	
Your Monthly premium	\$ 10.72	
You and Spouse/Domestic partner	\$ 16.67	
You and Child(ren)	\$ 17.28	
You, Spouse/Domestic partner and Child(ren)	\$ 25.02	
Copay		
Exams Copay	\$ 10	
Materials Copay (waived for elective contact lenses)	\$ 20	
Sample of Covered Services	You pay (after copay if applicable):	
	In-network	Out-of-network
Eye Exams	\$0	Amount over \$50
Single Vision Lenses	\$0	Amount over \$48
Lined Bifocal Lenses	\$0	Amount over \$67
Lined Trifocal Lenses	\$0	Amount over \$86
Lenticular Lenses	\$0	Amount over \$126
Frames	80% of amount over \$120*2	Amount over \$48
Contact Lenses (Elective and conventional)	85% of amount over \$120*	Amount over \$105
Contact Lenses (Planned replacement and disposable)	85% of amount over \$120*	Amount over \$105
Contact Lenses (Medically Necessary)	\$0	Amount over \$210
Cosmetic Extras	Avg. 40-60% off retail price	No discounts
Glasses (Additional pair of frames and lenses)	50% at Visionworks and 30% at other in network providers	No discounts
Laser Correction Surgery Discount	Savings of 20-35% off national average price thru Davis laser vision network	No discounts
Service Frequencies		
Exams	Every calendar year	
Lenses (for glasses or contact lenses)††	Every calendar year	
Frames	Every two calendar years	
Network discounts (glasses and contact lens professional service)	Applies to first purchase & courtesy discount from most providers on subsequent purchases.	
Dependent Age Limits	26	

Visit www.Guardianlife.com and click on "Find a Provider"

This is only a partial list of vision services. Your certificate of benefits will show exactly what is covered and excluded.



Your vision coverage

Davis

- ~~†~~Benefit includes coverage for glasses or contact lenses, not both.
- Contact lenses from Davis Vision's Collection are available at most private practice locations with Full Feature and Materials Only plans. Contacts from the collection are covered in full including fitting and evaluation, in excess of the plan's materials copay. Elective contacts that are not part of the Collection are covered up to the plan's elective contact lens allowance and the materials copay is waived.
- *Additional discounts are not available at all private practice locations. Costco, Walmart, Sam's Club, glasses.com, and 1800contacts.com do not allow additional discounts.
- For Davis Vision, complete eyeglasses must be purchased at one time from one provider. For example, if a member purchases only lenses, he or she cannot purchase frames later in the same benefit period. The member is not eligible for new vision materials until the next benefit period. Only charges for an initial purchase can be used toward the material allowance. Any unused balance remaining after the initial purchase cannot be banked for future use.
- ²Extra \$50 at Visionworks stores and at Visionworks.com.
- In Network Routine Retinal Screening Covered after no more than a \$39 copay.
- Members can use their in network benefits at visionworks.com, warbyparker.com, glasses.com, and 1800contacts.com. Additional discounts are not available at glasses.com or 1800contacts.com. Discounts may vary at Warby Parker.

EXCLUSIONS AND LIMITATIONS

Important Information: This policy provides vision care limited benefits health insurance only. It does not provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department. Coverage is limited to those charges that are necessary for a routine vision examination. Co-pays apply. The plan does not pay for: orthoptics or vision training and any associated supplemental testing; medical or surgical treatment of the eye; and eye examination or corrective eyewear required by an employer as a condition of employment; replacement of lenses and frames that are furnished under this plan, which are lost or broken (except at normal intervals when services are otherwise available or a warranty exists). The plan limits benefits for blended lenses, oversized lenses, photochromic lenses, tinted lenses, progressive multifocal lenses, coated or laminated lenses, a frame that exceeds plan allowance, cosmetic lenses; U-V protected lenses and optional cosmetic processes.

The services, exclusions and limitations listed above do not constitute a contract and are a summary only. The Guardian plan documents are the final arbiter of coverage. Contract #GP-I-DAVIS-05-VIS et al.

Laser Correction Surgery:

In Network savings of 20%-35% off national average price of traditional Lasik are available at over 800 locations across the Davis nationwide network of laser vision correction providers

Laser surgery is not an insured benefit. The surgery is available at a discounted fee. The covered person must pay the entire discounted fee. In addition, the laser surgery discount may not be available in all states.

Guardian's Vision 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. This policy provides vision care limited benefits health insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services. Plan documents are the final arbiter of coverage. Policy Form # GP-I-GVSN-17



Life insurance

If something happens to you, life insurance can help your family reduce financial stress.

Life insurance helps protect your family's finances by providing a cash benefit if you pass away. This ensures that they'll be financially supported, and can cover important things from bills to funeral costs. With life policies, you can get affordable life insurance protection for a set period of time.

Who is it for?

Everyone's life insurance needs are different, depending on their family situation. That's why group life insurance through an employer is an easier and more affordable option than individual life insurance.

What does it cover?

Life insurance protects your loved ones by providing a benefit (which is usually tax-exempt) if you pass away.

Why should I consider it?

Life insurance is about more than just covering expenses. Depending on your circumstances, it could take your family years to recover from the loss of your income.

With a life insurance benefit, your family will have extra money to cover mortgage and rent payments, legal or medical fees, childcare, tuition, and any outstanding debts.

Guardian, its subsidiaries, agents, and employees do not provide tax, legal, or accounting advice. Consult your tax, legal, or accounting professional regarding your individual situation.

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



Preparing and planning

Jorge's never considered purchasing life insurance, but after being offered it through work, he decides it's a smart way to protect his family.

Jorge has a mortgage, and because his wife is helping to take care of her mother, she only works part-time. In addition, his daughter is about to start college.

Jorge looks at how his family would be affected by losing him.

Average funeral cost: **\$9,000**

Average mortgage debt: **\$202,000**

Average cost of college: **\$17,000 - \$44,000**

Average household credit card debt: **\$8,500**

With life insurance, Jorge can make sure that part of these costs are covered if something happens to him.

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 life coverage

VOLUNTARY TERM LIFE	
Employee Benefit	\$10,000 increments to a maximum of \$500,000. See Cost Illustration page for details.
Accidental Death and Dismemberment	Enhanced employee, spouse, and child(ren) coverage. Maximum 1 times life amount.
Spouse/Domestic Partner Benefit	\$5,000 increments to a maximum of \$250,000. See Cost Illustration page for details.†
Child Benefit	Your dependent children age 14 days to 26 years. \$1,000 increments to a maximum of \$10,000. Subject to state limits. See Cost Illustration page for details.



Your life coverage

VOLUNTARY TERM LIFE

<p>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.</p>	<p>We Guarantee Issue coverage up to:</p> <p>Employee Less than age 65 \$100,000, 65-69 \$10,000, \$0.</p> <p>Spouse Less than age 65 \$10,000, 65-69 \$5,000, \$0.</p> <p>Dependent children \$10,000.</p> <p>An Additional \$100,000 per employee, \$40,000 for a spouse can be obtained with a "No" response to the Health question (on your enrollment form).</p> <p>Evidence of Insurability is required if the elected amount exceeds the Guarantee Issue plus Additional amount. The Additional amount is available for ages Less than age 65</p>
<p>Premiums</p>	<p>Increase on plan anniversary after you enter next five-year age group</p>
<p>Portability: Allows you to take coverage with you if you terminate employment.</p>	<p>Yes, with age and other restrictions, including evidence of insurability</p>
<p>Conversion: Allows you to continue your coverage after your group plan has terminated.</p>	<p>Yes, with restrictions; see certificate of benefits</p>
<p>Accelerated Life Benefit: A lump sum benefit is paid to you if you are diagnosed with a terminal condition, as defined by the plan.</p>	<p>Yes</p>
<p>Waiver of Premiums: Premium will not need to be paid if you are totally disabled.</p>	<p>For employees disabled prior to age 60, with premiums waived until age 65, if conditions met</p>
<p>Benefit Reductions: Benefits are reduced by a certain percentage as an employee ages.</p>	<p>35% at age 70, 50% at age 75</p>

Subject to coverage limits

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

The Guarantee Issue amount may be subject to reductions by percentage at the ages shown in this summary.

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.

Policy Election Amount		Monthly premiums displayed. Cost of AD&D is included.							
		Policy Election Cost Per Age Bracket							
Employee	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69†
\$20,000	\$1.68	\$1.68	\$2.26	\$3.02	\$4.58	\$6.26	\$9.30	\$14.30	\$27.60
\$30,000	\$2.52	\$2.52	\$3.39	\$4.53	\$6.87	\$9.39	\$13.95	\$21.45	\$41.40
\$40,000	\$3.36	\$3.36	\$4.52	\$6.04	\$9.16	\$12.52	\$18.60	\$28.60	\$55.20
\$50,000	\$4.20	\$4.20	\$5.65	\$7.55	\$11.45	\$15.65	\$23.25	\$35.75	\$69.00
\$60,000	\$5.04	\$5.04	\$6.78	\$9.06	\$13.74	\$18.78	\$27.90	\$42.90	\$82.80
\$70,000	\$5.88	\$5.88	\$7.91	\$10.57	\$16.03	\$21.91	\$32.55	\$50.05	\$96.60
\$80,000	\$6.72	\$6.72	\$9.04	\$12.08	\$18.32	\$25.04	\$37.20	\$57.20	\$110.40
\$90,000	\$7.56	\$7.56	\$10.17	\$13.59	\$20.61	\$28.17	\$41.85	\$64.35	\$124.20
\$100,000	\$8.40	\$8.40	\$11.30	\$15.10	\$22.90	\$31.30	\$46.50	\$71.50	\$138.00
\$110,000	\$9.24	\$9.24	\$12.43	\$16.61	\$25.19	\$34.43	\$51.15	\$78.65	\$151.80
\$120,000	\$10.08	\$10.08	\$13.56	\$18.12	\$27.48	\$37.56	\$55.80	\$85.80	\$165.60
\$130,000	\$10.92	\$10.92	\$14.69	\$19.63	\$29.77	\$40.69	\$60.45	\$92.95	\$179.40
\$140,000	\$11.76	\$11.76	\$15.82	\$21.14	\$32.06	\$43.82	\$65.10	\$100.10	\$193.20
\$150,000	\$12.60	\$12.60	\$16.95	\$22.65	\$34.35	\$46.95	\$69.75	\$107.25	\$207.00
\$160,000	\$13.44	\$13.44	\$18.08	\$24.16	\$36.64	\$50.08	\$74.40	\$114.40	\$220.80
\$170,000	\$14.28	\$14.28	\$19.21	\$25.67	\$38.93	\$53.21	\$79.05	\$121.55	\$234.60
\$180,000	\$15.12	\$15.12	\$20.34	\$27.18	\$41.22	\$56.34	\$83.70	\$128.70	\$248.40
\$190,000	\$15.96	\$15.96	\$21.47	\$28.69	\$43.51	\$59.47	\$88.35	\$135.85	\$262.20
\$200,000	\$16.80	\$16.80	\$22.60	\$30.20	\$45.80	\$62.60	\$93.00	\$143.00	\$276.00
\$210,000	\$17.64	\$17.64	\$23.73	\$31.71	\$48.09	\$65.73	\$97.65	\$150.15	\$289.80
\$220,000	\$18.48	\$18.48	\$24.86	\$33.22	\$50.38	\$68.86	\$102.30	\$157.30	\$303.60
\$230,000	\$19.32	\$19.32	\$25.99	\$34.73	\$52.67	\$71.99	\$106.95	\$164.45	\$317.40
\$240,000	\$20.16	\$20.16	\$27.12	\$36.24	\$54.96	\$75.12	\$111.60	\$171.60	\$331.20
\$250,000	\$21.00	\$21.00	\$28.25	\$37.75	\$57.25	\$78.25	\$116.25	\$178.75	\$345.00
\$260,000	\$21.84	\$21.84	\$29.38	\$39.26	\$59.54	\$81.38	\$120.90	\$185.90	\$358.80
\$270,000	\$22.68	\$22.68	\$30.51	\$40.77	\$61.83	\$84.51	\$125.55	\$193.05	\$372.60
\$280,000	\$23.52	\$23.52	\$31.64	\$42.28	\$64.12	\$87.64	\$130.20	\$200.20	\$386.40
\$290,000	\$24.36	\$24.36	\$32.77	\$43.79	\$66.41	\$90.77	\$134.85	\$207.35	\$400.20
\$300,000	\$25.20	\$25.20	\$33.90	\$45.30	\$68.70	\$93.90	\$139.50	\$214.50	\$414.00

Voluntary Life Cost Illustration *continued*

	< 30	30–34	35–39	40–44	45–49	50–54	55–59	60–64	65–69†
\$310,000	\$26.04	\$26.04	\$35.03	\$46.81	\$70.99	\$97.03	\$144.15	\$221.65	\$427.80
\$320,000	\$26.88	\$26.88	\$36.16	\$48.32	\$73.28	\$100.16	\$148.80	\$228.80	\$441.60
\$330,000	\$27.72	\$27.72	\$37.29	\$49.83	\$75.57	\$103.29	\$153.45	\$235.95	\$455.40
\$340,000	\$28.56	\$28.56	\$38.42	\$51.34	\$77.86	\$106.42	\$158.10	\$243.10	\$469.20
\$350,000	\$29.40	\$29.40	\$39.55	\$52.85	\$80.15	\$109.55	\$162.75	\$250.25	\$483.00
\$360,000	\$30.24	\$30.24	\$40.68	\$54.36	\$82.44	\$112.68	\$167.40	\$257.40	\$496.80
\$370,000	\$31.08	\$31.08	\$41.81	\$55.87	\$84.73	\$115.81	\$172.05	\$264.55	\$510.60
\$380,000	\$31.92	\$31.92	\$42.94	\$57.38	\$87.02	\$118.94	\$176.70	\$271.70	\$524.40
\$390,000	\$32.76	\$32.76	\$44.07	\$58.89	\$89.31	\$122.07	\$181.35	\$278.85	\$538.20
\$400,000	\$33.60	\$33.60	\$45.20	\$60.40	\$91.60	\$125.20	\$186.00	\$286.00	\$552.00
\$410,000	\$34.44	\$34.44	\$46.33	\$61.91	\$93.89	\$128.33	\$190.65	\$293.15	\$565.80
\$420,000	\$35.28	\$35.28	\$47.46	\$63.42	\$96.18	\$131.46	\$195.30	\$300.30	\$579.60
\$430,000	\$36.12	\$36.12	\$48.59	\$64.93	\$98.47	\$134.59	\$199.95	\$307.45	\$593.40
\$440,000	\$36.96	\$36.96	\$49.72	\$66.44	\$100.76	\$137.72	\$204.60	\$314.60	\$607.20
\$450,000	\$37.80	\$37.80	\$50.85	\$67.95	\$103.05	\$140.85	\$209.25	\$321.75	\$621.00
\$460,000	\$38.64	\$38.64	\$51.98	\$69.46	\$105.34	\$143.98	\$213.90	\$328.90	\$634.80
\$470,000	\$39.48	\$39.48	\$53.11	\$70.97	\$107.63	\$147.11	\$218.55	\$336.05	\$648.60
\$480,000	\$40.32	\$40.32	\$54.24	\$72.48	\$109.92	\$150.24	\$223.20	\$343.20	\$662.40
\$490,000	\$41.16	\$41.16	\$55.37	\$73.99	\$112.21	\$153.37	\$227.85	\$350.35	\$676.20
\$500,000	\$42.00	\$42.00	\$56.50	\$75.50	\$114.50	\$156.50	\$232.50	\$357.50	\$690.00
Policy Election Amount									
Spouse/DP									
\$5,000	\$42	\$42	\$57	\$76	\$115	\$157	\$233	\$358	\$690
\$10,000	\$84	\$84	\$113	\$151	\$229	\$313	\$465	\$715	\$1380
\$15,000	\$126	\$126	\$170	\$227	\$344	\$470	\$698	\$1073	\$2070
\$20,000	\$168	\$168	\$226	\$302	\$458	\$626	\$930	\$1430	\$2760
\$25,000	\$210	\$210	\$283	\$378	\$573	\$783	\$1163	\$1788	\$3450
\$30,000	\$252	\$252	\$339	\$453	\$687	\$939	\$1395	\$2145	\$4140
\$35,000	\$294	\$294	\$396	\$529	\$802	\$1096	\$1628	\$2503	\$4830
\$40,000	\$336	\$336	\$452	\$604	\$916	\$1252	\$1860	\$2860	\$5520
\$45,000	\$378	\$378	\$509	\$680	\$1031	\$1409	\$2093	\$3218	\$6210
\$50,000	\$420	\$420	\$565	\$755	\$1145	\$1565	\$2325	\$3575	\$6900
\$55,000	\$462	\$462	\$622	\$831	\$1260	\$1722	\$2558	\$3933	\$7590

Voluntary Life Cost Illustration *continued*

	< 30	30–34	35–39	40–44	45–49	50–54	55–59	60–64	65–69†
\$60,000	\$5.04	\$5.04	\$6.78	\$9.06	\$13.74	\$18.78	\$27.90	\$42.90	\$82.80
\$65,000	\$5.46	\$5.46	\$7.35	\$9.82	\$14.89	\$20.35	\$30.23	\$46.48	\$89.70
\$70,000	\$5.88	\$5.88	\$7.91	\$10.57	\$16.03	\$21.91	\$32.55	\$50.05	\$96.60
\$75,000	\$6.30	\$6.30	\$8.48	\$11.33	\$17.18	\$23.48	\$34.88	\$53.63	\$103.50
\$80,000	\$6.72	\$6.72	\$9.04	\$12.08	\$18.32	\$25.04	\$37.20	\$57.20	\$110.40
\$85,000	\$7.14	\$7.14	\$9.61	\$12.84	\$19.47	\$26.61	\$39.53	\$60.78	\$117.30
\$90,000	\$7.56	\$7.56	\$10.17	\$13.59	\$20.61	\$28.17	\$41.85	\$64.35	\$124.20
\$95,000	\$7.98	\$7.98	\$10.74	\$14.35	\$21.76	\$29.74	\$44.18	\$67.93	\$131.10
\$100,000	\$8.40	\$8.40	\$11.30	\$15.10	\$22.90	\$31.30	\$46.50	\$71.50	\$138.00
\$105,000	\$8.82	\$8.82	\$11.87	\$15.86	\$24.05	\$32.87	\$48.83	\$75.08	\$144.90
\$110,000	\$9.24	\$9.24	\$12.43	\$16.61	\$25.19	\$34.43	\$51.15	\$78.65	\$151.80
\$115,000	\$9.66	\$9.66	\$13.00	\$17.37	\$26.34	\$36.00	\$53.48	\$82.23	\$158.70
\$120,000	\$10.08	\$10.08	\$13.56	\$18.12	\$27.48	\$37.56	\$55.80	\$85.80	\$165.60
\$125,000	\$10.50	\$10.50	\$14.13	\$18.88	\$28.63	\$39.13	\$58.13	\$89.38	\$172.50
\$130,000	\$10.92	\$10.92	\$14.69	\$19.63	\$29.77	\$40.69	\$60.45	\$92.95	\$179.40
\$135,000	\$11.34	\$11.34	\$15.26	\$20.39	\$30.92	\$42.26	\$62.78	\$96.53	\$186.30
\$140,000	\$11.76	\$11.76	\$15.82	\$21.14	\$32.06	\$43.82	\$65.10	\$100.10	\$193.20
\$145,000	\$12.18	\$12.18	\$16.39	\$21.90	\$33.21	\$45.39	\$67.43	\$103.68	\$200.10
\$150,000	\$12.60	\$12.60	\$16.95	\$22.65	\$34.35	\$46.95	\$69.75	\$107.25	\$207.00
\$155,000	\$13.02	\$13.02	\$17.52	\$23.41	\$35.50	\$48.52	\$72.08	\$110.83	\$213.90
\$160,000	\$13.44	\$13.44	\$18.08	\$24.16	\$36.64	\$50.08	\$74.40	\$114.40	\$220.80
\$165,000	\$13.86	\$13.86	\$18.65	\$24.92	\$37.79	\$51.65	\$76.73	\$117.98	\$227.70
\$170,000	\$14.28	\$14.28	\$19.21	\$25.67	\$38.93	\$53.21	\$79.05	\$121.55	\$234.60
\$175,000	\$14.70	\$14.70	\$19.78	\$26.43	\$40.08	\$54.78	\$81.38	\$125.13	\$241.50
\$180,000	\$15.12	\$15.12	\$20.34	\$27.18	\$41.22	\$56.34	\$83.70	\$128.70	\$248.40
\$185,000	\$15.54	\$15.54	\$20.91	\$27.94	\$42.37	\$57.91	\$86.03	\$132.28	\$255.30
\$190,000	\$15.96	\$15.96	\$21.47	\$28.69	\$43.51	\$59.47	\$88.35	\$135.85	\$262.20
\$195,000	\$16.38	\$16.38	\$22.04	\$29.45	\$44.66	\$61.04	\$90.68	\$139.43	\$269.10
\$200,000	\$16.80	\$16.80	\$22.60	\$30.20	\$45.80	\$62.60	\$93.00	\$143.00	\$276.00
\$205,000	\$17.22	\$17.22	\$23.17	\$30.96	\$46.95	\$64.17	\$95.33	\$146.58	\$282.90
\$210,000	\$17.64	\$17.64	\$23.73	\$31.71	\$48.09	\$65.73	\$97.65	\$150.15	\$289.80
\$215,000	\$18.06	\$18.06	\$24.30	\$32.47	\$49.24	\$67.30	\$99.98	\$153.73	\$296.70

Voluntary Life Cost Illustration *continued*

	< 30	30–34	35–39	40–44	45–49	50–54	55–59	60–64	65–69†
\$220,000	\$18.48	\$18.48	\$24.86	\$33.22	\$50.38	\$68.86	\$102.30	\$157.30	\$303.60
\$225,000	\$18.90	\$18.90	\$25.43	\$33.98	\$51.53	\$70.43	\$104.63	\$160.88	\$310.50
\$230,000	\$19.32	\$19.32	\$25.99	\$34.73	\$52.67	\$71.99	\$106.95	\$164.45	\$317.40
\$235,000	\$19.74	\$19.74	\$26.56	\$35.49	\$53.82	\$73.56	\$109.28	\$168.03	\$324.30
\$240,000	\$20.16	\$20.16	\$27.12	\$36.24	\$54.96	\$75.12	\$111.60	\$171.60	\$331.20
\$245,000	\$20.58	\$20.58	\$27.69	\$37.00	\$56.11	\$76.69	\$113.93	\$175.18	\$338.10
\$250,000	\$21.00	\$21.00	\$28.25	\$37.75	\$57.25	\$78.25	\$116.25	\$178.75	\$345.00
Policy Election Amount									
Child(ren)									
\$1,000	\$0.19	\$0.19	\$0.19	\$0.19	\$0.19	\$0.19	\$0.19	\$0.19	\$0.19
\$2,000	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38
\$3,000	\$0.57	\$0.57	\$0.57	\$0.57	\$0.57	\$0.57	\$0.57	\$0.57	\$0.57
\$4,000	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76	\$0.76
\$5,000	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95	\$0.95
\$6,000	\$1.14	\$1.14	\$1.14	\$1.14	\$1.14	\$1.14	\$1.14	\$1.14	\$1.14
\$7,000	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33	\$1.33
\$8,000	\$1.52	\$1.52	\$1.52	\$1.52	\$1.52	\$1.52	\$1.52	\$1.52	\$1.52
\$9,000	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71	\$1.71
\$10,000	\$1.90	\$1.90	\$1.90	\$1.90	\$1.90	\$1.90	\$1.90	\$1.90	\$1.90

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

Premiums for Voluntary Life Increase in five-year increments

Spouse/DP coverage premium is based on Employee age.

†Benefit reductions apply.

The Guarantee Issue amount may be subject to reductions by percentage at the ages shown in this summary.

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.

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.

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-I-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-I-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.

Guardian Group Life Insurance 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.
Policy Form # GP-1-LIFE-15

WillPrep

Protect the ones you love with a range of dedicated services designed to help you provide for your family.

WillPrep Services includes a range of different resources that make it easier for you to prepare a will.

These range from a library of online planning documents to accessing experienced professionals that can help you with the more complicated details.

How it can help



Access simple documents including wills and power of attorney letters



Speak with consultants to discuss estate planning



Prepare your will with the assistance or support of an attorney

This service is only available if you purchase qualifying lines of coverage. See your plan administrator for more details.

WillPrep Services are provided by Uprise Health, and its contractors. The Guardian Life Insurance Company of America (Guardian) does not provide any part of Will Prep 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 Uprise Health 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, Uprise Health, or your employer.



How to access

To access WillPrep Services, you'll need a few personal details.



Visit

willprep.uprisehealth.com



Username

WillPrep



Password

GLIC09

For more information or support, you can reach out by phoning

1 877 433 6789.



Accident insurance

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

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

Who is it for?

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

What does it cover?

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

Why should I consider it?

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

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

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



Added support during recovery

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

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

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

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

Total out-of-pocket amount for Amanda (deductible + coinsurance): **\$1,700**

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

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



Your accident coverage

ACCIDENT	
COVERAGE - DETAILS	
Your Monthly premium	\$13.28
You and Spouse/Domestic Partner	\$21.56
You and Child(ren)	\$21.65
You, Spouse/Domestic Partner and Child(ren)	\$29.93
Accident Coverage Type	On and Off Job
Portability - Allows you to take your Accident coverage with you if you terminate employment.	Included
ACCIDENTAL DEATH AND DISMEMBERMENT	
Benefit Amount(s)	Employee \$40,000 Spouse \$40,000 Child \$10,000
Catastrophic Loss	Quadriplegia, Loss of speech & hearing (both ears), Loss of Cognitive function: 100% of AD&D Hemiplegia & Paraplegia: 50% of AD&D
Common Carrier	200% of AD&D benefit
Common Disaster	200% of Spouse AD&D benefit
Dismemberment - Hand, Foot, Sight	Single: 50% of AD&D benefit Multiple: 100% of AD&D benefit
Dismemberment - Thumb/Index Finger Same Hand, Four Fingers Same Hand, All Toes Same Foot	25% of AD&D benefit
Seatbelts and Airbags	Seatbelts: \$10,000 & Airbags: \$15,000
Reasonable Accommodation to Home or Vehicle	\$2,500
WELLNESS BENEFIT - Per Year Limit	\$50
Child(ren) Age Limits	Children age birth to 26 years
RAINY DAY FUND	Benefit Amount: \$400 Rollover Maximum: \$200 Fund Maximum: \$800
FEATURES	
Air Ambulance	\$1,000
Ambulance	\$200
Blood/Plasma/Platelets	\$300
Burns (2nd Degree/3rd Degree)	9 sq inches To 18 sq inches: \$0/\$2,000 18 sq inches To 35 sq inches: \$1,000/\$4,000 Over 35 sq inches: \$3,000/\$12,000
Burns - Skin Graft	50% of burn benefit



Your accident coverage

FEATURES (Cont.)

Child Organized Sport - Benefit is paid if the covered accident occurred while your covered child, age 18 years or younger, is participating in an organized sport that is governed by an organization and requires formal registration to participate.	25% increase to child benefits
Chiropractic Visits	\$50/visit, up to 6 visits
Coma	\$10,000
Concussion Baseline Study	\$25
Concussions	\$200
Diagnostic Exam (Major)	\$200
Dislocations	Schedule up to \$5,000
Doctor Follow-Up Visits	\$50, up to 6 treatments
Emergency Dental Work	\$300/Crown, \$75/Extraction
Emergency Room Treatment	\$200
Epidural Anesthesia Pain Management	\$100, 2 times per accident
Eye Injury	\$300
Family Care—Benefit is payable for each child attending a Child Care center while the insured is confined to a hospital, ICU or Alternate Care or Rehabilitative facility due to injuries sustained in a covered accident.	\$20/day, up to 30 days
Fractures	Schedule up to \$6,000
Gun Shot Wound	\$750
Hospital Admission	\$1,000
Hospital Confinement	\$250/day - up to 1 year
Hospital ICU Admission	\$2,000
Hospital ICU Confinement	\$500/day - up to 15 days
Initial Dr. Office/Urgent Care Facility Treatment	\$100
Joint Replacement (Hip/Knee/Shoulder)	\$2,500/\$1,250/\$1,250
Knee Cartilage	\$500
Laceration	Schedule up to \$400
Lodging - The hospital stay must be more than 50 miles from the insured's residence.	\$125/day, up to 30 days for companion hotel stay
Medical Appliance—Wheelchair, motorized scooter, leg or back brace, cane, crutches, walker, walking boot that extends above the ankle or brace for the neck.	Schedule up to \$500
Outpatient Therapies	\$35/day, up to 10 days
Post-Traumatic Stress Disorder	\$400
Prosthetic Device/Artificial Limb	1: \$500 2 or more: \$1,000
Rehabilitation Unit Confinement	\$100/day, up to 15 days
Ruptured Disc With Surgical Repair	\$500
Surgery (Cranial, Open Abdominal, Thoracic, Hernia) Max	Schedule up to \$1,250 Hernia: \$250
Surgery (Exploratory or Arthroscopic)	\$400
Tendon/Ligament/Rotator Cuff	1: \$500 2 or more: \$1,000

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Your accident coverage

FEATURES (Cont.)

Transportation - Benefit is paid if you have to travel more than 50 miles one way to receive special treatment at a hospital or facility due to a covered accident.	\$0.50 per mile, limited to \$500/round trip, up to 3 times per accident
Traumatic Brain Injury — A nondegenerative, noncongenital Injury to the brain from an external nonbiological force, requiring Hospital Confinement for 48 hours or more and resulting in a permanent neurological deficit with significant loss of muscle function and persistent clinical symptoms.	\$4,000
X - Ray	\$40

UNDERSTANDING YOUR BENEFITS:

- **Common Carrier** – Benefit is paid if an insured's death occurs due to an accident while riding as a fare-paying passenger in a public conveyance. If this is paid, we do not pay the Accidental Death benefit.
- **Common Disaster** – Benefit is paid if both you & your spouse die in a covered accident or separate covered accidents within the same 24 hour period.
- **Reasonable Accommodation** – Benefit is payable if a modification is required to an insured's place of residence or vehicle due to an Accidental Dismemberment or Catastrophic loss.
- **Emergency Room Treatment** – Benefit is paid only when an insured is examined or treated within 72 hours of a covered accident.
- **Rainy Day Fund** – Can pay benefits when a claimant has exhausted a frequency limitation that applies to a particular benefit. Rainy Day Fund will apply to the following benefits Air Ambulance, Ambulance, Blood/Plasma/Platelets, Chiropractic visits, Diagnostic Exam (Major), Doctor Follow-Up visits, Emergency Dental Work, Epidural Anesthesia Pain Management, Eye Injury, Family Care, Fractures, Gun Shot Wound, Hospital Confinement, Hospital ICU Confinement, Joint Replacement, Knee Cartilage, Lodging, Outpatient Therapies, Rehabilitation Unit Confinement, Ruptured Disc with Surgical Repair, Surgery (Cranial, Open Abdominal, Thoracic, Hernia), Surgery (Exploratory and Arthroscopic), Transportation and X-Ray, if they are included on your plan.



Your accident coverage

LIMITATIONS AND EXCLUSIONS:

A SUMMARY OF ACCIDENT LIMITATIONS AND EXCLUSIONS:

Employees must be working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding 1 year; or (b) in an area under travel warning by the US Department of State, subject to state specific variations.

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

This proposal is hedged subject to satisfactory financial evaluation.

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

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

Contract # GP-I-ACC-18

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

Guardian's Accident 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 Accident 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.

IMPORTANT NOTICE –THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS.

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

TravelAid - 24/7 Emergency Medical and Travel Assistance

Expect the unexpected.

A comprehensive travel assistance program providing 24/7 emergency medical and travel assistance services when you are outside your home country or 100 or more miles away from your primary residence in your home country. The program also provides emergency security assistance services when you are outside of your home country. This program is not a travel insurance policy. Requests for reimbursement for medical transport or other services arranged independently by you will not be accepted.

How it can help



Medical Evacuation & Repatriation Services

- Emergency medical evacuation^{1,2}
- Dispatch of doctors/specialists
- Medical repatriation
- And more



Medical Assistance Services

- Worldwide medical and dental referrals
- Monitoring of treatment
- Facilitation of hospital payment
- And more



Travel Assistance Services

- Replacement of lost or stolen travel documents
- Emergency travel arrangements
- Transfer of funds
- And more

This service is only available if you purchase qualifying lines of coverage. See your plan administrator for more details.

¹Transportation cost incurred will be paid for by Uprise Health.

²Coverage subject to a \$20,000 per incident maximum.

TravelAid services are provided by Uprise Health, and United Healthcare Global. UHC Global provides non-insurance Assistance Services and is not financially responsible for the Services. UHC Global does not guarantee clinical outcomes. The Guardian Life Insurance Company of America (Guardian) does not provide any part of TravelAid 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 policy can provide the actual terms, services, limitations and exclusions. We are not responsible for availability, quality, result of or failure to provide any medical, legal or other care or service caused by conditions beyond Our control. Guardian and Uprise Health reserve the right to discontinue TravelAid at any time, without notice. TravelAid services may not be available in all states. Legal/financial assistance and resources services are not available in the states of New York and Hawaii.



How to access



Email

assistance@uhcglobal.com



UHCG ID

329111



Call

1 410 453 6330

Electronic Evidence of Insurability (EOI)

Our online EOI forms are an easier, quicker alternative to traditional paper forms, helping you get covered when you need to provide additional information.

There are a few situations where you need to answer health questions, enroll for higher amounts of coverage, or request coverage after the initial eligibility period. In all of these situations, our online EOI form keeps things simple.

Electronic EOI keeps things simple

With Guardian's electronic EOI forms, your data is kept secure at every stage of the process. And with fewer errors than hand-written forms, and faster submission digitally, it's easier than ever to complete it and get covered.

Electronic EOI can be used for*:

- Basic life
- Voluntary life
- Short term disability
- Long term disability



How it works

You will receive a letter or email from your employer or Guardian with instructions and a unique link to submit your EOI form online.

First register and create an account on Guardian Anytime. Then simply fill out the form, electronically sign it, and click 'Submit.'

Once we receive the form, we'll contact you with any questions, before notifying you (and your employer if the coverage amount changes).

*Applicable to coverage requiring full Evidence of Insurability (not applicable to conditional issue amounts). Electronic EOI is available using most internet browsers.

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2023-158794 (07/25)



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.

Vision insurance



Guardian's HIPAA Notice of Privacy Practices

The notice describes how health information about you may be used and disclosed and how you can access this information.

Visit <https://www.guardiananytime.com/notice50> to read more.