

XYZ Company

Supplemental Individual Disability Insurance Benefit

Important Policy Features:

Total Disability	Inability to perform the substantial and material duties of <i>your occupation</i> and not working in any other occupation for the duration of the disability.
Partial Disability Benefits	Proportionate benefits are payable if you return to active employment on your physician's advice, but continue to suffer a decreased level of earnings due to loss of time or duties in your occupation.
Elimination Period	Benefits begin after 90 days of an approved disability. Days do not need to be consecutive.
Benefit Period	Benefits are payable to age 67 (or longer if disability occurs after age 64).
No Reductions for Other Benefits	Benefits are not reduced by payment from workers' compensation, social security, retirement or other benefits.
Guaranteed Contractual Terms	Once you are approved for coverage, Guardian cannot change your policy provisions for the longer of five years or to age 67 as long as premiums are paid in a timely fashion.
Guaranteed Premiums	Your semi-monthly premiums are guaranteed until the longer of age 67 or five years as long as premiums are paid in a timely fashion.
Tax-Free Coverage	Benefits are provided on a tax-free basis as long as you continue to pay premiums with after-tax dollars.
Enhanced Catastrophic Benefit	Provides an additional benefit in the event of catastrophic disabilities that are likely to increase your living expenses.

Special Policy Features for XYZ Company Employees:

Guaranteed Standard Issue Coverage	Coverage is provided on a guaranteed standard issue basis (i.e. no physical exam is required).
Group Discount	XYZ Company has negotiated a 25% discount from Guardian.
Portability	Your coverage is fully portable (i.e. the coverage does not end if you leave the company and continue to pay premiums).
Coverage Effective Date	Assuming you are eligible and approved for the benefit, the coverage is effective as of 12:01am the day after you sign the application.

Contact information regarding the Supplemental Individual Disability Insurance benefit:

NFP Executive Benefits
 Email: IDIBenefit@nfp.com
 Phone Number: (855) 583-3932

The above overview is designed to provide a brief description of the key features of the Supplemental Individual Disability Insurance benefit. Please see the actual policy issued by Guardian for specific provisions.

XYZ Company

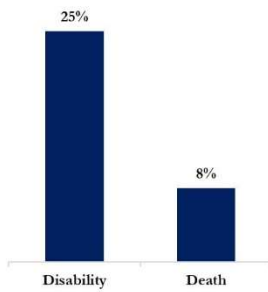
Supplemental Individual Disability Insurance Benefit

Frequently Asked Questions

Q. What exactly is a Supplemental Individual Disability Insurance benefit? Why would I want it?

A. Disability insurance is designed to replace your earnings if you are unable to work because of an illness or an accident. Statistics indicate that long-term disability is a fundamental financial risk.

Likelihood of Becoming Disabled vs. Dying Before Normal Retirement Age



Source: Social Security Administration, Actuarial Note Number 2021.6, November 2021

Many remain unaware of the probability of disability compared to other insurable risks. People routinely acquire insurance coverage to protect against the risk of premature death or property damage. However, a long-term disability is far more likely to occur than premature death and the consequences can be financially disastrous.

Q. Are premiums for this benefit offered at a discount?

A. Yes. XYZ Company has negotiated a **25% discount** through Guardian's corporate-sponsored rates.

Q. What should I consider in determining how much, if any, Supplemental Individual Disability Insurance I should have?

A. You should consider your sources of income from employment, your savings and other investments. Next, estimate how much you and your family would need to maintain your standard of living. In addition, you should consider how much additional annual savings you would need to generate in order to cover education expenses and retirement income.

Q. How does the cost of this Supplemental Individual Disability Insurance plan compare to other plans?

A. You are not likely to find comparable coverage at the rates offered here. XYZ Company has negotiated a **25% discount** from Guardian.

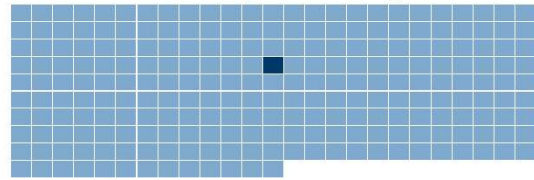
Q. How long do my benefits last?

A. Benefits are payable up to age 67 (or longer if disability occurs after age 64).

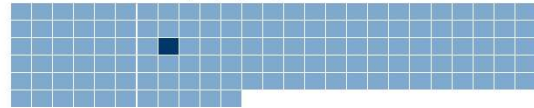
Age When Disability Begins	Maximum Benefit Period
≤ 60 - 63	To Age 67
64	36 Months
65 - 74	24 Months
≥ 75	12 Months

What are the odds in the average year?

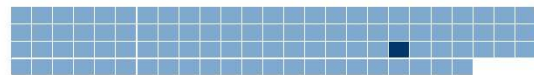
Fire and Theft: 1 in 238 housing units catch fire or experience theft ¹



Car Accident: 1 in 136 people get injured in motor vehicle accidents ²



Death: 1 in 97 people die ³



Disability: 1 in 8 people, age 16 and over, suffer from a disability ⁴



Sources

¹ Insurance Information Institute, Homeowners Losses Ranked By Claims Frequency, 2022

³ National Vital Statistics Report, Vol. 72, No. 10, Table 2, 2023

² National Highway Traffic Safety Administration, 2022

⁴ Bureau of Labor Statistics, Persons with a Disability: Labor Force Characteristics, Table 1, 2022

Q. Can the insurance company change the premium rates or the contractual features?

A. No. Your **premiums are guaranteed** until the longer of five years or to age 67 as long as premiums are paid in a timely fashion. Once your Supplemental Individual Disability Insurance policy is issued and premiums are paid in a timely fashion, the contractual **provisions will not be changed.**

Q. Can the insurance company turn me down for the policy based on my medical history?

A. As long as you have been continuously at work full-time without restrictions or limitations for the past 90 days, and not currently disabled, and you sign up for the benefit by the enrollment deadline, your policy will be issued regardless of your health status.

Q. Is this policy fully portable?

A. Yes. The coverage does not end should you leave XYZ Company. As long as you continue paying premiums directly to Guardian, your coverage will continue, uninterrupted, even if you leave XYZ Company.

Q. What about taxes?

A. The basic Internal Revenue Service rule is simple: If you pay the premiums with after-tax dollars, any benefits you receive will be income tax-free. If your company pays the premiums, any benefits you receive will be income taxable.

Q. When do my benefit payments begin?

A. Benefits are paid to you on a monthly basis after 90 days of an approved disability.

Disability insurance Policy Form 1200 underwritten and issued by Berkshire Life Insurance Company of America, Pittsfield, MA, a wholly owned stock subsidiary of The Guardian Life Insurance Company of America, New York, NY. Product provisions and availability may vary by state. Enhanced Catastrophic Benefit is not a pension plan or a substitute for one.

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