



**Your Trusted Source for Employee
Benefits Since 1969**



CCRES, Downingtown, Pennsylvania
Proposal for a Group Term Life and AD&D Insurance Policy

This insurance provides a benefit payment in the event of an insured's death or accidental dismemberment.

Date prepared March 7, 2025

This proposal is valid for 90 days
Proposed effective date January 1, 2026

Presented by:
Hillendale Associates, Inc.
Zachary Harris

Underwritten by:
MADISON NATIONAL LIFE INSURANCE COMPANY, INC.

BASIC LIFE AND AD&D INSURANCE

SCHEDULE OF BENEFITS

To be eligible for insurance, an Employee must be actively at work on the effective date of the insurance, be a member of an insured eligible class and meet the minimum hourly work requirement.

	Eligible Class	Basic Life Insurance Amount	Basic AD&D Amount (Principal Sum)	Guarantee Issue Amount
01	All Eligible Employees	\$10,000	Equal to Basic Life Amount	\$10,000

COST

	Number of Lives	Basic Life Volume	Basic Life Rate per \$1,000	Basic AD&D Volume	Basic AD&D Rate per \$1,000	Approximate Annual Premium
01	1186	\$11,571,500	\$0.10	\$11,571,500	\$0.015	\$15,969
TOTALS	1186	\$11,571,500		\$11,571,500		\$15,969

PLAN DETAILS

Rate Guarantee	36 months
Minimum Hourly Work Requirement	20 hours per week
Reductions and Terminations	Basic Life and AD&D Insurance reduce to 65% at age 65, reduce to 50% at age 70 and terminate at retirement.
Evidence of Insurability	Applies to Late Enrollees, Increases in Benefits and Amounts over Guarantee Issue Amounts
Employee Premium Contribution	Basic Life - 0%
Minimum Participation Requirement	Basic Life - 100%
Waiver of Premium	Disabled prior to age 60; 9 month elimination period; terminates on 65th birthday
Continuation of Insurance	Insurance may continue with payment of premiums during FMLA; Leave of Absence: 12 months

CARRIER RATING

Underwritten by Madison National Life Insurance Company, Inc. (MNL)

Founded in 1961, Madison National Life Insurance Company, Inc. (MNL) is headquartered in Madison, the rapidly growing capital city of Wisconsin. Madison National Life is licensed in 49 states and specializes in group life, disability and specialty health insurance. The company is a wholly owned subsidiary of Horace Mann Educators Corporation (NYSE:HMN), the largest financial services company focused on providing America's educators and school employees with insurance and retirement solutions.

Madison National Life has a Financial Strength Rating of A (Excellent) and a Long-Term Issuer Credit Rating of "A" (Excellent) from AM Best with a stable outlook.

SERVICES INCLUDED

SEAMLESS WAIVER SERVICE

Seamless Life Insurance Waiver of Premium Payment Service is for groups who have both Long Term Disability insurance and Group Term Life insurance through Madison National Life Insurance Company, Inc. With this service, the Employer does not have to file a separate Life Insurance Waiver of Premium claim if an employee has already filed a Long Term Disability Insurance claim. Instead, Madison National Life Insurance Company, Inc. will notify both the Employee and Employer that a claim has automatically been established.

FLEXIBLE BILLING

Self-bill and list-bill options are available. Payments can be made on a monthly basis by multiplying the total insured payroll for the month by the rate indicated on this proposal.

COMBINED BILLING

When you purchase any combination of Long Term Disability, Short Term Disability, Group Term Life and AD&D insurance from National Insurance Services (NIS), you can opt for combined billing (either list-bill or self-bill) which includes:

- Summary sheet with totals for all your benefits.
- One payment by check or electronically through ACH.
- No need to calculate any billing adjustments. When changes affect billing, we will make the adjustments on a subsequent statement.

KEY DEFINITIONS AND PROVISIONS

(These provisions may vary by state)

EMPLOYEE ELIGIBILITY

To be eligible for insurance, the Candidate must be an Employee who works for the Employer as a member of an Eligible Class who is reported on the Employer's records for Social Security and tax withholding purposes. The Candidate must be a citizen or legal resident of the United States or one of its territories. The Candidate must be Actively at Work and capable of sustained Active Work on the effective date of their insurance and must be meeting the Minimum Hourly Work Requirement. The Candidate cannot be a full-time member of the armed forces of any country, leased Employee or independent contractor and must satisfy their Waiting Period.

WAIVER OF PREMIUM BENEFIT

Should an Employee become Disabled prior to age 60*, Madison National Life Insurance Company, Inc., will waive the premium for the Insured and the Insured's Dependents. The waiver of premium will begin on the first of the month following 9* months of disability and terminate upon the Insured Employee's attainment of age 65*.

Premiums will be waived during the continuance of the disability, provided proof of such disability is submitted at regular intervals. Should death occur during such disability, the face amount of the Employee's insurance will be paid to his designated beneficiary.

**Unless otherwise stated in the Plan Details section of this proposal.*

DEFINITION OF DISABILITY

Disabled or Disability means that as a result of Physical Disease or Injury, you are unable to perform with reasonable continuity a majority of the material duties of any occupation for which you are qualified by education, training and experience, and you are under the Regular Care and Attendance of a Physician.

CONVERSION

If an Insured Person's insurance under the Policy ends, the Insured Person may apply for an individual life insurance policy without submitting Evidence of Insurability. The Insured Person must complete an application and pay the first premium within 31 days from their last date of insurance. The premium will be based on the Employee's age on the nearest birthday, the class of risk to which they belong and the premium rate in effect on the date of conversion.

LIVING BENEFIT

Terminally ill Insureds may be eligible to receive a portion of their Group Term Life Insurance Benefits while still living.

ACCIDENTAL DEATH AND DISMEMBERMENT BENEFIT

If an Insured suffers a loss specified below as a result of bodily injury affected solely through accidental means, Madison National Life Insurance Company, Inc. will pay the amount shown for such loss, provided the loss occurs within 90 days of the accident.

The AD&D Benefit is equal to a percentage of the AD&D Insurance Amount in effect on the date of the Accident, subject to the AD&D Reduction Schedule provision set forth in the "Schedule of Benefits". The AD&D Insurance Amount is shown in the "Schedule of Benefits". The percentage is shown below.

Loss of Life	100%
Loss of Both Hands or Both Feet	100%
Loss of One Hand or One Foot	50%
Loss of Entire Sight of Both Eyes	100%
Loss of Entire Sight of One Eye	50%
Loss of One Hand and One Foot	100%
Loss of One Hand and Entire Sight of One Eye	100%
Loss of One Foot and Entire Sight of One Eye	100%

Unless otherwise specified, no more than 100% of the applicable AD&D Insurance Amount will be paid for all Losses resulting from one Accident.

EXCLUSIONS (may vary by state)

The Accidental Death & Dismemberment benefit will not be payable for any loss caused by or resulting from:

- War or any act of war, declared or undeclared
- Committing or attempting to commit a felony or assault
- Actively participating in a violent disorder or riot
- The voluntary use or consumption of any poison, illegal drugs, or controlled substance
- Physical disease
- Medical negligence or malpractice
- Suicide, attempted suicide or other intentionally self-inflicted Injury
- Any loss incurred for which a government body or its agencies are liable while on active duty or training in the Armed Forces, National Guard, or Reserves of any state or country.
- Any loss incurred while operating, riding in or descending from any aircraft, except as a fare-paying passenger on a commercial aircraft.

BENEFICIARY

The Insured Employee's beneficiary shall be that person or persons indicated on the Insured's individual application for insurance. The Insured Employee shall be the beneficiary of their Insured Dependents. If the Insured Employee has named more than one beneficiary, benefits shall be paid to the beneficiaries who survive the Insured, in equal shares, unless the Insured has specified a different proportion. If the beneficiary predeceases the Insured, or if the Insured does not designate a beneficiary, then the applicable benefit amount will be paid to the Insured's estate.

TERMINATION

The Insurer may terminate insurance as follows:

- If a premium payment is not received by the due date or grace period.
- If the number of people insured is less than the minimum participation number or percentage.
- If the employer fails to promptly furnish any requested information or fails to perform any other obligations relating to the group policy.
- By giving the employer at least 60 days advance written notice or on the date that the employer breaches any part of the contract.

The Employer may terminate insurance under the group policy by giving the insurer at least 31 days written notice. The effective date of termination will be the date stated in the notice or the next payment due date, whichever date is later.

An Insured Person's Insurance, subject to the When Coverage Ends provision found within the Certificate, will cease on the earliest of the following to occur:

- › the date the Employer's insurance under the Group Policy terminates;
- › the date the insured person ceases to be an Eligible Insured Person;
- › the date that premium payment is not paid when required;
- › the date the insured person becomes covered as an Employee under another group term life insurance policy;
- › the insured person's Retirement Date, unless eligible for Retiree insurance.

CHANGES IN PREMIUM RATES

Premium rates will not be changed during the initial rate guarantee period except if any of the following occur:

- › A change or clarification in a law or governmental regulation affects the amount payable under the Group Policy. Any such change in premium rates will reflect only the change in the Insurer's obligations.
- › Factors material to the underwriting risk the Insurer assumed under the Group Policy with respect to an Employer, including, but not limited to, the number of persons insured, age, Predisability Earnings, gender and occupational classification change significantly.
- › The premium contribution arrangement for insured Employees is changed or varies from that provided for under the Group Policy when issued or last renewed.
- › Plan design changes are requested by the Employer.
- › The Insurer and the Employer mutually agree to change premium rates.

This proposal is not the insurance contract. It is only a brief description of your insurance to assist in your decision to elect this insurance. Complete details including all benefits, exclusions, and limitations will be contained in the Certificate of Insurance which will be issued by your Employer at a later date.

Administered by:



Corporate Headquarters:

300 North Corporate Drive, Suite 300
Brookfield, WI 53045

Offices Nationwide: 800.627.3660

Underwritten by:





Embedded Employee Assistance Program (EAP)

With Claimant Assist: Special Help for Disability Claimants and Life Insurance Beneficiaries



Tackle Absenteeism, Presenteeism, Tardiness, and Low Motivation with Our FREE EAP

When you choose NIS for your Medical, Dental, Life, Disability, and/or Vision Insurance, you are eligible to receive our FREE EAP and Claimant Assist. Your covered employees, disability claimants, and Life Insurance beneficiaries can receive no-cost, confidential help for a wide variety of needs and concerns.

- Alcohol or Drug Addictions
- Anxiety
- Childcare
- Depression
- Eating Disorders
- Eldercare
- Family Conflict
- Financial or Legal Concerns
- Marital Difficulties
- Parenting Concerns
- Problem Gambling
- Relationship Problems
- Stress Management

How the EAP Works

The EAP telephone lines are available 24/7 - no one is sent to an automated system. Each call is answered by a masters-level clinician who manages each case

from beginning to end, including follow-up. Solutions may include meeting with a mental health counselor for up to three face-to-face visits, negotiating Medical Insurance benefits, referrals to community resources, attorneys, childcare, eldercare, or financial services.

According to TELUS Health, 79% of callers indicated that their work performance had improved as a result of contacting the EAP.

Claimant Assist

At no charge to NIS customers, this program offers guidance and counseling services to Long Term Disability claimants, their immediate family members and/or Life Insurance beneficiaries. Participants receive access to masters-degreed counselors 24/7, up to three in-person sessions, legal assistance, financial consultation, childcare and eldercare referrals, and memorial planning assistance (for Life Insurance beneficiaries).

Virtual Fitness

Improve employee health and wellness with LIFT session, a virtual fitness platform that

is included in the EAP. LIFT provides employees with an easily accessible, effective, and affordable way to reach their fitness goals anytime, anywhere for better health and well-being.

Employees can work out on their own with personalized programs and access coaches if they have questions, or choose to work out under the live supervision of a coach online, in 1-1 personal or group sessions.

Your EAP Service Provider



TELUS Health is one of the world's largest Employee Assistance Program (EAP) providers. With nearly five decades as an EAP market leader, TELUS Health's approach is focused on innovation and client service excellence. In recent years, it has developed a broad range of clinically-sound digital delivery channels including video counseling, First Chat, and an award winning app, TELUS Health One.



Identity Theft Assistance Services

Attract and Retain Loyal Employees with a New Benefit at No Cost

When you choose National Insurance Services and Madison National Life Insurance Company, Inc. (MNL) for your life and/or disability insurance, you are eligible to receive our FREE Identity Theft Recovery Service from IDX. If your covered employees and their family members should become victims of identity theft, they can receive this no-cost identity theft recovery service.

Why Add Identity Theft Services to Your Employee Benefits Package?

In 2023, identity theft impacted at least 353 million individuals.¹ You can help ease some of your employees anxiety and add tremendous value to your benefits package at no cost.

Restoring identities can be a slow and time-consuming process with numerous phone calls and mounds of paper work. For some victims, it can take years. This program will help ensure that your employees can stay focused on their jobs.

How IDX Identity Theft Recovery Works

IDX Identity Theft Recovery provides expert guidance if your employees or their family members suspect they are victims of identity theft. The IDX team of specialists provide email and phone support and concierge-style services to save valuable time.

If identity theft is confirmed, a dedicated recovery specialist will assess the situation. They will work with the victim every step of the way until the identity is restored to pre-fraud status. Support may include:

- Assistance with investigation of the suspected identity theft
- Guidance through the recovery process
- Recovery for all 9 types of identity theft
- Advice from trained professionals in identity protection
- Single point-of-contact for victims
- Assistance with notifying law enforcement or local government agencies
- Limited Power of Attorney to work on the victim's behalf
- Documentation including fraud affidavit
- And much more

About IDX

Since 2003, IDX has served many of the largest insurance, healthcare, financial services, retail, higher education, and government organizations in the U.S. IDX is an ID Experts product chosen by millions as the most complete identity protection service.

IDX applies the same level of protection that Fortune 500 firms and government institutions use, to protect the identities of individuals and their families.



Corporate Headquarters: 300 North Corporate Drive, Suite 300
Brookfield, WI 53045
Offices Nationwide: 800.627.3660 | www.NISBenefits.com



PO Box 5008, Madison, WI 53705

Identity theft assistance services are provided by IDX, which is not affiliated with Madison National Life Insurance Company, Inc. Services provided by IDX are not part of Madison National Life's insurance products, and Madison National Life is not responsible for any acts or omissions of IDX in connection with or arising under identity theft assistance services. Access to IDX program is conditioned upon your employer remaining a Madison National Life customer and the program terms and conditions. This program does not provide credit repair services or any form of legal advice.

¹ <https://www.idtheftcenter.org/post/2023-annual-data-breach-report-reveals-record-number-of-compromises-72-percent-increase-over-previous-high/>