

Spur Logistics LLC ALL ELIGIBLE EMPLOYEES Group Number: 00580466

Customer Service (888) 600-1600 Monday to Friday 8am to 8:30pm ET

# 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.

#### Your coverage options

$\bigcirc$	Dental insurance	Taking care of teeth and overall health
0	Vision insurance	Looking after your eyesight and related health issues

#### **Ready to enroll?**

Only you know what's right for you and your family. Which is why you can choose from a range of plans to pick the best fit.

Whatever you pick, 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.

Read through this information.

Choose the benefits you'd like to take.

Follow your employer's instructions to complete the enrollment process.

© Copyright 2020 The Guardian Life Insurance Company of America

This document is a summary of the major features of the insurance coverage that's been agreed to with your employer - it isn't your contract.

#### THIS PAGE INTENTIONALLY LEFT BLANK



**Watch our video** Learn how dental insurance can protect your long-term health.

# 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 infections 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:** Tooth loss before the age of 35 may be a risk factor for Alzheimer's disease.

All information contained here is from the Mayo Clinic, Oral Health: A Window to Your Overall Health, www.mayoclinic.com. 2018.

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	РРО	PPO			
Your Network is DentalGuard Preferred					
Your Bi-weekly premium	\$11.99				
You and Spouse	\$23.07				
You and Child(ren)	\$30.12				
You, Spouse and Child(ren)	\$45.00				
Calendar year deductible	In-Network	Out-of-Network			
Individual	\$50	\$50			
Family limit	3 ре	r family			
Waived for	Preventive	Preventive			
Charges covered for you (co-insurance)	In-Network	Out-of-Network			
Preventive Care	100%	100%			
Basic Care	80%	80%			
Major Care	50%	50%			
Orthodontia	50%	50%			
Annual Maximum Benefit	\$1000	\$1000			
Maximum Rollover	Ye	S			
Rollover Threshold	\$5	\$500			
Rollover Amount	\$2	\$250			
Rollover In-network Amount	\$3	\$350			
Rollover Account Limit	\$10	\$1000			
Lifetime Orthodontia Maximum	\$1000				
Dependent Age Limits	26	26			



## Your dental coverage

A Sample of Services Covered by Your Plan:

		PPO			
		Plan þays (on av	erage)		
		In-network	Out-of-network		
Preventive Care	Cleaning (prophylaxis)	100%	100%		
	Frequency:		ery 6 Months		
	Fluoride Treatments	100%	100%		
	Limits:	Unde	er Age 19		
	Oral Exams	100%	100%		
	Sealants (per tooth)	100%	100%		
	X-rays	100%	100%		
Basic Care	Anesthesia*	80%	80%		
	Fillings‡	80%	80%		
	Repair & Maintenance of Crowns, Bridges & Dentures	80%	80%		
	Simple Extractions	80%	80%		
	Surgical Extractions	80%	80%		
Major Care	Bridges and Dentures	50%	50%		
	Inlays, Onlays, Veneers**	50%	50%		
	Perio Surgery	50%	50%		
	Periodontal Maintenance	50%	50%		
	Frequency:	Once Eve	Once Every 6 Months		
	Root Canal	50%	50%		
	Scaling & Root Planing (per quadrant)	50%	50%		
	Single Crowns	50%	50%		
Orthodontia	Orthodontia	50%	50%		
	Limits:	Child(r	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 filing 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.GuardianAnytime.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.GuardianAnytime.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

#### **Need Assistance?**

Call the Guardian Helpline (888) 600-1600, weekdays, 8:00 AM to 8:30 PM, EST. Refer to your member ID (social security number) and your plan number: 00580466

Please call the Guardian Helpline if you need to use your benefits within 30 days of plan effective date. Please note, self-serve options over the phone or online at Guardian Anytime are not available until the case is fully implemented, please wait to speak to a live agent when calling the Guardian Helpline.

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-1-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

**GUARDIAN®** is a registered trademark of The Guardian Life Insurance Company of America Spur Logistics LLC ALL ELIGIBLE EMPLOYEES

# 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.



#### **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.

Plan annual	Threshold	Maximum	In-network only	Maximum rollover
maximum**		rollover amount	rollover amount	account limit
<b>\$1,000</b> Maximum claims reimburesment	<b>\$500</b> Claims amount that determines rollover eligibility	<b>\$250</b> Additional dollars added to a plan's annual maximum for future years	<b>\$350</b> Additional dollars added if only in-network providers were used during the benefit year	<b>\$1,000</b> The limit that cannot be exceeded within the maximum rollover account

\* 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.

THIS PAGE INTENTIONALLY LEFT BLANK



Watch our video How vision insurance can help you see clearly as you get older.

# 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.



#### 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.

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



## Your vision coverage

**Option I:** Significant out-of-pocket savings available with your **Full Feature** plan by visiting one of VSP's network locations, including one of the largest private practice provider networks, Visionworks and contracted Pearle Vision locations.

Your Vision Plan	Full Feature				
Your Network is	VSP Choice Network				
Your Bi-weekly premium	\$ 3.42				
You and Spouse	\$ 6.00				
You and Child(ren)	\$ 6.46				
You, Spouse and Child(ren)	\$ 10.04				
Сорау					
Exams Copay	\$ 10				
Materials Copay (waived for elective contact lenses)	\$ 25				
Sample of Covered Services	You þay (after co	opay if applicable):			
	In-network	Out-of-network			
Eye Exams	\$0	Amount over \$39			
Single Vision Lenses	\$0	Amount over \$23			
Lined Bifocal Lenses	\$0	Amount over \$37			
Lined Trifocal Lenses	\$0	Amount over \$49			
Lenticular Lenses	\$0	Amount over \$64			
Frames	80% of amount over \$150 <sup>1</sup>	Amount over \$46			
Costco, Walmart and Sam's Club Frame Allowance	Amount over \$80				
Contact Lenses (Elective)	Amount over \$150	Amount over \$100			
Contact Lenses (Medically Necessary)	\$0	Amount over \$210			
Contact Lenses (Evaluation and fitting)	15% off UCR	No discounts			
Cosmetic Extras	Avg. 20-25% off retail price	No discounts			
Glasses (Additional pair of frames and lenses)	20% off retail price**	No discounts			
Laser Correction Surgery Discount	Up to 15% off the usual charge or 5% No discounts				
	off promotional price				
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)	Limitless within 12 months of exam.				
Dependent Age Limits	26				
Γο Find a Provider:	Register at VSP.com to find a participa	ting provider.			

#### VSP

• ‡‡Benefit includes coverage for glasses or contact lenses, not both.

• \*\* For the discount to apply your purchase must be made within 12 months of the eye exam.



## Your vision coverage

- 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. The only exception would be if a member purchases contact lenses from an out of network provider, members can use the balance towards additional contact lenses within the same benefit period.
- <sup>1</sup>Extra \$20 on select brands
- Members can use their in network benefits on line at Eyeconic.com.
- ‡‡‡.The VSP system considers contact lenses to be the equivalent of a full pair of eyeglasses (lenses and frames) so while the member can obtain contact lenses one year and
   standard eyeglass lenses the next year, the frames benefit would not be available until 24 months or two calendar years, depending on the plan design, after the date the member
   obtained the contact lenses.

#### **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-VSN-96-VIS et al.

#### Laser Correction Surgery:

Discounts on average of 10-20% off usual and customary charge or 5% off promotional price for vision laser Surgery. Members out-of-pocket costs are limited to \$1,800 per eye for LASIK or \$1,500 per eye for PRK or \$2300 per eye for Custom LASIK, Custom PRK, or Bladeless LASIK.

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-1-GVSN-17

**GUARDIAN® is a registered trademark of The Guardian Life Insurance Company of America Spur Logistics LLC** ALL ELIGIBLE EMPLOYEES





Watch our video How Guardian can help with college tuition.

## **College Tuition** Benefit Program

Get closer to your college savings goals by earning valuable rewards that can help you pay for a loved one's tuition.

Paying for college is one of the most significant financial goals families face. That can mean decades of saving, but Guardian is able to help.

Our College Tuition Benefit Program gives you reward-based points when you sign up for a plan – helping you save and reduce the cost of tuition.

#### How it works

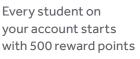






Every reward point equals \$1 off the cost of full tuition

You'll earn 2,000 points annually, per line of qualifying Guardian coverage purchased<sup>\*</sup>



Tuition Reward points can be used at over 400+ four-year undergraduate colleges and universities across the U.S. that are in the SAGE network. Plus, Guardian dental members earn an extra 2,500 points after the fourth year.

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

\* Except for Guardian Davis Vision Plan Rewards, which are provided by Davis Vision.

The Tuition Rewards program is provided by SAGE CTB, LLC. Guardian does not provide any services related to this program. SAGE CTB, LLC is not a subsidiary or an affiliate of Guardian. Guardian reserves the right to discontinue the College Tuition Benefit program at any time without notice. The College Tuition Benefit is not an insurance benefit and may not be available in all states. Group insurance coverage is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states.



#### How to sign up

To set up your SAGE Scholars Tuition Rewards account, you'll need a few personal details.

😞 User ID

Your Guardian Group Plan Number

**Password** Guardian

#### There are two important deadlines that must be met to utilize rewards points:

- 1. Adding Students and Pledging Tuition Rewards: Students must be registered by the member by August 31 of the year when the student begins 12th grade. The last day for pledging earned Tuition Rewards to a student is August 31 of the year the student begins 12th grade. This is also the last day for a student to earn any Student Tuition Rewards from any source.
- 2. Submitting Student Tuition Rewards to member schools:

Using the college and university list available in the member's account, the member must submit a Tuition Rewards statement to any member school(s) a registered student applies to within ten days of the application being submitted.

**GUARDIAN® is a registered trademark of The Guardian Life Insurance Company of America** © Copyright 2020 The Guardian Life Insurance Company of America

#### **GUARDIAN®** is a registered trademark of The Guardian Life Insurance Company of America Spur Logistics LLC ALL ELIGIBLE EMPLOYEES

#### Your benefit as of 11/06/2020 Group number: 00580466 **13**

## **8** Guardian<sup>®</sup>

## 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.







THIS PAGE INTENTIONALLY LEFT BLANK

Guardian Life, P.O. Box 14319, Lexington, KY 40512	Please p	rint clear	ly and mark carefully.		
Employer Name: Spur Logistics LLC	Group	Group Plan Number: 00580466 Benefits Effective:			
PLEASE CHECK APPROPRIATE BOX 🗅 Initial Enrollment 🗅 Add Empl	oyee/Depen	idents C	Drop/Refuse Coverage	Information Change	
Class: Division:	Subtota	al Code:		(Please obtain this f	rom your Employer)
About You: First, MI, Last Name:			Social Securi	ty Number 	
Address City				State	Zip
Gender: D M D F Date of Birth (mm-dd-yy):		·			
Phone (indicate primary):  Home ( ) Work ( ) Mobile ( )					
Email Address (indicate primary) 🗅 Home 🗅 V	Vork				
Are you married or do you Do you have children or o				riage/union: date of adopted child:	
About Your Job: Job Title:					
Work Status:       Image: Cobra/State Continuation       Date of full time Image: Cobra/State Continuation         Hours worked per week:       Image: Cobra/State Continuation       Date of full time Image: Cobra/State Continuation	hire:				
About Your Family: Please include the names of the dependents you wish to enroll for coverage. If additional space is needed, please attach a separate sheet of paper with this information along with your enrollment form. Be sure to sign and date (mm-dd-yy) the paper and keep a copy for your records. Additional information may be required for non-standard dependents such as a grandchild, a niece or a nephew.Spouse (First, MI, Last Name)Gender Date of Birth (mm-dd-yyyy)					
Child/Dependent 1:	dd 🗅 Drop	Gender	 Date of Birth (mm-dd-yyyy) 	Status (check all that ap Student (post high so Non standard depend	hool) 🖵 Disabled
Child/Dependent 2:	dd 🗅 Drop	Gender 🗅 M 🗅 F	Date of Birth (mm-dd-yyyy)	Status (check all that ap Student (post high so Non standard depend	ply) hool) 🖵 Disabled
Child/Dependent 3:	dd 🗖 Drop	Gender 🗅 M 🗅 F	Date of Birth (mm-dd-yyyy) 	Status (check all that ap Student (post high sc Non standard depend	hool) 🖵 Disabled

Child/Dependent 4:

www.guardianlife.com

🗅 Add 🗅 Drop Gender

Date of Birth (mm-dd-yyyy)

Status (check all that apply)

Non standard dependent

Student (post high school) Disabled

Dental Coverage: You must be enrolled to cover your dependents. Check only one box.									
Your	Bi-weekly Premium	Employee Only	EE & Spouse	& Spouse EE & EE, Spouse &					
PPO		□ \$11.99	□ \$23.07	Depender \$30.12	( )	/Child(ren) Dependent/Child(ren)			
□ I d	<ul> <li>I do not want this coverage. If you do not want this Dental Coverage, please mark all that apply:</li> <li>I am covered under another Dental plan</li> <li>My spouse is covered under another Dental plan</li> <li>My dependents are covered under another Dental plan</li> </ul>								
Visio	on Coverage:	You must be enrol	lled to cover your	dependent	s. Check on	ly one bo	DX.		
	Bi-weekly Premium		Employe		nly EE & Spouse		EE &	EE, Spouse &	
Full F	eature		□ \$3.42	2 \$6.00			Dependent/Child(ren)	Dependent/Child(ren) 🖵 \$10.04	
	<ul> <li>My spouse is</li> <li>My depender</li> </ul>	l under another Visi s covered under an	ion plan		ease mark all	that appl	y:		
	nature								
•	I understand that m	5 1 (7		0			Ŭ		
•	coverage, they are i						ian's Open Enrollment p	eriod. If the employee elects not to enroll in vision	
•	I understand that th	ne premium amoun	ts shown above are	e estimation	ns and are fo	r illustrat	ive purposes only.		
•	Submission of this requirements as se				r things, cove	erage is c	ontingent upon underwri	iting approval and meeting the applicable eligibility	
•	I understand that if I waive coverage, I may not be eligible to enroll until the next open enrollment period. Late entrant penalties may apply. I understand that I may also have to provide, at my own expense, proof of each person's insurability. Guardian or its designee has the right to reject my request.								
•	• I understand that plan design limitations and exclusions may apply. For complete details of coverage, please refer to your benefit booklet. State limitations may apply.								
•	I understand that my coverage will not be effective until approved by Guardian or its designated underwriter.								
•	I hereby apply for the group benefit(s) that I have chosen above.								
•	I understand that I must meet eligibility requirements for all coverages that I have chosen above.								
•	• I agree that my employer may deduct premiums from my pay if they are required for the coverage I have chosen above.								
• I consent to electronic communication from Guardian, such as emails and text messages, regarding my coverage(s). I may change this election only by providing (thirty) 30 days prior written notice.									
I attest that the information provided above is true and correct to the best of my knowledge.									
Any person who with intent to defraud any insurance company or other person files an application for insurance or statements of claim containing any materially, false information or conceals for purpose of misleading information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and may also be subject to civil penalties, or denial of insurance benefits.									
The s	The state in which you reside may have a specific state fraud warning. Please refer to the attached Fraud Warning Statements page.								
SIGN	ATURE OF EMPLO	YEE X					D	ATE	

Enrollment Kit 00580466, 0001, EN

#### Fraud Warning Statements

The laws of several states require the following statements to appear on the enrollment form:

Alabama: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof.

Arizona: For your protection Arizona law requires the following statement to appear on this form. Any person who knowingly presents a false or fraudulent claim for payment of a loss is subject to criminal and civil penalties.

Colorado: It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance, and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policy holder or claimant for the purpose of defrauding or attempting to defraud the policy holder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Agencies.

Delaware, Indiana and Oklahoma: WARNING: Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

District of Columbia: WARNING: It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits, if false information materially related to a claim was provided by the applicant.

Florida: Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or an application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

Kentucky: Any person who knowingly and with intent to defraud any insurance company or other person files a statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime.

Louisiana and Texas: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit is guilty of a crime and may be subject to fines and confinements in state prison.

Maryland : Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Rhode Island: Any person who knowingly and willfully presents a false or fraudulent claim for payment of a loss or benefit or knowingly and willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Minnesota: A person who files a claim with intent to defraud or helps commit a fraud against an insurer is guilty of a crime.

New Hampshire: Any person who, with a purpose to injure, defraud or deceive any insurance company, files a statement of claim containing any false, incomplete or misleading information is subject to prosecution and punishment for insurance fraud, as provided in <u>N.H. Rev. Stat. Ann. § 638:20</u>

New Jersey: Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties.

New Mexico: Any person who knowingly presents a false or fraudulent claim for payment or a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to civil fines and criminal penalties or denial of insurance benefits.

Ohio: Any person who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.