
Group Number: 00555477

WSU Department of Intercollegiate Athletic Association Inc.

ALL ELIGIBLE EMPLOYEES

Here you'll find information about your following employee benefit(s). Be sure to review the enclosed - it provides everything you need to sign up for your Guardian benefits.

PLAN HIGHLIGHTS

- Life
- Long Term Disability

Questions? Concerns?

Helpline (888) 600-1600

Call weekdays, 7:00 AM to 8:30 PM, EST.

And refer to your plan number: 00555477

Welcome

Dear WSU Department of Intercollegiate Athletic Association Inc. Employee,

We're pleased to tell you that Guardian will be our coverage provider this year. We have chosen Guardian because of its competitive rates, excellent service reputation, and extensive plan designs.

We have worked hard to negotiate group rates that will be affordable for all employees. All coverage is paid through payroll deduction.

WSU Department of Intercollegiate Athletic Association Inc.

Group Number: 00555477

About Your Benefits:

Your family depends on you in many ways and you've worked hard to ensure their financial security. But if something happened to you, will your family be protected? Will your loved ones be able to stay in their home, pay bills, and prepare for the future. Life insurance provides a financial benefit that your family can depend on. And getting it at work is easier, more convenient and more affordable than doing it on your own. If you have financial dependents- a spouse, children or aging parents, having life insurance is a responsible and a smart decision. Enroll today to secure their future!

What Your Benefits Cover:

	BASIC LIFE	VOLUNTARY TERM LIFE
Employee Benefit	Your employer provides Basic Life Coverage for all full time employees in the amount of 150% of your annual salary, to a maximum of \$200,000.	\$10,000 increments to a maximum of \$200,000. See Cost Illustration page for details.
Accidental Death and Dismemberment	Your Basic Life coverage includes Enhanced Accidental Death and Dismemberment coverage.	Enhanced employee, spouse, and child(ren) coverage. Maximum 1 times life amount.
Spouse/Domestic Partner‡ Benefit	N/A	\$5,000 increments to a maximum of \$200,000. See Cost Illustration page for details.
Child Benefit	N/A	Your dependent children age 14 days to 26 years. You may elect one of the following benefit options: \$10,000. Subject to state limits. See Cost Illustration page for details.
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.	Guarantee Issue coverage up to \$200,000 per employee (Reduction to Guarantee Issue amount will begin at age 65. Please see your plan administrator for details)	We Guarantee Issue coverage up to: Employee Less than age 65 \$100,000, 65-69 \$50,000, 70+ \$10,000. Spouse Less than age 65 \$20,000, 65-69 \$10,000, 70+ \$0. Dependent children \$10,000.
Premiums	Covered by your company if you meet eligibility requirements	Increase on plan anniversary after you enter next five-year age group
Portability: Allows you to take coverage with you if you terminate employment.	No	Yes, with age and other restrictions
Conversion: Allows you to continue your coverage after your group plan has terminated.	Yes, with restrictions; see certificate of benefits	Yes, with restrictions; see certificate of benefits

	BASIC LIFE	VOLUNTARY TERM LIFE
Accelerated Life Benefit: A lump sum benefit is paid to you if you are diagnosed with a terminal condition, as defined by the plan.	Yes	Yes
Waiver of Premiums: Premium will not need to be paid if you are totally disabled.	For employees disabled prior to age 60, with premiums waived until age 65, if conditions are met	For employees disabled prior to age 60, with premiums waived until age 65, if conditions met
Benefit Reductions: Benefits are reduced by a certain percentage as an employee ages.	35% at age 65, 60% at age 70, 75% at age 75	35% at age 65, 60% at age 70, 75% at age 75

Subject to coverage limits

Spouse coverage terminates at age 70.

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

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: 00555477

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. To help you assess your needs, you can also go to Guardian Anytime and use our Life Insurance Explorer Tool.

Policy Election Amount		Semi-monthly premiums displayed. Cost of AD&D is included.							
Employee		Policy Election Cost Per Age Bracket							
	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69†
\$10,000	\$.33	\$.33	\$.53	\$.78	\$ 1.13	\$ 1.98	\$ 3.03	\$ 3.13	\$ 5.38
\$20,000	\$.65	\$.65	\$ 1.05	\$ 1.55	\$ 2.25	\$ 3.95	\$ 6.05	\$ 6.25	\$ 10.75
\$30,000	\$.98	\$.98	\$ 1.58	\$ 2.33	\$ 3.38	\$ 5.93	\$ 9.08	\$ 9.38	\$ 16.13
\$40,000	\$ 1.30	\$ 1.30	\$ 2.10	\$ 3.10	\$ 4.50	\$ 7.90	\$ 12.10	\$ 12.50	\$ 21.50
\$50,000	\$ 1.63	\$ 1.63	\$ 2.63	\$ 3.88	\$ 5.63	\$ 9.88	\$ 15.13	\$ 15.63	\$ 26.88
\$60,000	\$ 1.95	\$ 1.95	\$ 3.15	\$ 4.65	\$ 6.75	\$ 11.85	\$ 18.15	\$ 18.75	\$ 32.25
\$70,000	\$ 2.28	\$ 2.28	\$ 3.68	\$ 5.43	\$ 7.88	\$ 13.83	\$ 21.18	\$ 21.88	\$ 37.63
\$80,000	\$ 2.60	\$ 2.60	\$ 4.20	\$ 6.20	\$ 9.00	\$ 15.80	\$ 24.20	\$ 25.00	\$ 43.00
\$90,000	\$ 2.93	\$ 2.93	\$ 4.73	\$ 6.98	\$ 10.13	\$ 17.78	\$ 27.23	\$ 28.13	\$ 48.38
\$100,000	\$ 3.25	\$ 3.25	\$ 5.25	\$ 7.75	\$ 11.25	\$ 19.75	\$ 30.25	\$ 31.25	\$ 53.75
\$110,000	\$ 3.58	\$ 3.58	\$ 5.78	\$ 8.53	\$ 12.38	\$ 21.73	\$ 33.28	\$ 34.38	\$ 59.13
\$120,000	\$ 3.90	\$ 3.90	\$ 6.30	\$ 9.30	\$ 13.50	\$ 23.70	\$ 36.30	\$ 37.50	\$ 64.50
\$130,000	\$ 4.23	\$ 4.23	\$ 6.83	\$ 10.08	\$ 14.63	\$ 25.68	\$ 39.33	\$ 40.63	\$ 69.88
\$140,000	\$ 4.55	\$ 4.55	\$ 7.35	\$ 10.85	\$ 15.75	\$ 27.65	\$ 42.35	\$ 43.75	\$ 75.25
\$150,000	\$ 4.88	\$ 4.88	\$ 7.88	\$ 11.63	\$ 16.88	\$ 29.63	\$ 45.38	\$ 46.88	\$ 80.63
\$160,000	\$ 5.20	\$ 5.20	\$ 8.40	\$ 12.40	\$ 18.00	\$ 31.60	\$ 48.40	\$ 50.00	\$ 86.00
\$170,000	\$ 5.53	\$ 5.53	\$ 8.93	\$ 13.18	\$ 19.13	\$ 33.58	\$ 51.43	\$ 53.13	\$ 91.38
\$180,000	\$ 5.85	\$ 5.85	\$ 9.45	\$ 13.95	\$ 20.25	\$ 35.55	\$ 54.45	\$ 56.25	\$ 96.75
\$190,000	\$ 6.18	\$ 6.18	\$ 9.98	\$ 14.73	\$ 21.38	\$ 37.53	\$ 57.48	\$ 59.38	\$ 102.13
\$200,000	\$ 6.50	\$ 6.50	\$ 10.50	\$ 15.50	\$ 22.50	\$ 39.50	\$ 60.50	\$ 62.50	\$ 107.50
Policy Election Amount									
Spouse/DP									
\$10,000	\$.33	\$.33	\$.53	\$.78	\$ 1.13	\$ 1.98	\$ 3.03	\$ 3.13	\$ 5.38
\$15,000	\$.49	\$.49	\$.79	\$ 1.16	\$ 1.69	\$ 2.96	\$ 4.54	\$ 4.69	\$ 8.06
\$20,000	\$.65	\$.65	\$ 1.05	\$ 1.55	\$ 2.25	\$ 3.95	\$ 6.05	\$ 6.25	\$ 10.75
\$25,000	\$.81	\$.81	\$ 1.31	\$ 1.94	\$ 2.81	\$ 4.94	\$ 7.56	\$ 7.81	\$ 13.44
\$30,000	\$.98	\$.98	\$ 1.58	\$ 2.33	\$ 3.38	\$ 5.93	\$ 9.08	\$ 9.38	\$ 16.13
\$35,000	\$ 1.14	\$ 1.14	\$ 1.84	\$ 2.71	\$ 3.94	\$ 6.91	\$ 10.59	\$ 10.94	\$ 18.81
\$40,000	\$ 1.30	\$ 1.30	\$ 2.10	\$ 3.10	\$ 4.50	\$ 7.90	\$ 12.10	\$ 12.50	\$ 21.50
\$45,000	\$ 1.46	\$ 1.46	\$ 2.36	\$ 3.49	\$ 5.06	\$ 8.89	\$ 13.61	\$ 14.06	\$ 24.19
\$50,000	\$ 1.63	\$ 1.63	\$ 2.63	\$ 3.88	\$ 5.63	\$ 9.88	\$ 15.13	\$ 15.63	\$ 26.88

Voluntary Life Cost Illustration *continued*

	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69†
\$55,000	\$1.79	\$1.79	\$2.89	\$4.26	\$6.19	\$10.86	\$16.64	\$17.19	\$29.56
\$60,000	\$1.95	\$1.95	\$3.15	\$4.65	\$6.75	\$11.85	\$18.15	\$18.75	\$32.25
\$65,000	\$2.11	\$2.11	\$3.41	\$5.04	\$7.31	\$12.84	\$19.66	\$20.31	\$34.94
\$70,000	\$2.28	\$2.28	\$3.68	\$5.43	\$7.88	\$13.83	\$21.18	\$21.88	\$37.63
\$75,000	\$2.44	\$2.44	\$3.94	\$5.81	\$8.44	\$14.81	\$22.69	\$23.44	\$40.31
\$80,000	\$2.60	\$2.60	\$4.20	\$6.20	\$9.00	\$15.80	\$24.20	\$25.00	\$43.00
\$85,000	\$2.76	\$2.76	\$4.46	\$6.59	\$9.56	\$16.79	\$25.71	\$26.56	\$45.69
\$90,000	\$2.93	\$2.93	\$4.73	\$6.98	\$10.13	\$17.78	\$27.23	\$28.13	\$48.38
\$95,000	\$3.09	\$3.09	\$4.99	\$7.36	\$10.69	\$18.76	\$28.74	\$29.69	\$51.06
\$100,000	\$3.25	\$3.25	\$5.25	\$7.75	\$11.25	\$19.75	\$30.25	\$31.25	\$53.75
\$105,000	\$3.41	\$3.41	\$5.51	\$8.14	\$11.81	\$20.74	\$31.76	\$32.81	\$56.44
\$110,000	\$3.58	\$3.58	\$5.78	\$8.53	\$12.38	\$21.73	\$33.28	\$34.38	\$59.13
\$115,000	\$3.74	\$3.74	\$6.04	\$8.91	\$12.94	\$22.71	\$34.79	\$35.94	\$61.81
\$120,000	\$3.90	\$3.90	\$6.30	\$9.30	\$13.50	\$23.70	\$36.30	\$37.50	\$64.50
\$125,000	\$4.06	\$4.06	\$6.56	\$9.69	\$14.06	\$24.69	\$37.81	\$39.06	\$67.19
\$130,000	\$4.23	\$4.23	\$6.83	\$10.08	\$14.63	\$25.68	\$39.33	\$40.63	\$69.88
\$135,000	\$4.39	\$4.39	\$7.09	\$10.46	\$15.19	\$26.66	\$40.84	\$42.19	\$72.56
\$140,000	\$4.55	\$4.55	\$7.35	\$10.85	\$15.75	\$27.65	\$42.35	\$43.75	\$75.25
\$145,000	\$4.71	\$4.71	\$7.61	\$11.24	\$16.31	\$28.64	\$43.86	\$45.31	\$77.94
\$150,000	\$4.88	\$4.88	\$7.88	\$11.63	\$16.88	\$29.63	\$45.38	\$46.88	\$80.63
\$155,000	\$5.04	\$5.04	\$8.14	\$12.01	\$17.44	\$30.61	\$46.89	\$48.44	\$83.31
\$160,000	\$5.20	\$5.20	\$8.40	\$12.40	\$18.00	\$31.60	\$48.40	\$50.00	\$86.00
\$165,000	\$5.36	\$5.36	\$8.66	\$12.79	\$18.56	\$32.59	\$49.91	\$51.56	\$88.69
\$170,000	\$5.53	\$5.53	\$8.93	\$13.18	\$19.13	\$33.58	\$51.43	\$53.13	\$91.38
\$175,000	\$5.69	\$5.69	\$9.19	\$13.56	\$19.69	\$34.56	\$52.94	\$54.69	\$94.06
\$180,000	\$5.85	\$5.85	\$9.45	\$13.95	\$20.25	\$35.55	\$54.45	\$56.25	\$96.75
\$185,000	\$6.01	\$6.01	\$9.71	\$14.34	\$20.81	\$36.54	\$55.96	\$57.81	\$99.44
\$190,000	\$6.18	\$6.18	\$9.98	\$14.73	\$21.38	\$37.53	\$57.48	\$59.38	\$102.13
\$195,000	\$6.34	\$6.34	\$10.24	\$15.11	\$21.94	\$38.51	\$58.99	\$60.94	\$104.81
\$200,000	\$6.50	\$6.50	\$10.50	\$15.50	\$22.50	\$39.50	\$60.50	\$62.50	\$107.50
Policy Election Amount									
Child(ren)									
\$10,000	\$1.13	\$1.13	\$1.13	\$1.13	\$1.13	\$1.13	\$1.13	\$1.13	\$1.13

Guarantee Issue Amount: Employee \$100,000; Spouse \$20,000; Child \$10,000

Premiums for Voluntary Life Increase in five-year increments

‡Spouse/DP coverage premium is based on Employee age. Coverage for the spouse terminates at spouse's age 70.

†Benefit reductions apply.

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

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: 00555477

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.

Voluntary Life Only:

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-1-R-LB-90, GP-1-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 or 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-1-R-ADCL1-00 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 365 days of the accident. Please see contract for specific definition; definition of loss may vary depending on the benefit payable.

Enhanced AD&D: A loss may be defined as death, quadriplegia, loss of speech and hearing, loss of cognitive function, comatose state in excess of one month, hemiplegia or paraplegia. The loss must occur within 365 days of the accident. Please see contract for specific definition; definition of loss may vary depending on the benefit payable.

This handout is for illustration purposes only and is an approximation, premium amounts may be amended.

WillPrep Services

Special bonus for participants in voluntary life plan

Your employer has worked with Guardian to make WillPrep Services available to eligible members with Voluntary Life plans. Keeping an up-to-date will is essential to ensuring that your assets are distributed as you intended, no matter the size of your estate. You may be avoiding creating a will because you believe you can't afford the time or legal expense. Now you can with WillPrep Services.

WillPrep Services offer support and guidance to help you properly prepare the documents necessary to preserve your family's financial security. WillPrep has a range of services including online planning documents, a resource library and access to professionals* to help with issues related to:

- | | | |
|-----------------------------------|------------------------------------|--------------------------|
| ▪ Advanced Health Care Directives | ▪ Financial Power of Attorney | ▪ Wills and Living Wills |
| ▪ Estate Taxes | ▪ Guardianship and Conservatorship | ▪ Resource Library |
| ▪ Executors & Probate | ▪ Healthcare Power of Attorney | ▪ Trusts |

For more information about WillPrep Services, go to www.ibhwillprep.com; User name: WillPrep; Password: GLIC09 or call 1-877-433-6789

*The Option of an attorney prepared will is available for a small fee.

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

Long-Term Disability Benefit Summary

Group Number: 00555477

About Your Benefits:

You probably have insurance for your car or home, but what about the source of income that pays for it? You rely on your paycheck for so many things, but what if you were suddenly unable to work due to an accident or illness? How will you put food on the table, pay your mortgage or heat your home? Disability insurance can help replace lost income and make a difficult time a little easier. Protect your most valuable asset, your paycheck—enroll today!

What Your Benefits Cover:

	Long-Term Disability
Coverage amount	60% of salary to maximum \$10000/month
Maximum payment period: Maximum length of time you can receive disability benefits.	Social Security Normal Retirement Age
Accident benefits begin: The length of time you must be disabled before benefits begin.	Day 91
Illness benefits begin: The length of time you must be disabled before benefits begin.	Day 91
Critical Disability Supplement: Provides a supplemental benefit if you are ADL-disabled or functionally impaired.	10% to maximum of \$5000 if you are ADL disabled
Evidence of Insurability: A health statement requiring you to answer a few medical history questions.	Health Statement may be required
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 applicant signs up for coverage during the initial enrollment period.	We Guarantee Issue \$10000 in coverage
Minimum work hours/week: Minimum number of hours you must regularly work each week to be eligible for coverage.	Planholder Determines
Pre-existing conditions: A pre-existing condition includes any condition/symptom for which you, in the specified time period prior to coverage in this plan, consulted with a physician, received treatment, or took prescribed drugs.	3 months look back; 12 months after exclusion
Survivor benefit: Additional benefit payable to your family if you die while disabled.	3 months

UNDERSTANDING YOUR BENEFITS—DISABILITY (Some information may vary by state)

- **Disability (long-term):** You will receive benefit payments while you are unable to work in your own occupation, up to the maximum payment period.
- **Earnings definition:** Your covered salary excludes bonuses and commissions.
- **Special limitations:** Provides a 24-month benefit limit for mental health and substance abuse.

Work incentive: Plan benefit will not be reduced for a specified amount of months so that you have part-time earnings while you remain disabled, unless the combined benefit and earnings exceed 100% of your previous earnings.

Manage Your Benefits:

Go to www.GuardianAnytime.com to access secure information about your Guardian benefits. Your on-line account will be set up within 30 days after your plan effective date.

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: 00555477

A SUMMARY OF DISABILITY PLAN LIMITATIONS AND EXCLUSIONS

- 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.
- 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.
- For Long-Term Disability coverage, we pay no benefits for a disability caused or contributed to by a pre-existing condition unless the disability starts after you have been insured under this plan for a specified period of time. We limit the duration of payments for long term disabilities caused by mental or emotional conditions, or alcohol or drug abuse.
- We do not pay benefits for charges relating to a covered person: taking part in any war or act of war (including service in the armed forces) committing a felony or taking part in any riot or other civil disorder or intentionally injuring themselves or attempting suicide while sane or insane. We do not pay benefits for charges relating to legal intoxication, including but not limited to the operation of a motor vehicle, and for the voluntary use of any poison, chemical, prescription or non-prescription drug or controlled substance unless it has been prescribed by a doctor and is used as prescribed. We limit the duration of payments for long term disabilities caused by mental or emotional conditions, or alcohol or drug abuse. We do not pay benefits during any period in which a covered person is confined to a correctional facility, an employee is not under the care of a doctor, an employee is receiving treatment outside of the US or Canada, and the employee's loss of earnings is not solely due to disability.
- This policy provides disability income insurance only. It does not provide "basic hospital", "basic medical", or "medical" insurance as defined by the New York State Insurance Department.
- If this plan is transferred from another insurance carrier, the time an insured is covered under that plan will count toward satisfying Guardian's pre-existing condition limitation period. State variations may apply.
- When applicable, this coverage will integrate with NJ TDB, NY DBL, CA SDI, RI TDI, Hawaii TDI and Puerto Rico DBA.

Contract # GP-1-LTD-15-1.0 et al.

This document is a summary of the major features of the referenced insurance coverage. It is intended for illustrative purposes only and does not constitute a contract. The insurance plan documents, including the policy and certificate, comprise the contract for coverage. The full plan description, including the benefits and all terms, limitations and exclusions that apply will be contained in your insurance certificate. The plan documents are the final arbiter of coverage. Coverage terms may vary by state and actual sold plan. The premium amounts reflected in this summary are an approximation; if there is a discrepancy between this amount and the premium actually billed, the latter prevails.



BENEFITS OFFSET NOTICE

Your Guardian Group Disability Policy (Policy) may provide that any Guardian Disability benefits you receive may be offset by Other Income/ Benefits you or your dependents receive while you are receiving Guardian Disability Benefits. This means that Guardian may deduct the amount of any Other/Income Benefit payments made to you or your dependents from your weekly or monthly Guardian Disability Benefit prior to issuing payment. Examples of Other Income Benefits described in your Policy include:

- U.S. Social Security Disability Income or Retirement Benefits
- Disability or Retirement Benefits payable from any other source, including state mandated disability plans, U.S. Railroad Retirement plan or similar U.S./Canadian plan
- Salary earned or paid during your disability period, including sick leave, paid time off, severance payments, bonuses and commissions
- Workers' Compensation benefits
- No-fault motor vehicle coverage benefits
- Distributions, profit sharing, royalties

Upon enrollment, please review your certificate booklet for the full definition of Other Income Benefits and provisions pertaining benefit offsets and overpayment recovery. If you or your dependents are awarded any Other Income Benefits, including lump sum payments while you are receiving Guardian Disability benefits, you should contact Guardian promptly to calculate the appropriate offset amount and prevent an overpayment of benefits.



Online Evidence of Insurability

Goto guardiananytime.com/eoi

Online Evidence of Insurability

Step 1: Select Coverage

Welcome to Online Evidence of Insurability

To complete this process, you may need to provide:

- Group ID Plan Number
- Coverage(s) being requested
- Health history/Doctor information
- Current insured amount
- Additional amount being requested

If applying for dependent coverage, you may need to provide their:

- Date of Birth
- Height
- Weight
- Health history/Doctor information
- Current insured amount
- Additional amount being requested

To help you understand the Online Evidence of Insurability Process, please read our [FAQ's](#)

To guarantee a paper version of the Evidence of Insurability Form, please select the [YES](#) to obtain the proper form

If your employer is located in Montana, New York, Virginia or New Hampshire, your group is not eligible for Online Evidence of Insurability. Please complete a paper version of the Evidence of Insurability Form.

Before you can begin the Online Evidence of Insurability Process, you must indicate that you have read the Disclosure Statement below:

Yes, I have read and agree to the [Disclosure Statement](#). **1**

To get started, we need some information:

Group ID/Plan Number: **2** If you do not know your Group ID/Plan Number, please contact your plan administrator.

Planholder Name (Company Name): WALEO NORTH AMERICA, INC.

Select coverage(s) you are requesting (Select all that apply):

- Basic Life (Employer Sponsored Coverage)
- Voluntary Life (Employee Paid Coverage)

Who is applying for coverage? (Select all that apply):

- Employee
- Spouse
- Child(ren)

Short Term Disability

Long Term Disability

Current insured amount:

Additional amount being requested:

3

[CONTINUE](#)

1. Click "Yes, I have read and agree to the [Disclosure Statement](#)."

If your employer is located in a state where online EOI is not available (NY, NH, VA and MT) please download the EOI form from GuardianAnytime.

2. Enter Group ID # shown above and click "Enter"

3. Select the coverages you are applying for and fill in your current and new election amounts

HELPFUL TIP: Enter "0" for current amount if this is a new election or if this is a request to increase your short term disability or long term disability coverage.

Click "Continue".

On the following screen, you will:

- Input your personal information
- Answer the health questions
- Review your answers, electronically provide your signature and click "Submit" to receive confirmation (PDF)
- Guardian will soon contact you directly regarding your application.

The Guardian Life Insurance Company of America
guardiananytime.com

New York, NY

2017-44837 (08/19)

ADDITIONAL NOTES: Applicable to coverage requiring full Evidence of Insurability (not applicable to conditional issue amounts. Electronic EOI is not available in the following states: New York, New Hampshire, Virginia and Montana. Electronic EOI is available using most internet browsers.

WorkLifeMatters

Your Confidential Employee Assistance Program – Helping find balance between work and home life.

WorkLifeMatters provides guidance for personal issues that you might be facing and information about other concerns that affect your life, whether it's a life event or on a day-to-day basis.

- **Unlimited free telephonic consultation with an EAP counselor available 24/7 at 800-386-7055**
- **Referrals to local counselors — up to three sessions free of charge**
- **State-of-the-art website featuring over 3,400 helpful articles on topics like wellness, training courses, and a legal and financial center**

WorkLifeMatters can offer help with:		
Education <ul style="list-style-type: none">▪ Admissions testing & procedures▪ Adult re-entry programs▪ College Planning▪ Financial aid resources▪ Finding a pre-school	Dependent Care & Care Giving <ul style="list-style-type: none">▪ Adoption Assistance▪ Before/after school programs▪ Day Care/Elder Care▪ Elder care▪ In-home services	Legal and financial <ul style="list-style-type: none">▪ Basic tax planning▪ Credit & collections▪ Debt Counseling▪ Home buying▪ Immigration
Lifestyle & Fitness Management <ul style="list-style-type: none">▪ Anxiety & depression▪ Divorce & separation▪ Drugs & alcohol	Working Smarter <ul style="list-style-type: none">▪ Career development▪ Effective managing▪ Relocation	

For more information about WorkLifeMatters, go to www.ibhworklife.com; User Name: Matters; Password: wlm70101

WorkLifeMatters Program services are provided by Integrated Behavioral Health, Inc., and its contractors. Guardian does not provide any part of WorkLifeMatters Program 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 IBH reserve the right to discontinue the WorkLifeMatters Program at any time without notice. Legal services provided through WorkLifeMatters will not be provided in connection with or preparation for any action against Guardian, IBH, or your employer.

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Guardian Life, P.O. Box 14319,
Lexington, KY 40512

Please print clearly and mark carefully.

Employer Name: WSU Department of Intercollegiate Athletic Association Inc.	Group Plan Number: 00555477	Benefits Effective: _____
PLEASE CHECK APPROPRIATE BOX <input type="checkbox"/> Initial Enrollment <input type="checkbox"/> Re-Enrollment <input type="checkbox"/> Add Employee/Dependents <input type="checkbox"/> Drop/Refuse Coverage <input type="checkbox"/> Information Change <input type="checkbox"/> Increase Amount <input type="checkbox"/> Family Status Change		

Class: _____ Division: _____ Subtotal Code: _____ (Please obtain this from your Employer)

About You: First, MI, Last Name: _____		Social Security Number _____-_____-_____	
Address _____	City _____	State _____	Zip _____
Gender: <input type="checkbox"/> M <input type="checkbox"/> F	Date of Birth (mm-dd-yy) _____	Phone: () - _____	
Email Address: _____	Are you married or do you have a spouse? <input type="checkbox"/> Yes <input type="checkbox"/> No	Date of marriage/union: _____	
	Do you have children or other dependents? <input type="checkbox"/> Yes <input type="checkbox"/> No	Placement date of adopted child: _____	

About Your Job:		Hours worked per week: _____	Job Title: _____
Work Status: <input type="checkbox"/> Active <input type="checkbox"/> Retired <input type="checkbox"/> Cobra/State Continuation	Date of full time hire _____	Annual Salary: \$ _____	

About Your Family: Please include the names of the dependents you wish to enroll for coverage. A dependent is a person that you, as a taxpayer, claim; who relies on you for financial support; and for whom you qualify for a dependency tax exemption. Dependent tax exemptions are subject to IRS rules and regulations. Additional information may be required for non-standard dependents such as a grandchild.

Spouse (First, MI, Last Name) _____		Gender <input type="checkbox"/> M <input type="checkbox"/> F	Social Security Number _____-_____-_____	Date of Birth (mm-dd-yyyy) _____-_____-_____
Address/City/State/Zip: _____				
Phone: () - _____				
Child/Dependent 1: _____	<input type="checkbox"/> Add <input type="checkbox"/> Drop	Gender <input type="checkbox"/> M <input type="checkbox"/> F	Social Security Number _____-_____-_____	Status (check all that apply) <input type="checkbox"/> Student (post high school) <input type="checkbox"/> Disabled <input type="checkbox"/> Non standard dependent
Address/City/State/Zip: _____			Date of Birth (mm-dd-yyyy) _____-_____-_____	
Phone: () - _____				
Child/Dependent 2: _____	<input type="checkbox"/> Add <input type="checkbox"/> Drop	Gender <input type="checkbox"/> M <input type="checkbox"/> F	Social Security Number _____-_____-_____	Status (check all that apply) <input type="checkbox"/> Student (post high school) <input type="checkbox"/> Disabled <input type="checkbox"/> Non standard dependent
Address/City/State/Zip: _____			Date of Birth (mm-dd-yyyy) _____-_____-_____	
Phone: () - _____				

Child/Dependent 3: Address/City/State/Zip: Phone: () -	<input type="checkbox"/> Add <input type="checkbox"/> Drop	Gender <input type="checkbox"/> M <input type="checkbox"/> F	Social Security Number ____-____-____ Date of Birth (mm-dd-yyyy) ____-____-____	Status (check all that apply) <input type="checkbox"/> Student (post high school) <input type="checkbox"/> Disabled <input type="checkbox"/> Non standard dependent
Child/Dependent 4: Address/City/State/Zip: Phone: () -	<input type="checkbox"/> Add <input type="checkbox"/> Drop	Gender <input type="checkbox"/> M <input type="checkbox"/> F	Social Security Number ____-____-____ Date of Birth (mm-dd-yyyy) ____-____-____	Status (check all that apply) <input type="checkbox"/> Student (post high school) <input type="checkbox"/> Disabled <input type="checkbox"/> Non standard dependent

Basic Life Coverage:
Benefit reductions apply. Please see plan administrator.

Policy Amount
Employee Only
150% of your annual salary to a maximum of \$200,000
The Guarantee Issue Amount is \$200,000. Reduction to Guarantee Issue amount will begin at age 65. Please see your plan administrator for details.

Name your beneficiaries: (Primary beneficiary percentages must total 100%)
Primary Beneficiaries:
Name: _____ Social Security Number: _____ %
Date of Birth (mm-dd-yy): ____-__-__ Address/City/State/Zip: _____
Phone: () - _____ Relationship to Employee: _____
Name: _____ Social Security Number: _____ %
Date of Birth (mm-dd-yy): ____-__-__ Address/City/State/Zip: _____
Phone: () - _____ Relationship to Employee: _____
Contingent Beneficiary: _____ Social Security Number: _____ - -
Date of Birth (mm-dd-yy): ____-__-__ Address/City/State/Zip: _____
Phone: () - _____ Relationship to Employee: _____
(In the event the primary beneficiaries are deceased, the contingent beneficiary will receive the benefit. Employer maintains beneficiary information.)

If this Basic Life policy will replace your existing life insurance policy under your current employer, provide the amount of the previous policy \$ _____

Important Notes:

- Based on your plan benefits and age, you may be required to complete an evidence of insurability form for Basic Life.

Voluntary Term Life Coverage With Accidental Death and Dismemberment (AD&D): You must be enrolled to cover your dependents. *Benefit reductions apply. Please see plan administrator.*

Employee

Policy Amount	<i>Check one box only</i>				
<input type="checkbox"/> \$10,000	<input type="checkbox"/> \$20,000	<input type="checkbox"/> \$30,000	<input type="checkbox"/> \$40,000	<input type="checkbox"/> \$50,000	<input type="checkbox"/> \$60,000
<input type="checkbox"/> \$70,000	<input type="checkbox"/> \$80,000	<input type="checkbox"/> \$90,000	<input type="checkbox"/> \$100,000*	<input type="checkbox"/> \$110,000	<input type="checkbox"/> \$120,000
<input type="checkbox"/> \$130,000	<input type="checkbox"/> \$140,000	<input type="checkbox"/> \$150,000	<input type="checkbox"/> \$160,000	<input type="checkbox"/> \$170,000	<input type="checkbox"/> \$180,000
<input type="checkbox"/> \$190,000	<input type="checkbox"/> \$200,000				

Guarantee Issue up to: Employee Less than age 65 \$100,000*, 65-69 \$50,000, 70+ \$10,000. The Health History section must be completed if any amount above the Guarantee Issue Amount is elected.

I do not want this coverage

LIFE INSURANCE *continued*

Add Voluntary Life for Spouse

Policy Amount

<input type="checkbox"/> \$10,000	<input type="checkbox"/> \$15,000	<input type="checkbox"/> \$20,000*	<input type="checkbox"/> \$25,000	<input type="checkbox"/> \$30,000	<input type="checkbox"/> \$35,000
<input type="checkbox"/> \$40,000	<input type="checkbox"/> \$45,000	<input type="checkbox"/> \$50,000	<input type="checkbox"/> \$55,000	<input type="checkbox"/> \$60,000	<input type="checkbox"/> \$65,000
<input type="checkbox"/> \$70,000	<input type="checkbox"/> \$75,000	<input type="checkbox"/> \$80,000	<input type="checkbox"/> \$85,000	<input type="checkbox"/> \$90,000	<input type="checkbox"/> \$95,000
<input type="checkbox"/> \$100,000	<input type="checkbox"/> \$105,000	<input type="checkbox"/> \$110,000	<input type="checkbox"/> \$115,000	<input type="checkbox"/> \$120,000	<input type="checkbox"/> \$125,000
<input type="checkbox"/> \$130,000	<input type="checkbox"/> \$135,000	<input type="checkbox"/> \$140,000	<input type="checkbox"/> \$145,000	<input type="checkbox"/> \$150,000	<input type="checkbox"/> \$155,000
<input type="checkbox"/> \$160,000	<input type="checkbox"/> \$165,000	<input type="checkbox"/> \$170,000	<input type="checkbox"/> \$175,000	<input type="checkbox"/> \$180,000	<input type="checkbox"/> \$185,000
<input type="checkbox"/> \$190,000	<input type="checkbox"/> \$195,000	<input type="checkbox"/> \$200,000			

Guarantee Issue up to: Spouse Less than age 65 \$20,000*, 65-69 \$10,000, 70+ \$0.

*The amount may not be more than 100% of the employee amount for Voluntary Life.

I do not want this coverage

Add Voluntary Life for Dependent/Child(ren)

Policy Amount

\$10,000*

*Guarantee Issue Amount

*The amount may not be more than 100% of the employee amount for Voluntary Life.

I do not want this coverage

Important Notes:

- Based on your plan benefits and age, you may be required to complete an evidence of insurability form for Voluntary Life.

Name your beneficiaries: (Primary beneficiary percentages must total 100%) If electing different beneficiaries that are not the same as those named for Basic Life, please name below.

Primary Beneficiaries:

Name: _____ Social Security Number: _____ - _____ - _____ % _____

Date of Birth (mm-dd-yy): _____ - _____ - _____ Address/City/State/Zip: _____

Phone: () - _____ Relationship to Employee: _____

Name: _____ Social Security Number: _____ - _____ - _____ % _____

Date of Birth (mm-dd-yy): _____ - _____ - _____ Address/City/State/Zip: _____

Phone: () - _____ Relationship to Employee: _____

Contingent Beneficiary: _____ Social Security Number: _____ - _____ - _____

Date of Birth (mm-dd-yy): _____ - _____ - _____ Address/City/State/Zip: _____

Phone: () - _____ Relationship to Employee: _____

(In the event the primary beneficiaries are deceased, the contingent beneficiary will receive the benefit. Employer maintains beneficiary information.)

Spouse and dependent/child(ren) If the intended beneficiary is to be someone other than the employee, please complete the Beneficiary Designation form.

Long-Term Disability (LTD) Coverage:

Monthly Benefit

60% of salary to a maximum of \$10,000

Signature

- I understand that life insurance coverage for a dependent, other than a newborn child, will not take effect if that dependent is confined to a hospital or other health care facility, or is home confined, or is unable to perform the normal activities of someone of like age and sex.
- I understand that my dependent(s) cannot be enrolled for a coverage if I am not enrolled for that coverage.
- I understand that the premium amounts shown above are estimations and are for illustrative purposes only.
- Submission of this form does not guarantee coverage. Among other things, coverage is contingent upon underwriting approval and meeting the applicable eligibility requirements as set forth in the applicable benefit booklet.
- I understand that I must be actively at work or my elected coverage will not take effect until I have met the eligibility requirements (as defined in the benefit booklet.) This does not apply to eligible retirees.
- If coverage is waived and you later decide to enroll, late entrant penalties may apply. You may also have to provide, at your own expense, proof of each person's insurability. Guardian or its designee has the right to reject your request.
- Plan design limitations and exclusions may apply. For complete details of coverage, please refer to your benefit booklet. State limitations may apply.
- 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 acknowledge and consent to receiving electronic copies of applicable insurance related documents, in lieu of paper copies, to the extent permitted by applicable law. I may change this election only by providing thirty (30) day prior written notice.
- I attest that the information provided above is true and correct to the best of my knowledge.
- The English version of the contract of insurance or indemnity is the official or controlling version and the version written in any language other than English is furnished for informational purposes only. (La versión en inglés del contrato de seguro o de coberturas es la versión oficial o dominante y la versión redactada en cualquier otro idioma distinto del inglés se proporciona con fines informativos únicamente.)

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 hereto, commits a fraudulent insurance act, which is a crime, and may also be subject to civil penalties, or denial of insurance benefits.

The state in which you reside may have a specific state fraud warning. Please refer to the attached Fraud Warning Statements page.

The laws of New York require the following statement appear: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or 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, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation. (Does not apply to Life Insurance.)

SIGNATURE OF EMPLOYEE X _____

DATE _____

Enrollment Kit 00555477, 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.

California: For your protection California law requires the following to appear on this form: The falsity of any statement in the application shall not bar the right to recovery under the policy unless such false statement was made with actual intent to deceive or unless it materially affected either the acceptance of the risk or the hazard assumed by the insurer.

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.

Connecticut, Iowa, Nebraska, and Oregon: Any person who knowingly, and with intent to defraud any insurance company or other person, files an application of insurance or statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto, may be guilty of a fraudulent insurance act, which may be a crime, and may also be subject to civil penalties.

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.

Kansas: Any person who knowingly, and with intent to defraud any insurance company or other person, files an application of insurance or statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto, may be guilty of insurance fraud as determined by a court of law.

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.

Maine, Tennessee and Washington: It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties may include imprisonment, fines or a denial of insurance benefits.

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 N.H. Rev. Stat. Ann. § 638:20

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 of 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.

Pennsylvania: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or 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 and subjects such person to criminal and civil penalties.

Vermont: Any person who knowingly presents a false statement in an application for insurance may be guilty of a criminal offense and subject to penalties under state law.

Virginia: 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 may have violated state law.

