

Group Term Life Policy Amendment #R16

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2024. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

Effective January 1, 2024

1. A section titled "One-Time Special Open Enrollment" is added to the Group Policy Specifications as follows:

ONE-TIME SPECIAL OPEN ENROLLMENT: The policyholder will hold a one-time open enrollment prior to January 1, 2024. During this enrollment, the following elections will not require evidence of insurability:


- An employee may elect additional life insurance for the first time by up to two salary increments, provided the resulting amount of insurance does not exceed the guaranteed issue limit of the lesser of five times annual earnings or \$1,000,000.
- An employee with existing additional life insurance may increase coverage by multiple salary increments, provided the resulting amount of insurance does not exceed the guaranteed issue limit of the lesser of five times annual earnings or \$1,000,000.

Coverage will be effective on January 1, 2024, subject to the actively at work requirement for employees.

As a result of this amendment:

- The Group Policy Specifications Page is replaced by the attached Group Policy Specifications Page effective January 1, 2024.

Agreed to by Minnesota Life Insurance Company on this 24th day of May 2023.

By  DV
Vice President and Actuary

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| GENERAL INFORMATION |
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|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2024. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | Regular full-time and part-time employees who are assigned a total FTE \geq .5 in Banner Health's HR System. | |

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| PLAN OF INSURANCE |
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EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance**Eligible Class**

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE**AGE REDUCTIONS:**

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply on an insured employee's 65th, 70th, 75th and 80th birthday.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

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| CONTRIBUTORY/NONCONTRIBUTORY: | Dependents insurance is contributory insurance. |
| GUARANTEED ISSUE AMOUNT: | Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue. |
| EFFECT OF EMPLOYEE'S RETIREMENT: | All dependents insurance terminates upon the employee's retirement. |

ADDITIONAL INFORMATION

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| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ONE-TIME SPECIAL OPEN ENROLLMENT:

The policyholder will hold a one-time open enrollment prior to January 1, 2024. During this enrollment, the following elections will not require evidence of insurability:

- An employee may elect additional life insurance for the first time by up to two salary increments, provided the resulting amount of insurance does not exceed the guaranteed issue limit of the lesser of five times annual earnings or \$1,000,000.
- An employee with existing additional life insurance may increase coverage by multiple salary increments, provided the resulting amount of insurance does not exceed the guaranteed issue limit of the lesser of five times annual earnings or \$1,000,000.

Coverage will be effective on January 1, 2024, subject to the actively at work requirement for employees.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee's legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee's dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Group Term Life Policy Amendment #R15

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of August 1, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

Effective August 1, 2020

1. For insurance continued under the Term Life Insurance Portability Policy Rider: On the date an insured attains age 65, the amount of insurance on his or her life continued under the Term Life Insurance Portability Policy Rider will reduce to 65% of the amount of insurance in force on the day prior to his or her attainment of age 65.

As a result of this amendment:

- The Group Policy Specifications Page is replaced by the attached Group Policy Specifications Page effective April 15, 2022, as revised on January 9, 2023.
- The Term Life Insurance Portability Policy Rider EdF88079 Rev 3-2021 is replaced by the attached Term Life Insurance Portability Policy Rider EdF88079 Rev 1-2023.

Agreed to by Minnesota Life Insurance Company on this 9th day of January 2023.

By *Susan Meunson-Regala* DV
Vice President and Actuary

GENERAL INFORMATION

POLICYHOLDER: Banner Health **POLICY NO.:** 33697-G

ASSOCIATED COMPANIES: All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy.

POLICY EFFECTIVE DATE: January 1, 2009. This specifications page represents the plan in effect on April 15, 2022, as revised on January 9, 2023.

POLICY ANNIVERSARY DATE: January 1 of each year beginning January 1, 2010.

PREMIUM DUE DATE(S): The first day of each month.

GROUP: The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder.

ENROLLMENT PERIOD: Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance.

WAITING PERIOD: The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date.

MINIMUM HOURS PER WEEK REQUIRED: Regular full-time and part-time employees who are assigned a total FTE $\geq .5$ in Banner Health's HR System.

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance**Eligible Class**

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE**AGE REDUCTIONS:**

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply on an insured employee's 65th, 70th, 75th and 80th birthday.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

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|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CONTRIBUTORY/NONCONTRIBUTORY: | Dependents insurance is contributory insurance. |
| GUARANTEED ISSUE AMOUNT: | Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue. |
| EFFECT OF EMPLOYEE'S RETIREMENT: | All dependents insurance terminates upon the employee's retirement. |

ADDITIONAL INFORMATION

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|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Term Life Insurance Portability Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides for continuation of group life insurance for insureds who no longer meet the eligibility requirements of the group policy except as provided for herein.

To continue coverage under the provisions of this rider, an eligible insured must make a written request and make the first premium contribution within 60 days after insurance provided by the group policy would otherwise terminate. Evidence of insurability will not be required. Coverage provided by this rider will then be deemed effective retroactive to the beginning of the 60-day period. This date is considered to be the insured's portability date and the insured is then considered to have portability status.

Who is eligible to continue insurance under this rider?

A certificate holder is eligible to continue insurance under this rider if he or she, except as provided by this rider, no longer meets the eligibility requirements of the group policy due to any of the following:

- (1) the employee terminates employment, including retirement; or
- (2) the employee is no longer in a class eligible for insurance or is on a leave or layoff; or
- (3) a class or group of employees insured under the policy is no longer considered eligible and there is no successor plan for that class or group. Successor plan means an insurance policy or policies provided by us or another insurer that replaces insurance provided under this policy.

The certificate holder will not be eligible to request coverage under this rider if he or she:

- (1) has attained the age of 80; or
- (2) has converted his or her insurance to an individual life policy under the terms of the group policy's conversion right section; or
- (3) was not actively at work due to sickness or injury on the day immediately preceding his or her portability date; or
- (4) loses eligibility due to termination of the group policy.

What insurance can be continued under this rider?

Contributory and noncontributory insurance may be continued under this rider. If the certificate holder elects to continue his or her own coverage according to the provisions of this rider, he or she may also elect to continue contributory insurance for any other individual insured under his or her certificate. The certificate holder may also continue coverage under all supplements to such certificate which apply to contributory insurance and by which he or she was insured immediately preceding his or her portability date except the Accidental Death and Dismemberment Insurance, which shall terminate upon porting.

The amount of insurance continued under this rider for any individual will be subject to any applicable state law or regulation relating to allowable amounts of insurance.

What is the minimum amount of insurance that can be continued under this rider?

The minimum amount of insurance that can be continued on the life of a certificate holder under this rider is \$10,000 for an employee and \$1,000 for each of his or her insured dependents.

What is the maximum amount of insurance that can be continued under this rider?

The maximum amount of insurance that can be continued under this rider is the amount of insurance that was in force on the insured's portability date, but not more than \$500,000 for an employee and the previous amount in force for a spouse. However, for a certificate holder who is age 65 or older on his or her portability date, the amount will not be more than \$325,000 for an employee or 65% of the previous amount in force for a spouse.

Will the amount of insurance continued under this rider change?

Yes. On the date an insured attains age 65, the amount of insurance on his or her life continued under this rider will reduce to 65% of the amount of insurance in force on the day prior to his or her attainment of age 65. Insurance terminates at age 80.

Can a certificate holder request a change in his or her amount of insurance continued under this rider?

Yes. The certificate holder may elect to reduce the amount of insurance provided under his or her certificate. The remaining amount of insurance on the life of a certificate holder must be at least \$10,000.

The amount of insurance continued under this rider will never increase.

How will premium contributions be paid?

Premium contributions will be paid directly to us on a monthly, quarterly, semi-annual, or annual basis and will be subject to an administrative charge per billing period. We may adjust the amount of the charge, but not more often than once per year.

Can the premium rate change?

Yes. The premium rate may increase on the portability date. The premium rate may also increase in the future but will not change more often than once per year.

Can insurance continued under this rider be converted to a policy of individual insurance?

Yes. At any time after insurance has been continued under the provisions of this rider, it may be converted to a policy of individual insurance with Minnesota Life. All other conditions and provisions of the conversion right section of the group policy to which this rider is attached will apply.

What happens if a certificate holder again becomes eligible under the group policy?

If a certificate holder who is continuing coverage under the provisions of this rider again meets the eligibility requirements of the group policy, not including the terms of this rider, he or she shall no longer be considered to have portability status. Insurance for that certificate holder may be provided only under the terms of the group policy, not including this rider, unless and until he or she no longer meets the eligibility requirements of the group policy and again returns to portability status as provided for herein.

What happens to insurance provided under this rider when the group policy terminates?

Anything in the group policy notwithstanding, termination of the group policy by the policyholder or us will not terminate life insurance then in force for any person under the terms of this rider. The group policy will be deemed to remain in force solely for the purpose of continuing such insurance, but without further obligation of the policyholder.

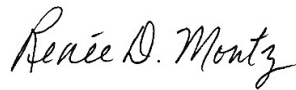
Any insurance continued under the terms of this rider will remain in force until terminated by the provisions of the section entitled "When will insurance continued under this rider terminate?".

No individual may elect coverage under this rider on or after the date of termination of the group policy.

When will insurance continued under this rider terminate?

Insurance continued under this rider will terminate on the earliest of the following:

- (1) the insured's 80th birthday except for an insured employee who continues employment with the employer; or
- (2) the date the certificate holder again meets the eligibility requirements of the group policy, not including the terms of this rider; or
- (3) in the case of a dependent child or a spouse who is insured by a rider to the certificate holder's coverage, the date the certificate holder's coverage is no longer being continued under this rider, or the date the certificate holder's spouse or child ceases to be eligible as defined under the terms of the group policy; or
- (4) 31 days after the due date of any premium contribution which is not made.



Secretary



President

Group Term Life Policy Amendment #R14

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of August 1, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

1. The "Age Reductions:" section, as found on page B of the Policy Specifications is amended as follows:

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply on an insured employee's 65th, 70th, 75th and 80th birthday.

As a result, the Group Policy Specifications Page effective is replaced with the attached Group Policy Specifications Page effective April 15, 2022, as revised on November 29, 2022.

Agreed to by Minnesota Life Insurance Company on this 29th day of November 2022.

By *Susan Munson-Regala* DV
Vice President and Actuary

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| GENERAL INFORMATION |
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|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on April 15, 2022, as revised on November 29, 2022. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | Regular full-time and part-time employees who are assigned a total FTE \geq .5 in Banner Health's HR System. | |

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| PLAN OF INSURANCE |
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EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance**Eligible Class**

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE**AGE REDUCTIONS:**

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply on an insured employee's 65th, 70th, 75th and 80th birthday.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

| | |
|-----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CONTRIBUTORY/NONCONTRIBUTORY: | Dependents insurance is contributory insurance. |
| GUARANTEED ISSUE AMOUNT: | Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue. |
| EFFECT OF EMPLOYEE'S RETIREMENT: | All dependents insurance terminates upon the employee's retirement. |

ADDITIONAL INFORMATION

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|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

GENERAL INFORMATION

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on June 1, 2021 as revised October 11, 2021. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | Regular full-time and part-time employees who are assigned a total FTE \geq .5 in Banner Health's HR System. | |

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

Eligible Class

Amount of Dependent Life Insurance

Spouse/Domestic Partner

\$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee.

The amount of spouse/domestic partner life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined).

Children

\$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee.

The amount of child life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined).

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Eligible Class

Amount of Dependent AD&D Insurance

All employees

An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy.

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE:

Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION:

Applies to contributory employee insurance.

ELECTION CHANGES:

Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT:

During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Group Term Life Policy Amendment #R12

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of June 1, 2021. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The spouse/domestic partner threshold of 50% is removed. The dependent's term life insurance section is changed to read as follows:

Eligible Class

Amount of Dependent Life Insurance

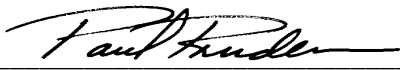
Spouse/Domestic Partner

\$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee.

The amount of spouse/domestic partner life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined).

As a result, the Group Policy Specifications Page effective March 1, 2021 is replaced with the attached Group Policy Specifications Page effective June 1, 2021.

Agreed to by Minnesota Life Insurance Company on this 15th day of June 2021.

By  _____
CDJ
Vice President and Actuary

GENERAL INFORMATION

POLICYHOLDER: Banner Health **POLICY NO.:** 33697-G

ASSOCIATED COMPANIES: All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy.

POLICY EFFECTIVE DATE: January 1, 2009. This specifications page represents the plan in effect on June 1, 2021.

POLICY ANNIVERSARY DATE: January 1 of each year beginning January 1, 2010.

PREMIUM DUE DATE(S): The first day of each month.

GROUP: The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder.

ENROLLMENT PERIOD: Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance.

WAITING PERIOD: The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date.

MINIMUM HOURS PER WEEK REQUIRED: Regular full-time and part-time employees who are assigned a total FTE $\geq .5$ in Banner Health's HR System.

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 100% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

| ADDITIONAL INFORMATION | |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 100% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Group Term Life Policy Amendment #R11

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of March 1, 2021. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The section titled "What does this rider provide?" on the Term Life Portability Policy Rider is amended to read:


This rider provides for continuation of group life insurance for insureds who no longer meet the eligibility requirements of the group policy except as provided for herein.

To continue coverage under the provisions of this rider, an eligible insured must make a written request and make the first premium contribution within 60 days after insurance provided by the group policy would otherwise terminate. Evidence of insurability will not be required. Coverage provided by this rider will then be deemed effective retroactive to the beginning of the 60-day period. This date is considered to be the insured's portability date and the insured is then considered to have portability status.

As a result of this amendment:

- The Group Policy Specifications Page effective September 1, 2020 is replaced with the attached Group Policy Specifications Page effective March 1, 2021.
- The Portability Policy Rider EdF88079 Rev 10-2019 is replaced with the attached Portability Policy Rider EdF88079 Rev 3-2021.

Agreed to by Minnesota Life Insurance Company on this 18th day of March 2021.

By  _____ SBR
Vice President and Actuary

GENERAL INFORMATION

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on March 1, 2021. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | Regular full-time and part-time employees who are assigned a total FTE \geq .5 in Banner Health's HR System. | |

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

| ADDITIONAL INFORMATION | |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Term Life Insurance Portability Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides for continuation of group life insurance for insureds who no longer meet the eligibility requirements of the group policy except as provided for herein.

To continue coverage under the provisions of this rider, an eligible insured must make a written request and make the first premium contribution within 60 days after insurance provided by the group policy would otherwise terminate. Evidence of insurability will not be required. Coverage provided by this rider will then be deemed effective retroactive to the beginning of the 60-day period. This date is considered to be the insured's portability date and the insured is then considered to have portability status.

Who is eligible to continue insurance under this rider?

A certificate holder is eligible to continue insurance under this rider if he or she, except as provided by this rider, no longer meets the eligibility requirements of the group policy due to any of the following:

- (1) the employee terminates employment, including retirement; or
- (2) the employee is no longer in a class eligible for insurance or is on a leave or layoff; or
- (3) a class or group of employees insured under the policy is no longer considered eligible and there is no successor plan for that class or group. Successor plan means an insurance policy or policies provided by us or another insurer that replaces insurance provided under this policy.

The certificate holder will not be eligible to request coverage under this rider if he or she:

- (1) has attained the age of 80; or
- (2) has converted his or her insurance to an individual life policy under the terms of the group policy's conversion right section; or
- (3) was not actively at work due to sickness or injury on the day immediately preceding his or her portability date; or
- (4) loses eligibility due to termination of the group policy.

What insurance can be continued under this rider?

Contributory and noncontributory insurance may be continued under this rider. If the certificate holder elects to continue his or her own coverage according to the provisions of this rider, he or she may also elect to continue contributory insurance for any other individual insured under his or her certificate. The certificate holder may also continue coverage under all supplements to such certificate which apply to contributory insurance and by which he or she was insured immediately preceding his or her portability date except the Accidental Death and Dismemberment Insurance, which shall terminate upon porting.

The amount of insurance continued under this rider for any individual will be subject to any applicable state law or regulation relating to allowable amounts of insurance.

What is the minimum amount of insurance that can be continued under this rider?

The minimum amount of insurance that can be continued on the life of a certificate holder under this rider is \$10,000 for an employee and \$1,000 for each of his or her insured dependents.

What is the maximum amount of insurance that can be continued under this rider?

The maximum amount of insurance that can be continued under this rider is the amount of insurance that was in force on the insured's portability date, but not more than \$500,000 for an employee and the previous amount in force for a spouse. However, for a certificate holder who is age 65 or older on his or her portability date, the amount will not be more than \$325,000 for an employee or 65% of the previous amount in force for a spouse.

Will the amount of insurance continued under this rider change?

Yes. On the first day of the month following the date an insured attains age 65, the amount of insurance on his or her life continued under this rider will reduce to 65% of the amount of insurance in force on the day prior to his or her attainment of age 65. Insurance terminates at age 80.

Can a certificate holder request a change in his or her amount of insurance continued under this rider?

Yes. The certificate holder may elect to reduce the amount of insurance provided under his or her certificate.

The remaining amount of insurance on the life of a certificate holder must be at least \$10,000.

The amount of insurance continued under this rider will never increase.

How will premium contributions be paid?

Premium contributions will be paid directly to us on a monthly, quarterly, semi-annual, or annual basis and will be subject to an administrative charge per billing period. We may adjust the amount of the charge, but not more often than once per year.

Can the premium rate change?

Yes. The premium rate may increase on the portability date. The premium rate may also increase in the future but will not change more often than once per year.

Can insurance continued under this rider be converted to a policy of individual insurance?

Yes. At any time after insurance has been continued under the provisions of this rider, it may be converted to a policy of individual insurance with Minnesota Life. All other conditions and provisions of the conversion right section of the group policy to which this rider is attached will apply.

What happens if a certificate holder again becomes eligible under the group policy?

If a certificate holder who is continuing coverage under the provisions of this rider again meets the eligibility requirements of the group policy, not including the terms of this rider, he or she shall no longer be considered to have portability status. Insurance for that certificate holder may be provided only under the terms of the group policy, not including this rider, unless and until he or she no longer meets the eligibility requirements of the group policy and again returns to portability status as provided for herein.

What happens to insurance provided under this rider when the group policy terminates?

Anything in the group policy notwithstanding, termination of the group policy by the policyholder or us will not terminate life insurance then in force for any person under the terms of this rider. The group policy will be deemed to remain in force solely for the purpose of continuing such insurance, but without further obligation of the policyholder.

Any insurance continued under the terms of this rider will remain in force until terminated by the provisions of the section entitled "When will insurance continued under this rider terminate?".

No individual may elect coverage under this rider on or after the date of termination of the group policy.

When will insurance continued under this rider terminate?

Insurance continued under this rider will terminate on the earliest of the following:

- (1) the insured's 80th birthday except for an insured employee who continues employment with the employer; or
- (2) the date the certificate holder again meets the eligibility requirements of the group policy, not including the terms of this rider; or
- (3) in the case of a dependent child or a spouse who is insured by a rider to the certificate holder's coverage, the date the certificate holder's coverage is no longer being continued under this rider, or the date the certificate holder's spouse or child ceases to be eligible as defined under the terms of the group policy; or
- (4) 31 days after the due date of any premium contribution which is not made.



Secretary



President

Group Term Life Policy Amendment #R10

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of September 18, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

Medical Evacuation and Repatriation additional AD&D benefits, applicable to both basic AD&D and additional AD&D, are added to the policy to read as follows:

Medical Evacuation Benefit

What is the medical evacuation benefit?

If an insured requires air transport to a medical facility as a result of a covered accident, we will pay an additional benefit equal to \$350,000.

Repatriation Benefit


What is the repatriation benefit?

If, as a result of a covered accident, an insured dies at least 75 miles from his or her principal residence, an additional accidental death benefit shall be paid for the preparation and transportation of the body to a mortuary. The additional benefit shall be equal to \$50,000. The benefit will be paid to the person who has or who will incur such cost, as evidenced to the satisfaction of us. This may or may not be the beneficiary for the rest of the accidental death proceeds. We may at our sole discretion pay benefits directly to the facility handling the preparation and/or transportation. All determinations and payments by us will be final and fully release and discharge us from any further liability under this repatriation benefit.

As a result of this amendment:

- The Group Policy Specifications Page effective September 1, 2020 is replaced with the attached Group Policy Specifications Page effective September 18, 2020
- The Accidental Death and Dismemberment Policy Rider EdF69870 Rev 10-2019 is replaced with the attached Accidental Death and Dismemberment Policy Rider EdF69870 Rev 10-2020

Agreed to by Minnesota Life Insurance Company on this 2nd day of October, 2020.

By  _____
LL
Vice President and Actuary

GENERAL INFORMATION

POLICYHOLDER: Banner Health **POLICY NO.:** 33697-G

ASSOCIATED COMPANIES: All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy.

POLICY EFFECTIVE DATE: January 1, 2009. This specifications page represents the plan in effect on September 18, 2020.

POLICY ANNIVERSARY DATE: January 1 of each year beginning January 1, 2010.

PREMIUM DUE DATE(S): The first day of each month.

GROUP: The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder.

ENROLLMENT PERIOD: Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance.

WAITING PERIOD: The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date.

MINIMUM HOURS PER WEEK REQUIRED: Regular full-time and part-time employees who are assigned a total FTE $\geq .5$ in Banner Health's HR System.

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

| ADDITIONAL INFORMATION | |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Accidental Death and Dismemberment Policy Rider

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides accidental death and dismemberment coverage subject to all terms, conditions, and exclusions herein.

Who is eligible for insurance under this rider?

An employee who is insured under the provisions applicable to life insurance coverage under the group policy is eligible for insurance under this rider. In addition, any dependent insured under the Dependents Term Life Insurance Policy Rider attached to the group policy shall also be eligible under this rider. All references to an insured in this rider shall include such dependents. All provisions of this rider applicable to an "insured" shall apply to an insured dependent.

When does insurance under this rider become effective?

Insurance becomes effective on the date life insurance becomes effective under the policy for the insured.

Accidental Death and Dismemberment (AD&D) Benefit

What does accidental death or dismemberment by accidental injury mean?

Accidental death or dismemberment by accidental injury as used in this rider means that the insured's death or dismemberment results, directly and independently of all other causes, from an accidental bodily injury which is unintended, unexpected, and unforeseen. The bodily injury must be evidenced by a visible contusion or wound, except in the case of accidental drowning. The bodily injury must be the sole cause of death or dismemberment.

The injury must occur while the insured's coverage under this rider is in force. The insured's death or dismemberment must occur within 365 days after the date of the injury and while his or her coverage under this rider is in force.

In no event will we pay the accidental death or dismemberment benefit where the insured's death or dismemberment is caused directly or indirectly by, results from, or where there is a contribution from, any of the following:

- (1) self-inflicted injury or self destruction, whether sane or insane; or
- (2) suicide or attempted suicide, whether sane or insane; or
- (3) the insured's participation in or attempt to commit a crime, assault, felony, or any illegal activity, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (4) bodily or mental infirmity, illness or disease; or
- (5) the use of alcohol, drugs, medications, poisons, gases, fumes or other substances taken, absorbed, inhaled, ingested or injected, unless taken upon the advice of a licensed physician in the verifiable prescribed manner and dosage; or
- (6) motor vehicle collision or accident where the insured is the operator of the motor vehicle and this insured's blood alcohol level meets or exceeds the level at which intoxication is defined in the state where the collision or accident occurred, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (7) infection, other than infection occurring simultaneously with, and as a direct result of, the accidental injury; or
- (8) medical or surgical treatment or diagnostic procedures or any resulting complications; or
- (9) travel in or descent from any aircraft, except as a fare-paying passenger on a regularly scheduled commercial flight on a licensed passenger aircraft, or as a pilot, crew member or passenger on a policyholder owned or leased aircraft; or
- (10) war or any act of war, whether declared or undeclared; or
- (11) service in the military of any nation.

What is the amount of the accidental death and dismemberment benefit?

The amount of the benefit shall be a percentage of the amount of insurance shown on the specifications page attached to the group policy. The percentage is determined by the type of loss as shown in the following table:

| TYPE OF LOSS | PERCENT OF AMOUNT OF INSURANCE |
|---------------------------------------|--------------------------------|
| Life | 100% |
| Both Hands or Both Feet | 100% |
| Sight of Both Eyes | 100% |
| Speech and Hearing in Both Ears | 100% |
| One Hand and One Foot | 100% |
| One Foot and Sight of One Eye | 100% |
| One Hand and Sight of One Eye | 100% |
| Quadriplegia | 100% |
| Paraplegia | 75% |
| Sight of One Eye | 50% |
| Speech or Hearing in Both Ears | 50% |

| | |
|-----------------------------------------|-----|
| One Hand or One Foot..... | 50% |
| Hemiplegia..... | 50% |
| Thumb and Index Finger of One Hand..... | 25% |
| Hearing in One Ear | 25% |

Loss of hands or feet means complete severance at or above the wrist or ankle joints. Loss of sight, speech, or hearing means the entire and irrecoverable loss of sight, speech, or hearing which cannot be corrected by medical or surgical treatment or by artificial means. Loss of thumb or finger means complete severance at or above the metacarpophalangeal joints (the joints closest to the palm of the hand).

Quadriplegia means total and permanent paralysis of both upper limbs (from the shoulder down including total paralysis of both hands) and both lower limbs (from the waist down including total paralysis of both feet).

Paraplegia means total and permanent paralysis of both lower limbs (from the waist down including total paralysis of both feet). Hemiplegia means total and permanent paralysis of both the upper limb (from the shoulder down including total paralysis of the hand) and lower limb (from the waist down including total paralysis of the foot) on one side of the body.

A benefit is not payable for both loss of one hand and the loss of thumb and index finger of one hand to the same hand as a result of any one accident. Under no circumstance will more than one payment be made for the loss or paralysis of the same limb, eye, finger, thumb, hand, foot, sight, speech, or hearing if one payment has already been made for that loss.

Benefits may be paid for more than one accidental loss but the total amount of AD&D insurance payable under this rider for all of an insured's losses due to any one accident, not including any amount paid according to the terms of the Additional Benefits section of this rider, will never exceed the full amount of AD&D insurance shown on the specifications page attached to the group policy.

When will the accidental death and dismemberment benefit be payable?

We will pay the AD&D benefit upon receipt at our home office of written proof satisfactory to us that the insured died or suffered dismemberment as a result of an accidental injury. All payments by us are payable from our home office.

The benefit will be paid in a single sum. We will pay interest on the benefit from the date of the insured's death or dismemberment until the date of payment. Interest will be at an annual rate determined by us, but never less than 0.1% per year compounded annually or the minimum required by state law, whichever is greater.

To whom do we pay the benefit?

A certificate holder's accidental death benefit will be paid to the person or persons entitled to receive a death benefit under the terms of the group policy. The benefit for other losses sustained by a certificate holder will be paid to the certificate holder, if living, otherwise to his or her estate.

A dependent's AD&D benefit will be paid to the certificate holder, if living, otherwise to his or her estate.

Additional Benefits

Unless stated otherwise, additional benefits are payable to the same person or persons who receive the AD&D benefits. Additional benefits are paid in addition to any AD&D benefits described in the Accidental Death and Dismemberment section, unless otherwise stated. All provisions of this rider, including but not limited to the "What does accidental death or dismemberment by accidental injury mean?" section shall apply to these additional benefits.

Coma Benefit

What is the coma benefit?

If an insured lapses into a coma as a result of and within 365 days of a covered accidental injury, and such coma has lasted for a minimum of 31 days, we will pay a monthly benefit equal to the lesser of:

- (1) 1% of the insured's amount of AD&D insurance; or
- (2) 1% of the difference between the insured's amount of AD&D insurance and the amount of any benefits paid under the loss schedule for the same accident. (if the full amount of AD&D insurance has been paid, no benefit is payable under this section).

This benefit will be paid monthly until the earliest of the following:

- (1) the date the insured recovers such that he or she is no longer in a coma as defined herein; or
- (2) the date of the insured's death. If an accidental death payment is due under this rider, the amount of such payment will be reduced by the amount of AD&D insurance paid under this coma provision; or
- (3) 100 monthly benefits have been paid.

Coma means a state of profound unconsciousness with no evidence of appropriate responses to stimulation. The insured must be confined in a medical facility and diagnosed as comatose by a licensed physician.

Disappearance Benefit

What is the disappearance benefit?

If an insured's body has not been found after one year from the date the conveyance in which he or she was traveling disappeared, exploded, sank, became stranded, made a forced landing or was wrecked, it shall be presumed, subject to all other terms of the policy and proof satisfactory to us that the accident occurred and the insured was a passenger on the conveyance, that the insured has died as a result of an accidental injury which was unintended, unexpected and unforeseen. Such death shall be considered a covered loss under this rider.

Exposure Benefit

What is the exposure benefit?

A loss due to exposure to the elements will be covered as if it were due to injury, provided such loss results from unavoidable exposure to the elements by reason of a covered accident.

Medical Evacuation Benefit

What is the medical evacuation benefit?

If an insured requires air transport to a medical facility as a result of a covered accident, we will pay an additional benefit equal to \$350,000.

Repatriation Benefit

What is the repatriation benefit?

If, as a result of a covered accident, an insured dies at least 75 miles from his or her principal residence, an additional accidental death benefit shall be paid for the preparation and transportation of the body to a mortuary. The additional benefit shall be equal to \$50,000. The benefit will be paid to the person who has or who will incur such cost, as evidenced to the satisfaction of us. This may or may not be the beneficiary for the rest of the accidental death proceeds. We may at our sole discretion pay benefits directly to the facility handling the preparation and/or transportation. All determinations and payments by us will be final and fully release and discharge us from any further liability under this repatriation benefit.

Seatbelt Benefit

What is the seatbelt benefit?

If an insured dies as a result of a covered accident which occurs while he or she is driving or riding in a private passenger car, we will pay an additional AD&D benefit equal to the lesser of:

- (1) \$50,000; or
- (2) 100% of the insured's amount of AD&D insurance.

In order to be eligible for this benefit, the following must apply:

- (1) the private passenger car was equipped with seatbelts; and
- (2) a seatbelt was in proper use by the insured at the time of the accident as certified in the official accident report or by the investigating officer; and
- (3) at the time of the accident, the driver of the private passenger car was a licensed driver and was not intoxicated, impaired, or under the influence of alcohol or drugs.

Seatbelt means a properly installed seatbelt (or child restraint if the insured is a child), lap and shoulder restraint, or other restraint approved by the National Highway Traffic Safety Administration or any successor governmental agency. A private passenger car means a validly registered four-wheeled private passenger car or policyholder-owned car, jeep, pickup truck or van, including a sport utility vehicle (SUV), that is not licensed commercially or being used for racing, or acrobatic or stunt driving.

Termination

When does an insured's coverage under this rider terminate?

An insured's coverage ends on the earliest of:

- (1) the date the certificate holder is no longer covered for life insurance under the group policy; or
- (2) for an insured dependent, the date the dependent is no longer covered for life insurance under the group policy; or
- (3) 31 days (the grace period) after the due date of any premium contribution which is not paid.

The certificate holder must notify us or the employer when he or she no longer has any dependents eligible for coverage under this benefit so that premiums may be discontinued. All premiums paid for dependents who are no longer eligible for coverage under this benefit will be refunded without any payment of claim.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request from the policyholder to cancel this rider; or
- (2) the date the group policy is terminated.

Additional Information

Do we have the right to obtain independent medical verification?

Yes. We retain the right to have an insured medically examined at our expense whenever a claim is pending and, where not forbidden by law, we reserve the right to have an autopsy performed in case of death.

Can insurance under this rider be converted to a policy of individual insurance upon termination?

No. Coverage under this rider will not be included in any insurance issued under the conversion right section of the group policy.



Secretary



President

Group Term Life Policy Amendment #R9

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

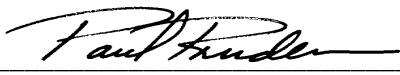
To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of September 1, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The guaranteed issue amount for the additional insurance to be changed to the following:

- The lesser of five times annual earnings or \$1,000,000.

The Group Policy Specifications Page effective January 1, 2020 as revised on March 3, 2020 is replaced with the attached Group Policy Specifications Page effective September 1, 2020

Agreed to by Minnesota Life Insurance Company on this 11th day of May 2020.

By  CAS
Vice President and Actuary

GENERAL INFORMATION

POLICYHOLDER: Banner Health **POLICY NO.:** 33697-G

ASSOCIATED COMPANIES: All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy.

POLICY EFFECTIVE DATE: January 1, 2009. This specifications page represents the plan in effect on September 1, 2020.

POLICY ANNIVERSARY DATE: January 1 of each year beginning January 1, 2010.

PREMIUM DUE DATE(S): The first day of each month.

GROUP: The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder.

ENROLLMENT PERIOD: Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance.

WAITING PERIOD: The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date.

MINIMUM HOURS PER WEEK REQUIRED: Regular full-time and part-time employees who are assigned a total FTE $\geq .5$ in Banner Health's HR System.

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE:

Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION:

Applies to contributory employee insurance.

ELECTION CHANGES:

Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT:

During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of the lesser of five times annual earnings or \$1,000,000.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Group Term Life Policy Amendment #R8

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The requirement that an insured cannot be previously declined evidence of insurability in order to receive a guaranteed issue benefit during annual open enrollments or due to a qualified status change event is removed. As a result of this change, the sections titled "Annual Open Enrollments" and "Qualified Status Changes" are amended to read as follows:

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.


Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

The Group Policy Specifications Page effective January 1, 2020 is replaced with the attached Group Policy Specifications Page effective January 1, 2020 as revised on March 3, 2020

Agreed to by Minnesota Life Insurance Company on this 3rd day of March 2020.

By  JS
Vice President and Actuary

GENERAL INFORMATION

POLICYHOLDER: Banner Health **POLICY NO.:** 33697-G

ASSOCIATED COMPANIES: All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy.

POLICY EFFECTIVE DATE: January 1, 2009. This specifications page represents the plan in effect on January 1, 2020 as revised on March 3, 2020.

POLICY ANNIVERSARY DATE: January 1 of each year beginning January 1, 2010.

PREMIUM DUE DATE(S): The first day of each month.

GROUP: The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder.

ENROLLMENT PERIOD: Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance.

WAITING PERIOD: The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date.

MINIMUM HOURS PER WEEK REQUIRED: Regular full-time and part-time employees who are assigned a total FTE $\geq .5$ in Banner Health's HR System.

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

Amount of Employee AD&D Insurance

All employees

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY: Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT: All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE: Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION: Applies to contributory employee insurance.

ELECTION CHANGES: Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT: During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

- Accelerated Benefits
- Accidental Death and Dismemberment
- Dependents Term Life
- Portability
- Waiver of Premium

Group Term Life Policy Amendment #R7

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

All employees are automatically on waiver of premium due to being provided company provided long term disability benefits. As a result of this change the "What is total disability?" and "How long will insurance be continued without payment of premium?" sections on the Waiver of Premium Rider are amended to read as follows:

What is total disability?

A certificate holder is considered totally disabled if he or she is eligible for and receiving disability income benefits under the employer's long term disability (LTD) plan. The disability for which LTD benefits are ultimately payable must commence prior to the certificate holder's 60th birthday and while the certificate holder's insurance is in force under the group policy.

How long will insurance be continued without payment of premium?

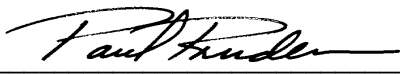
If a certificate holder becomes totally disabled, insurance will be continued, without payment of premium, until the earliest of:

- (1) the date the certificate holder recovers so that he or she is no longer totally disabled; or
- (2) the date the certificate holder fails to furnish proof of continued disability when requested or refuses to submit to a required medical examination; or
- (3) the date the certificate holder is no longer receiving LTD benefits.

As a result of this amendment:

- The Group Policy Specifications Page effective January 1, 2020 is replaced with the attached Group Policy Specifications Page effective January 1, 2020 as revised on January 28, 2020
- The Term Life Waiver of Premium Policy Rider EdF69872 is replaced with the attached Term Life Waiver of Premium Policy Rider effective January 1, 2020

Agreed to by Minnesota Life Insurance Company on this 28th day of January 2020.

By  _____ JS
Vice President and Actuary

GENERAL INFORMATION

POLICYHOLDER: Banner Health **POLICY NO.:** 33697-G

ASSOCIATED COMPANIES: All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy.

POLICY EFFECTIVE DATE: January 1, 2009. This specifications page represents the plan in effect on January 1, 2020 as revised on January 28, 2020.

POLICY ANNIVERSARY DATE: January 1 of each year beginning January 1, 2010.

PREMIUM DUE DATE(S): The first day of each month.

GROUP: The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder.

ENROLLMENT PERIOD: Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance.

WAITING PERIOD: The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date.

MINIMUM HOURS PER WEEK REQUIRED: Regular full-time and part-time employees who are assigned a total FTE $\geq .5$ in Banner Health's HR System.

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

Amount of Employee AD&D Insurance

All employees

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY: Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT: All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE: Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION: Applies to contributory employee insurance.

ELECTION CHANGES: Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT: During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work

requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

- Accelerated Benefits
- Accidental Death and Dismemberment
- Dependents Term Life
- Portability
- Waiver of Premium

Term Life Waiver of Premium Policy Rider

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

MINNESOTA LIFE

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. The specifications page attached to the group policy indicates whether this rider applies to contributory insurance or noncontributory insurance. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein. Coverage under this rider will not be included in any insurance issued under the conversion right section of the group policy.

What does this rider provide?

This rider provides for waiver of premium for certificate holders who become totally disabled, as defined herein. Upon approval of proof of such disability, a certificate holder's insurance, including all riders applicable to such certificate holder which are in force on the date of the onset of the certificate holder's disability, will be continued in force without payment of premiums during the uninterrupted continuance of the total disability.

What is total disability?

A certificate holder is considered totally disabled if he or she is eligible for and receiving disability income benefits under the employer's long term disability (LTD) plan. The disability for which LTD benefits are ultimately payable must commence prior to the certificate holder's 60th birthday and while the certificate holder's insurance is in force under the group policy.

Do premiums have to be paid for a certificate holder after he or she becomes disabled?

Yes. Premiums have to be paid after a certificate holder becomes disabled, but only until we approve his or her total disability claim. Continued payment prevents the possible loss of the certificate holder's coverage and eligibility if the claim is not approved.

What if a certificate holder converts his or her group life insurance to a policy of individual insurance prior to the approval of his or her disability claim?

If a certificate holder's coverage has been converted in accordance with the conversion right section of the group policy, benefits under this rider will apply only if the converted policy is surrendered without claim, except for refund of premiums.

What will be considered due proof of total disability?

A certificate holder must furnish evidence satisfactory to us that his or her disability:

- (1) commenced while his or her insurance under the group policy was in force; and
- (2) meets the definition of total disability.

We will, from time to time, also require additional proof satisfactory to us that the certificate holder continues to be totally disabled. We may also require that the certificate holder submit to one or more medical examinations at our expense.

If a certificate holder dies within one year of the date of onset of his or her disability, the certificate holder's beneficiary may claim benefits under this rider even if the certificate holder's premium payments were discontinued and he or she had not submitted due proof satisfactory to us of his or her total disability. The certificate holder's beneficiary must submit due proof satisfactory to us that the certificate holder's total disability, which began before the certificate holder's premium payments were discontinued, continued without interruption until his or her death.

When must we be notified of a certificate holder's disability or death?

We must receive written notice at our home office of a certificate holder's total disability within one year of the date of onset of such disability. However, failure to give notice within the time provided will not invalidate the claim if it is shown that notice was given as soon as reasonably possible.

We must receive written notice at our home office within one year of death that a certificate holder died during a period of continuance provided by this rider. Proof must be furnished that he or she continued to be totally disabled during the entire period of continuance until death. If such notice and proof are not provided within the required time frame there shall be no liability for any payment under this rider.

What is the amount of insurance to be continued without payment of premium under this rider?

The amount of insurance continued without payment of premium shall be the amount of insurance that was in force on the date of onset of total disability.

If the group policy provides for reductions in amounts of insurance based on age, such reductions shall apply to the insurance of the disabled certificate holder.

How long will insurance be continued without payment of premium?

If a certificate holder becomes totally disabled, insurance will be continued, without payment of premium, until the earliest of:

- (1) the date the certificate holder recovers so that he or she is no longer totally disabled; or
- (2) the date the certificate holder fails to furnish proof of continued disability when requested or refuses to submit to a required medical examination; or
- (3) the date the certificate holder is no longer receiving LTD benefits.

What happens to a certificate holder's insurance when the waiver of premium benefit ends?

When the benefits under this rider end according to the provisions of the section entitled "How long will insurance be continued without payment of premium?," the following will apply:

- (1) If the certificate holder is then eligible for coverage under the group policy, his or her insurance may be continued under the group policy provided that premiums are paid. The first such premium payment must be made within 31 days of the date the waiver of premium benefit ends.
- (2) If the certificate holder is no longer eligible for coverage under the group policy, he or she may convert coverage to an individual policy, as provided for under the conversion right section of the group policy.

Insurance will end for a certificate holder unless, within 31 days of the date benefits under this rider end, premium payment is resumed or the insured applies to convert his or her coverage.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request to terminate this rider; or
- (2) the date the group policy is terminated.

Insurance being continued without further payment of premiums in accordance with the provisions of this rider will not end due solely to the termination of this rider or of the group policy.



Secretary



President

Group Term Life Policy Amendment #R6

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of the effective dates shown below. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

Effective January 1, 2009:

1. As a correction to the policy, salary increases are guaranteed to the plan maximum. Evidence of insurability will never be required for an increase in coverage solely due to an increase in salary. The section titled "Effective Date of Increases and Decreases due to a Change in Eligible Class or Earnings" is amended to read as follows:

**EFFECTIVE DATE OF INCREASES
AND DECREASES DUE TO
CHANGE IN ELIGIBLE CLASS OR
EARNINGS:**

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

Effective January 1, 2020:

1. The following AD&D benefits are added to the section titled "Additional Benefits" on the AD&D policy rider:
 - Coma Benefit
 - Disappearance Benefit
 - Exposure Benefit
2. The maximum age allowed for portability is increased to age 80.
3. The section titled "Minimum Hours Per Week Requirement" is amended to read as follows:

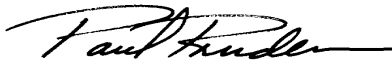
**MINIMUM HOURS
PER WEEK REQUIRED:**

Regular full-time and part-time employees who are assigned a total FTE \geq .5 in Banner Health's HR System.

As a result of this amendment:

- The Group Policy Specifications Page effective January 1, 2020 is replaced with the attached Group Policy Specifications Page effective January 1, 2020 as revised on October 31, 2019
- The Accidental Death and Dismemberment Policy Rider EdF69870 is replaced with the attached Accidental Death and Dismemberment Policy Rider effective January 1, 2020
- The Term Life Insurance Portability Policy Rider EdF88079 is replaced with the attached Term Life Insurance Portability Policy Rider effective January 1, 2020

Agreed to by Minnesota Life Insurance Company on this 31st day of October, 2019.

By  _____
LL
Vice President and Actuary

| |
|----------------------------|
| GENERAL INFORMATION |
|----------------------------|

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2020 as revised on October 31, 2019. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | Regular full-time and part-time employees who are assigned a total FTE \geq .5 in Banner Health's HR System. | |

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|--------------------------|
| PLAN OF INSURANCE |
|--------------------------|

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

Amount of Employee AD&D Insurance

All employees

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. Evidence of insurability will not be required for an increase in insurance due solely to an increase in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY: Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT: All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE: Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION: Applies to contributory employee insurance.

ELECTION CHANGES: Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT: During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work

requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

- Accelerated Benefits
- Accidental Death and Dismemberment
- Dependents Term Life
- Portability
- Waiver of Premium

Accidental Death and Dismemberment Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides accidental death and dismemberment coverage subject to all terms, conditions, and exclusions herein.

Who is eligible for insurance under this rider?

An employee who is insured under the provisions applicable to life insurance coverage under the group policy is eligible for insurance under this rider. In addition, any dependent insured under the Dependents Term Life Insurance Policy Rider attached to the group policy shall also be eligible under this rider. All references to an insured in this rider shall include such dependents. All provisions of this rider applicable to an "insured" shall apply to an insured dependent.

When does insurance under this rider become effective?

Insurance becomes effective on the date life insurance becomes effective under the policy for the insured.

Accidental Death and Dismemberment (AD&D) Benefit

What does accidental death or dismemberment by accidental injury mean?

Accidental death or dismemberment by accidental injury as used in this rider means that the insured's death or dismemberment results, directly and independently of all other causes, from an accidental bodily injury which is unintended, unexpected, and unforeseen. The bodily injury must be evidenced by a visible contusion or wound, except in the case of accidental drowning. The bodily injury must be the sole cause of death or dismemberment.

The injury must occur while the insured's coverage under this rider is in force. The insured's death or dismemberment must occur within 365 days after the date of the injury and while his or her coverage under this rider is in force.

In no event will we pay the accidental death or dismemberment benefit where the insured's death or dismemberment is caused directly or indirectly by, results from, or where there is a contribution from, any of the following:

- (1) self-inflicted injury or self destruction, whether sane or insane; or
- (2) suicide or attempted suicide, whether sane or insane; or
- (3) the insured's participation in or attempt to commit a crime, assault, felony, or any illegal activity, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (4) bodily or mental infirmity, illness or disease; or
- (5) the use of alcohol, drugs, medications, poisons, gases, fumes or other substances taken, absorbed, inhaled, ingested or injected, unless taken upon the advice of a licensed physician in the verifiable prescribed manner and dosage; or
- (6) motor vehicle collision or accident where the insured is the operator of the motor vehicle and this insured's blood alcohol level meets or exceeds the level at which intoxication is defined in the state where the collision or accident occurred, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (7) infection, other than infection occurring simultaneously with, and as a direct result of, the accidental injury; or
- (8) medical or surgical treatment or diagnostic procedures or any resulting complications; or
- (9) travel in or descent from any aircraft, except as a fare-paying passenger on a regularly scheduled commercial flight on a licensed passenger aircraft, or as a pilot, crew member or passenger on a policyholder owned or leased aircraft; or
- (10) war or any act of war, whether declared or undeclared; or
- (11) service in the military of any nation.

What is the amount of the accidental death and dismemberment benefit?

The amount of the benefit shall be a percentage of the amount of insurance shown on the specifications page attached to the group policy. The percentage is determined by the type of loss as shown in the following table:

| TYPE OF LOSS | PERCENT OF AMOUNT OF INSURANCE |
|---------------------------------------|--------------------------------|
| Life | 100% |
| Both Hands or Both Feet | 100% |
| Sight of Both Eyes | 100% |
| Speech and Hearing in Both Ears | 100% |
| One Hand and One Foot | 100% |
| One Foot and Sight of One Eye | 100% |
| One Hand and Sight of One Eye | 100% |
| Quadriplegia | 100% |
| Paraplegia | 75% |
| Sight of One Eye | 50% |
| Speech or Hearing in Both Ears | 50% |

| | |
|------------------------------------------|-----|
| One Hand or One Foot..... | 50% |
| Hemiplegia | 50% |
| Thumb and Index Finger of One Hand | 25% |
| Hearing in One Ear | 25% |

Loss of hands or feet means complete severance at or above the wrist or ankle joints. Loss of sight, speech, or hearing means the entire and irrecoverable loss of sight, speech, or hearing which cannot be corrected by medical or surgical treatment or by artificial means. Loss of thumb or finger means complete severance at or above the metacarpophalangeal joints (the joints closest to the palm of the hand).

Quadriplegia means total and permanent paralysis of both upper limbs (from the shoulder down including total paralysis of both hands) and both lower limbs (from the waist down including total paralysis of both feet).

Paraplegia means total and permanent paralysis of both lower limbs (from the waist down including total paralysis of both feet). Hemiplegia means total and permanent paralysis of both the upper limb (from the shoulder down including total paralysis of the hand) and lower limb (from the waist down including total paralysis of the foot) on one side of the body.

A benefit is not payable for both loss of one hand and the loss of thumb and index finger of one hand to the same hand as a result of any one accident. Under no circumstance will more than one payment be made for the loss or paralysis of the same limb, eye, finger, thumb, hand, foot, sight, speech, or hearing if one payment has already been made for that loss.

Benefits may be paid for more than one accidental loss but the total amount of AD&D insurance payable under this rider for all of an insured's losses due to any one accident, not including any amount paid according to the terms of the Additional Benefits section of this rider, will never exceed the full amount of AD&D insurance shown on the specifications page attached to the group policy.

When will the accidental death and dismemberment benefit be payable?

We will pay the AD&D benefit upon receipt at our home office of written proof satisfactory to us that the insured died or suffered dismemberment as a result of an accidental injury. All payments by us are payable from our home office.

The benefit will be paid in a single sum. We will pay interest on the benefit from the date of the insured's death or dismemberment until the date of payment. Interest will be at an annual rate determined by us, but never less than 0.1% per year compounded annually or the minimum required by state law, whichever is greater.

To whom do we pay the benefit?

A certificate holder's accidental death benefit will be paid to the person or persons entitled to receive a death benefit under the terms of the group policy. The benefit for other losses sustained by a certificate holder will be paid to the certificate holder, if living, otherwise to his or her estate.

A dependent's AD&D benefit will be paid to the certificate holder, if living, otherwise to his or her estate.

Additional Benefits

Unless stated otherwise, additional benefits are payable to the same person or persons who receive the AD&D benefits. Additional benefits are paid in addition to any AD&D benefits described in the Accidental Death and Dismemberment section, unless otherwise stated. All provisions of this rider, including but not limited to the "What does accidental death or dismemberment by accidental injury mean?" section shall apply to these additional benefits.

Coma Benefit

What is the coma benefit?

If an insured lapses into a coma as a result of and within 365 days of a covered accidental injury, and such coma has lasted for a minimum of 31 days, we will pay a monthly benefit equal to the lesser of:

- (1) 1% of the insured's amount of AD&D insurance; or
- (2) 1% of the difference between the insured's amount of AD&D insurance and the amount of any benefits paid under the loss schedule for the same accident. (if the full amount of AD&D insurance has been paid, no benefit is payable under this section).

This benefit will be paid monthly until the earliest of the following:

- (1) the date the insured recovers such that he or she is no longer in a coma as defined herein; or
- (2) the date of the insured's death. If an accidental death payment is due under this rider, the amount of such payment will be reduced by the amount of AD&D insurance paid under this coma provision; or
- (3) 100 monthly benefits have been paid.

Coma means a state of profound unconsciousness with no evidence of appropriate responses to stimulation. The insured must be confined in a medical facility and diagnosed as comatose by a licensed physician.

Disappearance Benefit

What is the disappearance benefit?

If an insured's body has not been found after one year from the date the conveyance in which he or she was traveling disappeared, exploded, sank, became stranded, made a forced landing or was wrecked, it shall be presumed, subject to all other terms of the policy and proof satisfactory to us that the accident occurred and the insured was a passenger on the conveyance, that the insured has died as a result of an accidental injury which was unintended, unexpected and unforeseen. Such death shall be considered a covered loss under this rider.

Exposure Benefit

What is the exposure benefit?

A loss due to exposure to the elements will be covered as if it were due to injury, provided such loss results from unavoidable exposure to the elements by reason of a covered accident.

Seatbelt Benefit

What is the seatbelt benefit?

If an insured dies as a result of a covered accident which occurs while he or she is driving or riding in a private passenger car, we will pay an additional AD&D benefit equal to the lesser of:

- (1) \$50,000; or
- (2) 100% of the insured's amount of AD&D insurance.

In order to be eligible for this benefit, the following must apply:

- (1) the private passenger car was equipped with seatbelts; and
- (2) a seatbelt was in proper use by the insured at the time of the accident as certified in the official accident report or by the investigating officer; and
- (3) at the time of the accident, the driver of the private passenger car was a licensed driver and was not intoxicated, impaired, or under the influence of alcohol or drugs.

Seatbelt means a properly installed seatbelt (or child restraint if the insured is a child), lap and shoulder restraint, or other restraint approved by the National Highway Traffic Safety Administration or any successor governmental agency. A private passenger car means a validly registered four-wheeled private passenger car or policyholder-owned car, jeep, pickup truck or van, including a sport utility vehicle (SUV), that is not licensed commercially or being used for racing, or acrobatic or stunt driving.

Termination

When does an insured's coverage under this rider terminate?

An insured's coverage ends on the earliest of:

- (1) the date the certificate holder is no longer covered for life insurance under the group policy; or
- (2) for an insured dependent, the date the dependent is no longer covered for life insurance under the group policy; or
- (3) 31 days (the grace period) after the due date of any premium contribution which is not paid.

The certificate holder must notify us or the employer when he or she no longer has any dependents eligible for coverage under this benefit so that premiums may be discontinued. All premiums paid for dependents who are no longer eligible for coverage under this benefit will be refunded without any payment of claim.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request from the policyholder to cancel this rider; or
- (2) the date the group policy is terminated.

Additional Information

Do we have the right to obtain independent medical verification?

Yes. We retain the right to have an insured medically examined at our expense whenever a claim is pending and, where not forbidden by law, we reserve the right to have an autopsy performed in case of death.

Can insurance under this rider be converted to a policy of individual insurance upon termination?

No. Coverage under this rider will not be included in any insurance issued under the conversion right section of the group policy.



Secretary



President

Term Life Insurance Portability Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides for continuation of group life insurance for insureds who no longer meet the eligibility requirements of the group policy except as provided for herein.

To continue coverage under the provisions of this rider, an eligible insured must make a written request and make the first premium contribution within 31 days after insurance provided by the group policy would otherwise terminate. Evidence of insurability will not be required. Coverage provided by this rider will then be deemed effective retroactive to the beginning of the 31-day period. This date is considered to be the insured's portability date and the insured is then considered to have portability status.

Who is eligible to continue insurance under this rider?

A certificate holder is eligible to continue insurance under this rider if he or she, except as provided by this rider, no longer meets the eligibility requirements of the group policy due to any of the following:

- (1) the employee terminates employment, including retirement; or
- (2) the employee is no longer in a class eligible for insurance or is on a leave or layoff; or
- (3) a class or group of employees insured under the policy is no longer considered eligible and there is no successor plan for that class or group. Successor plan means an insurance policy or policies provided by us or another insurer that replaces insurance provided under this policy.

The certificate holder will not be eligible to request coverage under this rider if he or she:

- (1) has attained the age of 80; or
- (2) has converted his or her insurance to an individual life policy under the terms of the group policy's conversion right section; or
- (3) was not actively at work due to sickness or injury on the day immediately preceding his or her portability date; or
- (4) loses eligibility due to termination of the group policy.

What insurance can be continued under this rider?

Contributory and noncontributory insurance may be continued under this rider. If the certificate holder elects to continue his or her own coverage according to the provisions of this rider, he or she may also elect to continue contributory insurance for any other individual insured under his or her certificate. The certificate holder may also continue coverage under all supplements to such certificate which apply to contributory insurance and by which he or she was insured immediately preceding his or her portability date except the Accidental Death and Dismemberment Insurance, which shall terminate upon porting.

The amount of insurance continued under this rider for any individual will be subject to any applicable state law or regulation relating to allowable amounts of insurance.

What is the minimum amount of insurance that can be continued under this rider?

The minimum amount of insurance that can be continued on the life of a certificate holder under this rider is \$10,000 for an employee and \$1,000 for each of his or her insured dependents.

What is the maximum amount of insurance that can be continued under this rider?

The maximum amount of insurance that can be continued under this rider is the amount of insurance that was in force on the insured's portability date, but not more than \$500,000 for an employee and the previous amount in force for a spouse. However, for a certificate holder who is age 65 or older on his or her portability date, the amount will not be more than \$325,000 for an employee or 65% of the previous amount in force for a spouse.

Will the amount of insurance continued under this rider change?

Yes. On the first day of the month following the date an insured attains age 65, the amount of insurance on his or her life continued under this rider will reduce to 65% of the amount of insurance in force on the day prior to his or her attainment of age 65. Insurance terminates at age 80.

Can a certificate holder request a change in his or her amount of insurance continued under this rider?

Yes. The certificate holder may elect to reduce the amount of insurance provided under his or her certificate. The remaining amount of insurance on the life of a certificate holder must be at least \$10,000.

The amount of insurance continued under this rider will never increase.

How will premium contributions be paid?

Premium contributions will be paid directly to us on a monthly, quarterly, semi-annual, or annual basis and will be subject to an administrative charge per billing period. We may adjust the amount of the charge, but not more often than once per year.

Can the premium rate change?

Yes. The premium rate may increase on the portability date. The premium rate may also increase in the future but will not change more often than once per year.

Can insurance continued under this rider be converted to a policy of individual insurance?

Yes. At any time after insurance has been continued under the provisions of this rider, it may be converted to a policy of individual insurance with Minnesota Life. All other conditions and provisions of the conversion right section of the group policy to which this rider is attached will apply.

What happens if a certificate holder again becomes eligible under the group policy?

If a certificate holder who is continuing coverage under the provisions of this rider again meets the eligibility requirements of the group policy, not including the terms of this rider, he or she shall no longer be considered to have portability status. Insurance for that certificate holder may be provided only under the terms of the group policy, not including this rider, unless and until he or she no longer meets the eligibility requirements of the group policy and again returns to portability status as provided for herein.

What happens to insurance provided under this rider when the group policy terminates?

Anything in the group policy notwithstanding, termination of the group policy by the policyholder or us will not terminate life insurance then in force for any person under the terms of this rider. The group policy will be deemed to remain in force solely for the purpose of continuing such insurance, but without further obligation of the policyholder.

Any insurance continued under the terms of this rider will remain in force until terminated by the provisions of the section entitled "When will insurance continued under this rider terminate?".

No individual may elect coverage under this rider on or after the date of termination of the group policy.

When will insurance continued under this rider terminate?

Insurance continued under this rider will terminate on the earliest of the following:

- (1) the insured's 80th birthday except for an insured employee who continues employment with the employer; or
- (2) the date the certificate holder again meets the eligibility requirements of the group policy, not including the terms of this rider; or
- (3) in the case of a dependent child or a spouse who is insured by a rider to the certificate holder's coverage, the date the certificate holder's coverage is no longer being continued under this rider, or the date the certificate holder's spouse or child ceases to be eligible as defined under the terms of the group policy; or
- (4) 31 days after the due date of any premium contribution which is not made.



Secretary



President

Group Term Life Policy Amendment #R5

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2020. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The following changes are made to the policy:

1. The additional life insurance benefit is increased to ten times annual earnings subject to a maximum of \$2,000,000. The benefit is amended to read as follows:

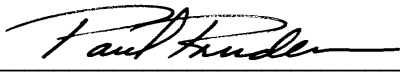
Additional Life Insurance

| <u>Eligible Class</u> | <u>Amount of Employee Additional Insurance</u> |
|-----------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| All employees | One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined. |

2. The guaranteed issue opportunity at annual open enrollment and qualified status change is subject to a maximum of the guaranteed issue amount of six times annual earnings or \$1,000,000 additional and basic life insurance combined.

The Group Policy Specifications Page is replaced with the attached Group Policy Specifications Page dated effective January 1, 2020.

Agreed to by Minnesota Life Insurance Company on this 16th day of August 2019.

By  JS
Vice President and Actuary

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| GENERAL INFORMATION |
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|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2020. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | 32 hours per pay period, except that Registry Travelers have no minimum hours per week requirement. | |

| |
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| PLAN OF INSURANCE |
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EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five, six, seven, eight, nine, or ten times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$2,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional AD&D Insurance

Eligible Class

Amount of Employee AD&D Insurance

All employees

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY: Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT: All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE: Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION: Applies to contributory employee insurance.

ELECTION CHANGES: Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT: During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown below.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the guaranteed issue amount of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

- Accelerated Benefits
- Accidental Death and Dismemberment
- Dependents Term Life
- Portability
- Waiver of Premium

Group Term Life Policy Amendment #R4

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2019. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.


Exclusion (9) found on the Accidental Death and Dismember Policy Rider, which is specific to travel in an aircraft, is amended to add that a pilot or passenger on a policyholder owned, operated or leased aircraft is exempt from this exclusion. As a result of this change, exclusion (9) is amended to read as follows:

- (9) travel in or descent from any aircraft, except as a fare-paying passenger on a regularly scheduled commercial flight on a licensed passenger aircraft, or as a pilot, crew member or passenger on a policyholder owned or leased aircraft; or

The Group Policy Specifications Page is replaced with the attached Group Policy Specifications Page dated effective January 1, 2019 as revised on June 18, 2019.

The Accidental Death and Dismemberment Policy Rider is replaced with the attached Accidental Death and Dismemberment Policy Rider EdF69870 Rev 6-2019.

Agreed to by Minnesota Life Insurance Company on this 18th day of June 2019.

By  SEM
Vice President and Actuary

GENERAL INFORMATION

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2019 as revised on June 18, 2019. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | 32 hours per pay period, except that Registry Travelers have no minimum hours per week requirement. | |

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five or six times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$1,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

Eligible Class

Amount of Dependent Life Insurance

Spouse/Domestic Partner

\$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee.

The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined).

Children

\$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee.

The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined).

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Eligible Class

Amount of Dependent AD&D Insurance

All employees

An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy.

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY: Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT: All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE:

Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION:

Applies to contributory employee insurance.

ELECTION CHANGES:

Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT:

During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown above.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Accidental Death and Dismemberment Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides accidental death and dismemberment coverage subject to all terms, conditions, and exclusions herein.

Who is eligible for insurance under this rider?

An employee who is insured under the provisions applicable to life insurance coverage under the group policy is eligible for insurance under this rider. In addition, any dependent insured under the Dependents Term Life Insurance Policy Rider attached to the group policy shall also be eligible under this rider. All references to an insured in this rider shall include such dependents. All provisions of this rider applicable to an "insured" shall apply to an insured dependent.

When does insurance under this rider become effective?

Insurance becomes effective on the date life insurance becomes effective under the policy for the insured.

Accidental Death and Dismemberment (AD&D) Benefit

What does accidental death or dismemberment by accidental injury mean?

Accidental death or dismemberment by accidental injury as used in this rider means that the insured's death or dismemberment results, directly and independently of all other causes, from an accidental bodily injury which is unintended, unexpected, and unforeseen. The bodily injury must be evidenced by a visible contusion or wound, except in the case of accidental drowning. The bodily injury must be the sole cause of death or dismemberment.

The injury must occur while the insured's coverage under this rider is in force. The insured's death or dismemberment must occur within 365 days after the date of the injury and while his or her coverage under this rider is in force.

In no event will we pay the accidental death or dismemberment benefit where the insured's death or dismemberment is caused directly or indirectly by, results from, or where there is a contribution from, any of the following:

- (1) self-inflicted injury or self destruction, whether sane or insane; or
- (2) suicide or attempted suicide, whether sane or insane; or
- (3) the insured's participation in or attempt to commit a crime, assault, felony, or any illegal activity, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (4) bodily or mental infirmity, illness or disease; or
- (5) the use of alcohol, drugs, medications, poisons, gases, fumes or other substances taken, absorbed, inhaled, ingested or injected, unless taken upon the advice of a licensed physician in the verifiable prescribed manner and dosage; or
- (6) motor vehicle collision or accident where the insured is the operator of the motor vehicle and this insured's blood alcohol level meets or exceeds the level at which intoxication is defined in the state where the collision or accident occurred, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (7) infection, other than infection occurring simultaneously with, and as a direct result of, the accidental injury; or
- (8) medical or surgical treatment or diagnostic procedures or any resulting complications; or
- (9) travel in or descent from any aircraft, except as a fare-paying passenger on a regularly scheduled commercial flight on a licensed passenger aircraft, or as a pilot, crew member or passenger on a policyholder owned or leased aircraft; or
- (10) war or any act of war, whether declared or undeclared; or
- (11) service in the military of any nation.

What is the amount of the accidental death and dismemberment benefit?

The amount of the benefit shall be a percentage of the amount of insurance shown on the specifications page attached to the group policy. The percentage is determined by the type of loss as shown in the following table:

| TYPE OF LOSS | PERCENT OF AMOUNT OF INSURANCE |
|---------------------------------------|--------------------------------|
| Life | 100% |
| Both Hands or Both Feet | 100% |
| Sight of Both Eyes | 100% |
| Speech and Hearing in Both Ears | 100% |
| One Hand and One Foot | 100% |
| One Foot and Sight of One Eye | 100% |
| One Hand and Sight of One Eye | 100% |
| Quadriplegia | 100% |
| Paraplegia | 75% |
| Sight of One Eye | 50% |
| Speech or Hearing in Both Ears | 50% |

| | |
|------------------------------------------|-----|
| One Hand or One Foot..... | 50% |
| Hemiplegia | 50% |
| Thumb and Index Finger of One Hand | 25% |
| Hearing in One Ear | 25% |

Loss of hands or feet means complete severance at or above the wrist or ankle joints. Loss of sight, speech, or hearing means the entire and irrecoverable loss of sight, speech, or hearing which cannot be corrected by medical or surgical treatment or by artificial means. Loss of thumb or finger means complete severance at or above the metacarpophalangeal joints (the joints closest to the palm of the hand).

Quadriplegia means total and permanent paralysis of both upper limbs (from the shoulder down including total paralysis of both hands) and both lower limbs (from the waist down including total paralysis of both feet).

Paraplegia means total and permanent paralysis of both lower limbs (from the waist down including total paralysis of both feet). Hemiplegia means total and permanent paralysis of both the upper limb (from the shoulder down including total paralysis of the hand) and lower limb (from the waist down including total paralysis of the foot) on one side of the body.

A benefit is not payable for both loss of one hand and the loss of thumb and index finger of one hand to the same hand as a result of any one accident. Under no circumstance will more than one payment be made for the loss or paralysis of the same limb, eye, finger, thumb, hand, foot, sight, speech, or hearing if one payment has already been made for that loss.

Benefits may be paid for more than one accidental loss but the total amount of AD&D insurance payable under this rider for all of an insured's losses due to any one accident, not including any amount paid according to the terms of the Additional Benefits section of this rider, will never exceed the full amount of AD&D insurance shown on the specifications page attached to the group policy.

When will the accidental death and dismemberment benefit be payable?

We will pay the AD&D benefit upon receipt at our home office of written proof satisfactory to us that the insured died or suffered dismemberment as a result of an accidental injury. All payments by us are payable from our home office.

The benefit will be paid in a single sum. We will pay interest on the benefit from the date of the insured's death or dismemberment until the date of payment. Interest will be at an annual rate determined by us, but never less than 0.1% per year compounded annually or the minimum required by state law, whichever is greater.

To whom do we pay the benefit?

A certificate holder's accidental death benefit will be paid to the person or persons entitled to receive a death benefit under the terms of the group policy. The benefit for other losses sustained by a certificate holder will be paid to the certificate holder, if living, otherwise to his or her estate.

A dependent's AD&D benefit will be paid to the certificate holder, if living, otherwise to his or her estate.

Additional Benefits

Unless stated otherwise, additional benefits are payable to the same person or persons who receive the AD&D benefits. Additional benefits are paid in addition to any AD&D benefits described in the Accidental Death and Dismemberment section, unless otherwise stated. All provisions of this rider, including but not limited to the "What does accidental death or dismemberment by accidental injury mean?" section shall apply to these additional benefits.

Seatbelt Benefit

What is the seatbelt benefit?

If an insured dies as a result of a covered accident which occurs while he or she is driving or riding in a private passenger car, we will pay an additional AD&D benefit equal to the lesser of:

- (1) \$50,000; or
- (2) 100% of the insured's amount of AD&D insurance.

In order to be eligible for this benefit, the following must apply:

- (1) the private passenger car was equipped with seatbelts; and
- (2) a seatbelt was in proper use by the insured at the time of the accident as certified in the official accident report or by the investigating officer; and
- (3) at the time of the accident, the driver of the private passenger car was a licensed driver and was not intoxicated, impaired, or under the influence of alcohol or drugs.

Seatbelt means a properly installed seatbelt (or child restraint if the insured is a child), lap and shoulder restraint, or other restraint approved by the National Highway Traffic Safety Administration or any successor governmental agency. A private passenger car means a validly registered four-wheeled private passenger car or policyholder-owned car, jeep, pickup truck or van, including a sport utility vehicle (SUV), that is not licensed commercially or being used for racing, or acrobatic or stunt driving.

Termination

When does an insured's coverage under this rider terminate?

An insured's coverage ends on the earliest of:

- (1) the date the certificate holder is no longer covered for life insurance under the group policy; or
- (2) for an insured dependent, the date the dependent is no longer covered for life insurance under the group policy; or

- (3) 31 days (the grace period) after the due date of any premium contribution which is not paid.

The certificate holder must notify us or the employer when he or she no longer has any dependents eligible for coverage under this benefit so that premiums may be discontinued. All premiums paid for dependents who are no longer eligible for coverage under this benefit will be refunded without any payment of claim.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request from the policyholder to cancel this rider; or
- (2) the date the group policy is terminated.

Additional Information

Do we have the right to obtain independent medical verification?

Yes. We retain the right to have an insured medically examined at our expense whenever a claim is pending and, where not forbidden by law, we reserve the right to have an autopsy performed in case of death.

Can insurance under this rider be converted to a policy of individual insurance upon termination?

No. Coverage under this rider will not be included in any insurance issued under the conversion right section of the group policy.


Secretary


President

Group Term Life Policy Amendment #R3

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2018. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The following changes are made to the policy:

The Guaranteed Issue amount is increased for additional life insurance. As a result of this change the Guaranteed Issue Amount line item is amended to read as follows:

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

Due to the increase in guaranteed issue for additional life insurance the Annual Enrollment and Qualified Status Changes line items are amended to read as follows”

ANNUAL OPEN ENROLLMENTS: During the policyholder’s annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS: During the policyholder’s 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown above.

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.

- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.


Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

As a result of the changes listed above the Group Policy Specifications Page is replaced with the attached Group Policy Specifications Page dated effective January 1, 2018 as revised on September 28, 2017.

Agreed to by Minnesota Life Insurance Company on this 28th day of September, 2017.

By  _____
 SEM
 Vice President and Actuary

GENERAL INFORMATION

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2018 as revised on September 28, 2017. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | 32 hours per pay period, except that Registry Travelers have no minimum hours per week requirement. | |

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five or six times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$1,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of six times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

| ADDITIONAL INFORMATION | |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown above.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of six times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Group Term Life Policy Amendment #R2

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

To be attached to and made a part of Group Policy No. 33697-G issued by Minnesota Life Insurance Company to Banner Health. This amendment is effective as of January 1, 2018. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The following changes are made to the policy:

1. The additional life insurance benefit election is increased to six times annual earnings. The benefit is amended to read as follows:

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five or six times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$1,000,000 additional and basic life insurance combined.

2. An open enrollment guaranteed issue opportunity is added to the policy for the 2018 plan year. The Open Enrollment benefit reads as follows:

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown above.

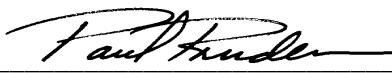
During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of five times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

As a result of the changes listed above the Group Policy Specifications Page is replaced with the attached Group Policy Specifications Page dated effective January 1, 2018.

Agreed to by Minnesota Life Insurance Company on this 24th day of August, 2017.

By  _____
SEM
Vice President and Actuary

GENERAL INFORMATION

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2018. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | 32 hours per pay period, except that Registry Travelers have no minimum hours per week requirement. | |

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four, five or six times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$1,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent Life Insurance</u> |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Spouse/Domestic Partner | \$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee. The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined). |
| Children | \$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee. The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined). |

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

| <u>Eligible Class</u> | <u>Amount of Dependent AD&D Insurance</u> |
|-----------------------|----------------------------------------------------------------------------------------------------------------------|
| All employees | An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy. |

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY:

Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT:

All dependents insurance terminates upon the employee's retirement.

| ADDITIONAL INFORMATION | |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| SUICIDE EXCLUSION FOR LIFE INSURANCE: | Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider. |
| WAIVER OF PREMIUM APPLICATION: | Applies to contributory employee insurance. |
| ELECTION CHANGES: | Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change. Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment. |
| ONE-TIME SPECIAL OPEN ENROLLMENT: | During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined. |

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of five times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

ANNUAL OPEN ENROLLMENTS:

Applies to the 2018 enrollment only, all future enrollments will follow the Annual Open Enrollment Schedule shown above.

During the policyholder's 2018 annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of five times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of five times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee’s legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee’s dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Group Term Life Policy Amendment #R1


MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

Minnesota Life Insurance Company has issued the attached Group Policy Number 33697-G to Banner Health effective as of January 1, 2017 as a replacement for an earlier policy containing the same number. Continued payment of premiums by Banner Health shall constitute acceptance of the replacement policy.

In no case shall Minnesota Life Insurance Company be liable under both policies.

Agreed to by Minnesota Life Insurance Company on November 15, 2016.

By  _____ SEM
Vice President and Actuary

Group Term Life Insurance Policy

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

Read Your Policy Carefully

This policy was issued to the policyholder on the effective date shown on the specifications page attached to this policy. We promise to pay the benefits provided by this policy, subject to its conditions, limitations, and exceptions. We make this promise and issue this policy in consideration of the application for this policy and the payment of the premiums.

Minnesota Life Insurance Company is a subsidiary of Minnesota Mutual Companies, Inc., a mutual insurance holding company. The policyholder is a member of Minnesota Mutual Companies, Inc., which holds its annual meetings on the first Tuesday in March of each year at 3 p.m. local time. The meetings are held at 400 Robert Street North, St. Paul, Minnesota 55101-2098.

Right to Cancel

It is important to us that you are satisfied with this policy after it is issued. If you are not satisfied with this policy, you may cancel it by delivering or mailing a written notice or sending a telegram to Minnesota Life Insurance Company (Minnesota Life), 400 Robert Street North, St. Paul, Minnesota 55101-2098 and returning the policy before midnight of the 30th day after you received this policy.

Notice given by mail and return of the policy by mail are effective on being postmarked, properly addressed, and postage prepaid. If you return this policy, you will receive, within 10 days of the date we receive a notice of cancellation, a full refund of any premiums you paid. Upon cancellation of this policy, it will be void as if it had never been issued.

Signed for Minnesota Life Insurance Company at St. Paul, Minnesota on the effective date.



Secretary



President

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GROUP TERM LIFE INSURANCE POLICY • NONPARTICIPATING

GENERAL INFORMATION

| | | |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| POLICYHOLDER: | Banner Health | POLICY NO.: 33697-G |
| ASSOCIATED COMPANIES: | All subsidiaries and affiliates reported to Minnesota Life by the policyholder for inclusion in the policy. | |
| POLICY EFFECTIVE DATE: | January 1, 2009. This specifications page represents the plan in effect on January 1, 2017. | |
| POLICY ANNIVERSARY DATE: | January 1 of each year beginning January 1, 2010. | |
| PREMIUM DUE DATE(S): | The first day of each month. | |
| GROUP: | The group is composed of all regular full-time and part-time employees of the policyholder and its associated companies, and Registry Travelers, as defined by the policyholder. | |
| ENROLLMENT PERIOD: | Not applicable for noncontributory insurance; 31 days from the first day of eligibility for contributory insurance. | |
| WAITING PERIOD: | The period commencing with the employee's date of eligible employment and ending with the first day of the month next following or coinciding with that date. | |
| MINIMUM HOURS PER WEEK REQUIRED: | 32 hours per pay period, except that Registry Travelers have no minimum hours per week requirement. | |

PLAN OF INSURANCE

EMPLOYEE BENEFIT SCHEDULE

EMPLOYEE TERM LIFE INSURANCE:

Basic Life Insurance

Eligible Class

All employees

Amount of Employee Basic Insurance

One times annual earnings, rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$1,000,000.

Additional Life Insurance

Eligible Class

All employees

Amount of Employee Additional Insurance

One, two, three, four or five times annual earnings, as chosen by the employee, the result rounded to the next higher multiple of \$1,000 if not already a multiple thereof, subject to a maximum of \$1,000,000 additional and basic life insurance combined.

EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

An employee insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Basic and Additional Insurance

Eligible Class

All employees

Amount of Employee AD&D Insurance

An amount equal to the amount of basic and additional life insurance for which the employee is insured under the group policy.

GENERAL PROVISIONS FOR EMPLOYEE INSURANCE

AGE REDUCTIONS:

The amount of insurance on an employee age 65 or older shall be a percentage of the amount otherwise provided by the plan of insurance applicable to such employee in accordance with the following table:

| <u>Age of Employee</u> | <u>Amount of Insurance</u> |
|------------------------|----------------------------|
| 65 - 69 | 65% |
| 70 - 74 | 45% |
| 75 - 79 | 30% |
| 80 and over | 20% |

Age reductions will apply the first day of the month following an insured employee's 65th, 70th, 75th and 80th birthdays.

RETIREMENT REDUCTIONS:

All insurance terminates at retirement.

CONTRIBUTORY/NONCONTRIBUTORY:

Basic insurance is noncontributory insurance. All additional insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT:

Guaranteed issue is the maximum amount of insurance an employee can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows:

For basic insurance:

All basic insurance is guaranteed issue.

For additional insurance:

The lesser of five times annual earnings or \$1,000,000 basic and additional life insurance combined.

EVIDENCE OF INSURABILITY:

Evidence of insurability is required as stated in the policy and for an amount of insurance greater than the guaranteed issue amount.

EFFECTIVE DATE OF INCREASES AND DECREASES DUE TO CHANGE IN ELIGIBLE CLASS OR EARNINGS:

For a change in class, insurance amounts will be adjusted on the date of the change in class. For a change in annual earnings, the insurance amount will be adjusted on the first day of the pay period next following the date of the change in earnings. All increases are subject to the actively at work requirement.

DEPENDENTS BENEFIT SCHEDULE

DEPENDENTS TERM LIFE INSURANCE:

An employee covered for employee term life insurance may elect dependents insurance as follows.

Eligible Class

Amount of Dependent Life Insurance

Spouse/Domestic Partner

\$5,000; \$10,000; \$15,000; \$20,000; \$25,000 or \$50,000, as elected by the employee.

The amount of spouse/domestic partner life insurance cannot exceed 50% of the employee's amount of life insurance (basic and additional combined).

Children

\$2,500; \$5,000; \$10,000; or \$15,000, as elected by the employee.

The amount of child life insurance cannot exceed 25% of the employee's amount of life insurance (basic and additional combined).

DEPENDENTS ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE:

A dependent insured for life insurance will automatically also be insured for AD&D insurance, as follows.

Eligible Class

Amount of Dependent AD&D Insurance

All employees

An amount equal to the amount of dependent life insurance for which the dependent is insured under the group policy.

GENERAL PROVISIONS FOR DEPENDENTS INSURANCE

CONTRIBUTORY/NONCONTRIBUTORY: Dependents insurance is contributory insurance.

GUARANTEED ISSUE AMOUNT: Guaranteed issue is the maximum amount of insurance an eligible dependent can receive without evidence of insurability when first eligible under the plan provided enrollment is made within the enrollment period. The amounts are as follows: All dependents insurance is guaranteed issue.

EFFECT OF EMPLOYEE'S RETIREMENT: All dependents insurance terminates upon the employee's retirement.

ADDITIONAL INFORMATION

SUICIDE EXCLUSION FOR LIFE INSURANCE: Does not apply to any life insurance under this policy. Exclusions for AD&D insurance, including a suicide exclusion, are listed on the applicable policy rider.

WAIVER OF PREMIUM APPLICATION: Applies to contributory employee insurance.

ELECTION CHANGES: Changes to your elections can only be made at annual open enrollment or within 31 days of a Qualified Status Change.

Coverage that does not require evidence of insurability will be effective on the date of the change in status for a Qualified Status Change, and on the following January 1 for an election change at annual enrollment. Coverage that requires evidence of insurability will be effective on the date it is approved by us for a Qualified Status Change or the later of the date it is approved by us or the following January 1 for a request made at annual enrollment.

ONE-TIME SPECIAL OPEN ENROLLMENT: During the 2016 annual enrollment period an employee may elect for the first time or increase existing additional life coverage by two times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of the lesser of five times annual earnings or \$1,000,000 basic and additional life combined.

ANNUAL OPEN ENROLLMENTS:

During the policyholder's annual open enrollment period, the following election changes can be made without providing evidence of insurability, provided the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of five times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the January 1 following the annual enrollment, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

QUALIFIED STATUS CHANGES:

An employee who experiences one of the Qualified Status Changes listed below may make the following election changes without providing evidence of insurability, provided enrollment is made within 31 days of the status change and the insured receiving the increase has not previously been declined any insurance amount under this policy due to failure to provide satisfactory evidence of insurability:

- An employee may elect for the first time or increase existing additional life coverage by one times annual earnings, provided the resulting amount of insurance does not exceed the plan maximum of five times annual earnings or \$1,000,000 when combined with basic life.
- An employee may elect for the first time or increase existing spouse life insurance by any amount up to the plan maximum of the lesser of \$50,000 or 50% of the employees combined amount of basic and additional life insurance.
- An employee may elect any child life amount.
- Insurance may be reduced.

Coverage will be effective on the date of the election, subject to the actively at work requirement for employees and the hospitalization/confinement clause for dependents.

Qualified Status Change means any of the following:

- **Legal marital status** – Any event that changes an employee's legal marital status, including marriage, death of a spouse, divorce, legal separation or annulment.
- **Number of dependents** – any event that changes the number of an employee's dependents, including birth, adoption, placement for adoption, divorce or death of a dependent.
- **Employment status** – any event in which employment begins or ends for an employee or for an eligible dependent; the gain or loss of eligibility due to a change in full-time to part-time status or vice-versa; or the beginning or ending of an unpaid or paid leave of absence.
- **Dependent status** – any event which causes your unmarried dependent to satisfy or cease to satisfy eligibility requirements due to age, student status, or similar circumstances under the plan.

CONVERSION ELECTION PERIOD:

Notwithstanding anything in the policy to the contrary, an insured shall have 60 days from the date group coverage ends to elect to convert to an individual policy. However, this does not extend the 31-day period after group coverage ends during which we will pay a death benefit regardless of whether a conversion application has been made; if an employee dies after 31 days from the date group coverage ends and had not elected conversion, no benefit is payable.

RIDERS TO THE GROUP POLICY

Accelerated Benefits
Accidental Death and Dismemberment
Dependents Term Life
Portability
Waiver of Premium

Definitions

age

Attained age as of most recent birthday.

annual earnings

One times annual base pay (excluding bonuses, overtime, differentials, call or productivity pay, incentives, call back pay and charge pay).

associated company

Any company which is a subsidiary or affiliate of the policyholder which is designated by the policyholder and agreed to by us to participate under this policy.

certificate effective date

The date the insured's coverage under this policy becomes effective.

certificate holder

An employee who is eligible for and becomes insured according to the terms of this policy.

contributory insurance

Insurance for which an employee is required to make premium contributions.

employee

An individual who is employed by the policyholder or by an associated company. A sole proprietor will be considered the employee of the proprietorship. A partner in a partnership will be considered an employee so long as the partner's principal work is the conduct of the partnership's business. The term employee does not include temporary employees nor corporate directors who are not otherwise employees.

employer

The policyholder or any designated associated companies.

insured

A person who is eligible for and becomes insured according to the terms of this policy.

non-work day

A day on which the employee is not regularly scheduled to work, including scheduled time off for vacations, personal holidays, weekends and holidays, and approved leaves of absence for non-medical reasons.

Non-work day does not include time off for medical leave of absence, temporary layoff, employer suspension of operations in total or in part, strike, and any time off due to sickness or injury including sick days, short-term disability, or long-term disability.

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noncontributory insurance

Insurance for which an employee is not required to make premium contributions.

policy anniversary

The policy anniversary date shown on the specifications page attached to this policy.

policy effective date

The date this policy was issued as shown on the specifications page attached to this policy.

policyholder

The owner of the group policy as shown on the specifications page attached to the group policy.

specifications page

The outline which summarizes the policyholder's plan of insurance.

waiting period

The period, if any, of continuous employment with the employer required prior to becoming eligible for coverage under this policy. The waiting period is shown on the specifications page attached to this policy.

we, our, us

Minnesota Life Insurance Company.

you, your

The policyholder named on the specifications page attached to this policy.

General Information

What is your agreement with us?

This policy and your application, which is attached, contain the entire contract between you and us. Any statements you make will be considered representations and not warranties. Also, any statement that you make will not be used to void this policy, nor will it be used in our defense if we refuse to pay a claim, unless the statement is contained in your attached application.

No change or waiver of any provisions of this policy, or any certificate issued under it, will be valid unless made in writing by us and signed by our president, a vice-president, our secretary, or an assistant secretary. No agent or other person has the authority to change or waive any provisions of this policy, or of any certificate issued under it.

Are employees of associated companies eligible for insurance under this policy?

Yes. Employees of associated companies may be eligible for insurance under this policy. Associated companies are shown on the specifications page attached to this policy. You represent any associated company in all transactions pertaining to this policy. Your acts or omissions and every notice given by us to you shall be binding on every associated company. When an associated company ceases its participation under the policy, the policy shall be considered to be terminated for all employees of the associated company. All provisions related to the policy terminating will apply to such employees.

Can this policy be amended?

Yes. The insured's consent is not required to amend this policy or any certificates issued under it. Any amendment will be without prejudice to any claim for benefits incurred prior to the effective date of the amendment.

Who is eligible for insurance?

An employee is eligible if he or she:

- (1) is a member of the group and of an eligible class as shown on the specifications page attached to this policy; and
- (2) works for the employer for at least the number of hours per week shown as the minimum hours per week requirement on the specifications page attached to this policy; and
- (3) has satisfied the waiting period as shown on the specifications page attached to this policy; and
- (4) meets the actively at work requirement as shown in the section entitled "What is the actively at work requirement?".

Are retired employees eligible for insurance?

If the policyholder's plan of insurance, as reflected in the specifications page attached to this policy, does not specifically provide insurance for retired employees, a retired employee shall not be eligible to become insured, nor have his or her insurance continued. If the policyholder's plan of insurance specifically provides insurance for retired employees, the minimum hours per week and actively at work requirements will not apply to such persons.

What is the actively at work requirement?

To be eligible to become insured or to receive an increase in the amount of insurance, an employee must be actively at work performing his or her customary duties at the employer's normal place of business, or at other places the employer's business requires him or her to travel.

If the employee is not actively at work on the date coverage would otherwise begin, or on the date an increase in his or her amount of insurance would otherwise be effective, he or she will not be eligible for the coverage or increase until he or she returns to active work. However, if the absence is on a non-work day,

coverage will not be delayed provided the employee was actively at work on the work day immediately preceding the non-work day.

Except as otherwise provided for in this policy, an employee is eligible to continue to be insured only while he or she remains actively at work.

When will we require evidence of insurability?

Evidence of insurability will be required if:

- (1) the specifications page attached to this policy states that evidence of insurability is required; or
- (2) the insurance is contributory and the employee does not enroll within the enrollment period shown on the specifications page attached to this policy; or
- (3) the insurance for which the employee previously enrolled did not go into effect or was terminated because the employee failed to make a required premium contribution; or
- (4) during a previous period of eligibility, the employee failed to submit required evidence of insurability or that which was submitted was not satisfactory to us; or
- (5) the employee is insured by an individual policy issued under the terms of the conversion right section.

When does insurance become effective?

Insurance becomes effective on the date that all of the following conditions have been met:

- (1) an employee meets all eligibility requirements; and
- (2) if required, the employee applies for the insurance on forms which are approved by us; and
- (3) we are satisfied with the employee's evidence of insurability, if we require evidence; and
- (4) we receive the required premium.

Can an insured employee's coverage be continued during sickness, injury, leave of absence?

Yes. Insurance may be continued on an insured employee who is not actively at work due to sickness, injury, leave of absence (except for employees receiving severance), subject to the employer's practices and procedures, including the employer's limits on the length of continuation allowed for the type of absence. Continuation is contingent upon continued premium payment and is subject to the following maximum time frames:

- (1) for an employee on non-medical leave of absence, insurance cannot be continued beyond 12 months from the last day the insured employee was actively at work.
- (2) for an employee on a medical leave of absence, insurance cannot be continued beyond the later of 12 months from the last day the insured employee

was actively at work on the date the employee attains age 65.

Continuation of insurance must be in accordance with practices and procedures that preclude individual selection.

Coverage during a leave of absence and upon return from a leave of absence shall meet all state and federal requirements. The above limits will be expanded if necessary in order to meet such requirements.

Premiums

When and how often are premiums due?

Unless we have agreed to some other premium payment procedure, premiums for this policy are remitted to us monthly. Premiums are due on the premium due date as shown on the specifications page attached to this policy. We apply premiums consecutively to keep the insurance in force.

You may pay premiums before they are due for any period up to the next policy anniversary. Premiums paid in advance should be calculated at the rate of the monthly premium currently due.

Premium contributions for contributory insurance are to be paid to you. The premium contributions by insureds for contributory insurance should be remitted to us as due along with the premiums payable for noncontributory insurance.

How is the premium determined?

The premium will be the premium rate multiplied by the number of \$1,000 units of insurance in force on the date premiums are due. The premium may also be computed by any other method on which you and we agree.

We may change the premium rate:

- (1) on any premium due date following the expiration of any rate guarantee period; or
- (2) anytime, if the policy terms are amended or the total amount of insurance in force changes by 15% or more.

Can a premium be paid after the date it is due?

Yes. This policy has a 31-day grace period. If a premium is not paid on or before the date it is due, that premium may be paid during the 31-day period following the due date. The insurance under this policy will remain in effect during the 31-day grace period. This grace period does not apply to the first premium payment.

Can the premium be adjusted?

Yes. We will adjust the premium on each due date for insurance which was effective or terminated before the most recent due date, but not reflected in prior premium payments. We will charge you for any additional premium, and will refund any overpayment, excluding any

overpayment made more than 12 months before the adjustment.

Death Benefit

What is the amount of the death benefit?

The amount of the death benefit is the amount of insurance shown on the specifications page attached to this group policy. The amount of insurance for each insured dependent shall not exceed the insured employee's amount of insurance.

Can an insured request a change in the amount of his or her contributory insurance?

An insured can request a change in his or her contributory insurance amount only during an annual open enrollment period, as determined by the employer, or within 31 days of a Qualified Status Change. Qualified Status Change shall be as determined by the employer.

If an insured requests an increase in the amount of his or her contributory insurance, we will require evidence of insurability, unless otherwise noted on the specifications page.

When will changes in an insured's coverage amount be effective?

Requested increases in the amount of an insured's contributory insurance, if approved, are effective on the date we approve the increase. Requested decreases in the amount of an insured's contributory insurance are effective on the first day of the month following receipt of the insured's request for a decrease, or if different, according to the administrative practices of the employer.

Requests for a change made during a special enrollment period offered by the employer will not become effective prior to the general effective date of elections made during that enrollment.

Increases and decreases in insurance amounts which result from a change in the insured's eligible class or earnings will be effective as shown on the specifications page attached to this policy.

All increases in the amount of insurance are subject to the actively at work requirement.

When will the death benefit be payable?

We will pay the death benefit upon receipt at our home office of written proof satisfactory to us that an individual died while insured under this policy. All payments by us are payable from our home office.

The death benefit will be paid in a single sum or by any other method agreeable to us and the beneficiary. We will pay interest on the death benefit from the date of the insured's death until the date of payment. Interest will be at an annual rate determined by us, but never less than 0.1% per year compounded annually, or the minimum required by state law, whichever is greater.

Payment of the death benefit will extinguish our liability under the certificate for which the death benefit has been paid.

To whom will we pay the death benefit?

We will pay the death benefit to the beneficiary or beneficiaries. A beneficiary is named by an insured to receive the death benefit to be paid at the insured's death. The insured may name one or more beneficiaries. The insured cannot name you or an associated company as a beneficiary.

The insured may also choose to name a beneficiary that the insured cannot change without the beneficiary's consent. This is called an irrevocable beneficiary.

If there is more than one beneficiary, each will receive an equal share, unless the insured has requested another method in writing. To receive the death benefit, a beneficiary must be living on the date of the insured's death. In the event a beneficiary is not living on the date of the insured's death, that beneficiary's portion of the death benefit shall be equally distributed to the remaining surviving beneficiaries. In the event of the simultaneous deaths of the insured and a beneficiary, the death benefit will be paid as if the insured survived the beneficiary.

If there is no eligible beneficiary, or if the insured does not name one, we will pay the death benefit to:

- (1) the insured's lawful spouse if living (this does not include a domestic partner); otherwise
- (2) the insured's natural or legally adopted child (children) in equal shares, if living; otherwise
- (3) the insured's parents in equal shares, if living; otherwise
- (4) the insured's siblings in equal shares, if living; otherwise
- (5) the personal representative of the insured's estate.

Can an insured add or change beneficiaries?

Yes. An insured can add or change beneficiaries if all of the following are true:

- (1) the insured's coverage is in force; and
- (2) we have written consent of all irrevocable beneficiaries; and
- (3) the insured has not assigned the ownership of his or her insurance.

A request to add or change a beneficiary must be made in writing. All requests are subject to our approval. A change will take effect as of the date it is signed, but will not affect any payment we make or action we take before receiving an insured's notice.

Termination

When does an insured's coverage terminate?

The insured's coverage ends on the earliest of the following:

- (1) the date this policy ends; or
- (2) the date the employee no longer meets the eligibility requirements; or
- (3) the date the policy is amended so the employee is no longer eligible; or
- (4) 31 days (the grace period) after the due date of any premium contribution which is not paid; or
- (5) the last day for which premium contributions have been paid following an employee's written request to cease participation under this policy.

If an insured's coverage under this policy terminates due to non-payment of premiums, his or her coverage may be reinstated if all premiums due are paid and received by us within 31 days of the date of termination and during the insured's lifetime.

Can insurance on the life of an insured be reinstated after termination?

Yes. When an insured's coverage terminates because he or she is no longer eligible, and the insured becomes eligible again within three months after the date his or her coverage terminated, the insured's coverage under this policy may be reinstated.

Provided the insured is not then covered by an individual policy issued under the terms of the conversion right section, his or her coverage under this group policy shall be reinstated automatically, without evidence of insurability or satisfaction of any waiting period. The amount of insurance will be that which applies to the classification to which he or she then belongs, on the date he or she again becomes eligible. If the policyholder's plan of insurance provides for contributory insurance under this policy, an insured's amount of contributory insurance will be limited to that for which he or she was insured immediately prior to the loss of coverage.

When does this group policy terminate?

You may terminate this group policy by giving us 31 days prior written notice. We reserve the right to terminate this policy on the earliest of the following to occur:

- (1) 31 days (the grace period) after the due date of any premiums which are not paid; or
- (2) on any subsequent policy anniversary after the date the number of employees insured is less than any minimum established by us or as required by applicable state law; or
- (3) 31 days after we provide you with notice of our intent to terminate this policy.

Can this policy be reinstated?

No. We will not reinstate this policy after it terminates. You must submit a new application for a new policy after this policy has terminated.

Conversion Right

What is the conversion right?

An insured can convert this insurance to a new individual life insurance policy if all or part of the insured's life insurance under this policy terminates.

The insured may convert up to the full amount of terminated insurance if termination occurs because he or she moves from one existing eligible class to another, or he or she is no longer in an eligible class.

What is the limited conversion right?

Limited conversion is available if, after the insured has been insured for at least five years, insurance is terminated because:

- (1) the policy is terminated; or
- (2) the policy is changed to reduce or terminate the insurance for that individual.

The insured may convert up to the full amount of terminated insurance, but not more than the maximum. The maximum is the lesser of:

- (a) \$10,000; and
- (b) the amount of life insurance which terminated minus any amount of group life insurance for which the insured becomes eligible under any group policy issued or reinstated by us or any other carrier within 31 days of the date the insurance terminated under this policy.

Neither the conversion right nor the limited conversion right is available if the insured's coverage under this policy terminates due to failure to make, when due, required premium contributions.

Under both the conversion right and the limited conversion right, the insured may convert his or her insurance to any type of individual policy of life insurance then customarily issued by us for purposes of conversion, except term insurance. The individual policy will not include any supplemental benefits, including, but not limited to, any disability benefits, accidental death and dismemberment benefits, or accelerated benefits.

How does an insured convert his or her insurance?

An insured converts his or her insurance by applying for an individual policy and paying the first premium within 31 days after the group insurance terminates. No evidence of insurability will be required.

If the insured does not receive written notice of the conversion right under this policy at least 15 days prior to the end of the 31-day conversion period, he or she will have an additional period within which to exercise such right. This additional period will expire 15 days after the insured is given such notice, but in no event will such additional period be extended beyond 60 days after the end of the 31-day conversion period. Nothing contained

herein will be construed to continue any insurance beyond the 31-day period provided in this policy.

How is the premium for the individual policy determined?

We base the premium for the individual policy on the plan of insurance, the insured's age, and the class of risk to which the insured belongs on the date of the conversion.

When is the individual policy effective?

The individual policy takes effect 31 days after the group insurance provided under this policy terminates.

What happens if the insured dies during the 31-day period allowed for conversion?

If the insured dies during the 31-day period allowed for conversion, we will pay a death benefit regardless of whether or not an application for coverage under an individual policy has been submitted. The death benefit will be the amount of insurance the insured would have been eligible to convert under the terms of the conversion right section.

We will return any premium the insured paid for an individual policy to the insured's beneficiary named under this group policy. In no event will we be liable under both this group policy and the individual policy.

Additional Information

What if an insured's age has been misstated?

If an insured's age has been misstated, the death benefit payable will be that amount to which the insured is entitled based on his or her correct age.

A premium adjustment will be made to the premium you pay for the insured's noncontributory insurance and to the premium an insured pays for contributory insurance, if any, so that the actual premium required at the insured's correct age is paid.

Is there a suicide exclusion?

The specifications page attached to this policy indicates what insurance, if any, is subject to the suicide exclusion outlined below.

When applicable, this suicide exclusion limits our liability to an amount equal to the premiums paid for an insured, if that insured, whether sane or insane, dies by suicide within two years of the effective date of his or her insurance.

If there has been an increase in the insured's amount of insurance for which he or she was required to apply or for which we required evidence of insurability, and if the insured dies by suicide within two years of the effective date of the increase, our liability with respect to that increase will be limited to the premiums paid and attributable to such increase.

When does an insured's insurance become incontestable?

Except for the non-payment of premiums, after the insured's insurance has been in force during his or her lifetime for two years from the effective date of his or her coverage, we cannot contest the insured's coverage. However, if there has been an increase in the amount of insurance for which the insured was required to apply or for which we required evidence of insurability, then, to the extent of the increase, any loss which occurs within two years of the effective date of the increase will be contestable.

Any statements the insured makes in his or her application will be considered representations and not warranties. Also, any statement an insured makes will not be used to void his or her insurance, nor defend against a claim, unless the statement is contained in the application and any evidence of insurability application attached to the insured's certificate and a copy of the statement has been provided to the insured or his or her beneficiary.

Can an insured's insurance be assigned?

Yes. However, we will not be bound by an assignment of the certificate or of any interest in it unless it is made as a written instrument, the insured files the original instrument or a certified copy with us at our home office, and we send the insured an acknowledged copy.

We are not responsible for the validity of any assignment. An insured is responsible for ensuring that the assignment is legal in his or her state and that it accomplishes his or her intended goals. If a claim is based on an assignment, we may require proof of interest of the claimant. A valid assignment will take precedence over any claim of a beneficiary.

Are you required to maintain records?

Yes. You are required to maintain adequate records of any information necessary for us to administer this policy. We own the records relating to the insurance provided by this policy, and can obtain them from you at any reasonable time.

If a clerical error is made in keeping records on the insurance under this policy, it will not affect otherwise valid insurance. A clerical error does not continue insurance which is otherwise stopped. If an error causes a change in premium payment, we will make a fair adjustment.

Will a certificate of insurance be provided for each certificate holder?

Yes. We will provide you with a certificate of insurance for delivery to each certificate holder. The certificate will include information regarding the principal provisions of his or her coverage.

Will this policy receive experience credits?

Each year we will determine if this policy will receive an experience credit.

Are you our agent?

No. For all purposes of this policy, neither you, an associated company, nor any administrator you appoint is our agent. We will not be liable for any of your acts or omissions or those of an associated company or administrator.

Will the provisions of this policy conform with state law?

Yes. If any provision in this policy, or in the certificates issued under this policy, is in conflict with the laws of the state governing the policy or the certificates, the provision will be deemed to be amended to conform to such laws.

Accelerated Benefits Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

Benefits received under this Accelerated Benefits Policy Rider may be taxable. Certificate holders should seek assistance from a personal tax advisor prior to requesting an accelerated payment of death benefits.

General Information

This rider amends the group policy to which it is attached and is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides for the accelerated payment of either the full or a partial amount of an insured's death benefit provided under the group policy. If the insured has a terminal condition as defined in this rider, an accelerated payment of the death benefit may be requested.

Definitions

accelerated benefit

The amount of the death benefit we will pay if the insured is eligible under this rider.

death benefit

The amount of the insured's life insurance as shown on the specifications page attached to the certificate holder's certificate.

immediate family

The certificate holder's spouse/domestic partner, children, parents, grandparents, grandchildren, brothers and sisters, and their spouses.

insured

For purposes of this rider, an insured employee, an insured spouse/domestic partner, or an insured dependent child.

physician

An individual who is licensed to practice medicine or treat illness in the state in which treatment is received. This does not include the certificate holder, or a member of the certificate holder's immediate family.

Terminal Condition

What is a terminal condition?

A terminal condition is a condition caused by sickness or accident which directly results in a life expectancy of twelve months or less.

What evidence do we require of the insured's terminal condition?

We must be given evidence that satisfies us that the insured's life expectancy, because of sickness or accident, is twelve months or less. That evidence must include certification by a physician.

Do we have the right to obtain independent medical verification?

Yes. We retain the right to have the insured medically examined at our own expense to verify the insured's medical condition. We may do this as often as reasonably required while accelerated benefits are being considered or paid.

Payment of Accelerated Benefit

How do we calculate the accelerated benefit?

We will multiply the death benefit by the accelerated benefit factor to determine the accelerated benefit available.

How do we calculate the accelerated benefit factor?

The accelerated benefit factor will be stated as a percentage of the insured's death benefit. When we calculate this factor, we will consider the insured's age and gender.

We will also base our calculation on certain assumptions, which we may change from time to time, including but not limited to assumptions about:

- (1) expected future premiums; and
- (2) the insured's life expectancy.

What are the conditions for the payment of an accelerated benefit?

We will consider the payment of an accelerated benefit, subject to all of the following conditions:

- (1) coverage must be in force and all premiums due must be fully paid; and
- (2) application must be made in writing and in a form which is satisfactory to us. We will tell a certificate holder what form is required; and
- (3) the certificate holder must be the sole owner of the certificate; and
- (4) the insured's insurance must not have an irrevocable beneficiary.

Who may request an accelerated payment of the death benefit?

A certificate holder may request an accelerated payment of the insurance on his or her life or on the life of a spouse/domestic partner or dependent child insured under his or her certificate.

Is the request for an accelerated benefit voluntary?

Yes. An accelerated benefit will be made available on a voluntary basis only. An accelerated benefit under this rider is not intended to cause an involuntary reduction of the death benefit ultimately payable to the named beneficiary. Therefore, payment of the death benefit cannot be accelerated under this rider if the insured:

- (1) is required by law to use this option to meet the claims of creditors, whether in bankruptcy or otherwise; or
- (2) is required by a government agency to use this option in order to apply for, obtain, or keep a government benefit or entitlement.

Is there a minimum or maximum death benefit eligible for an accelerated benefit?

Yes. The minimum death benefit to be eligible for an accelerated benefit under this rider is \$10,000. The maximum death benefit to be eligible for an accelerated benefit is \$1,000,000.

Does a certificate holder have to take the entire accelerated benefit?

No. The certificate holder may choose to receive a partial accelerated benefit. If he or she does so, the insured's remaining coverage will stay in force.

If a certificate holder elects to receive only a partial accelerated benefit amount available under this rider, the remaining death benefit under the certificate must be at least \$25,000.

The certificate holder may reapply for the payment of the remaining amount of insurance at any time. However, we may ask for further satisfactory evidence that the insured meets all requirements for the accelerated benefit.

What is the effect on an insured's coverage of the receipt of an accelerated benefit?

If a certificate holder elects to accelerate the full amount of an insured's death benefit, the insured's coverage and all other benefits under the certificate and any certificate supplements which apply to that insured will end. If the insured is a certificate holder, any other individual insured under his or her certificate will be allowed to convert any such insurance to a policy of individual life insurance according to the conversion right section of the group policy to which this rider is attached.

If a partial accelerated benefit is chosen, coverage will remain in force and premiums will be reduced accordingly. The remaining amount of insurance under the certificate will be the full amount of insurance minus the amount of insurance that was accelerated.

How will we pay the accelerated benefit?

We will pay the accelerated benefit in one lump sum or in any other mutually agreeable manner.

To whom will we pay accelerated benefits?

All accelerated benefits will be paid to the certificate holder who requested the accelerated payment unless the certificate holder validly assigns them otherwise. If such certificate holder dies before all payments have been made, we will pay the remainder to the insured's beneficiary named under the certificate. Payment will be made in one lump sum which will be the present value of the payments that remain, using the interest rate we use to determine the payments.

Termination

When does an insured's coverage under this rider terminate?

An insured's coverage ends on the date the insured is no longer covered for life insurance under the group policy.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request to cancel this rider; or
- (2) the date the group policy is terminated.


Secretary


President

Accidental Death and Dismemberment Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides accidental death and dismemberment coverage subject to all terms, conditions, and exclusions herein.

Who is eligible for insurance under this rider?

An employee who is insured under the provisions applicable to life insurance coverage under the group policy is eligible for insurance under this rider. In addition, any dependent insured under the Dependents Term Life Insurance Policy Rider attached to the group policy shall also be eligible under this rider. All references to an insured in this rider shall include such dependents. All provisions of this rider applicable to an "insured" shall apply to an insured dependent.

When does insurance under this rider become effective?

Insurance becomes effective on the date life insurance becomes effective under the policy for the insured.

Accidental Death and Dismemberment (AD&D) Benefit

What does accidental death or dismemberment by accidental injury mean?

Accidental death or dismemberment by accidental injury as used in this rider means that the insured's death or dismemberment results, directly and independently of all other causes, from an accidental bodily injury which is unintended, unexpected, and unforeseen. The bodily injury must be evidenced by a visible contusion or wound, except in the case of accidental drowning. The bodily injury must be the sole cause of death or dismemberment.

The injury must occur while the insured's coverage under this rider is in force. The insured's death or dismemberment must occur within 365 days after the date of the injury and while his or her coverage under this rider is in force.

In no event will we pay the accidental death or dismemberment benefit where the insured's death or dismemberment is caused directly or indirectly by, results from, or where there is a contribution from, any of the following:

- (1) self-inflicted injury or self destruction, whether sane or insane; or
- (2) suicide or attempted suicide, whether sane or insane; or
- (3) the insured's participation in or attempt to commit a crime, assault, felony, or any illegal activity, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (4) bodily or mental infirmity, illness or disease; or
- (5) the use of alcohol, drugs, medications, poisons, gases, fumes or other substances taken, absorbed, inhaled, ingested or injected, unless taken upon the advice of a licensed physician in the verifiable prescribed manner and dosage; or
- (6) motor vehicle collision or accident where the insured is the operator of the motor vehicle and this insured's blood alcohol level meets or exceeds the level at which intoxication is defined in the state where the collision or accident occurred, regardless of any legal proceedings, or the absence of any legal proceedings, thereto; or
- (7) infection, other than infection occurring simultaneously with, and as a direct result of, the accidental injury; or
- (8) medical or surgical treatment or diagnostic procedures or any resulting complications; or
- (9) travel in or descent from any aircraft, except as a fare-paying passenger on a regularly scheduled commercial flight on a licensed passenger aircraft carrier; or
- (10) war or any act of war, whether declared or undeclared; or
- (11) service in the military of any nation.

What is the amount of the accidental death and dismemberment benefit?

The amount of the benefit shall be a percentage of the amount of insurance shown on the specifications page attached to the group policy. The percentage is determined by the type of loss as shown in the following table:

| TYPE OF LOSS | PERCENT OF AMOUNT OF INSURANCE |
|---------------------------------------|--------------------------------|
| Life | 100% |
| Both Hands or Both Feet | 100% |
| Sight of Both Eyes | 100% |
| Speech and Hearing in Both Ears | 100% |
| One Hand and One Foot | 100% |
| One Foot and Sight of One Eye | 100% |
| One Hand and Sight of One Eye | 100% |
| Quadriplegia | 100% |
| Paraplegia | 75% |
| Sight of One Eye | 50% |
| Speech or Hearing in Both Ears | 50% |
| One Hand or One Foot | 50% |

| | |
|------------------------------------------|-----|
| Hemiplegia | 50% |
| Thumb and Index Finger of One Hand | 25% |
| Hearing in One Ear | 25% |

Loss of hands or feet means complete severance at or above the wrist or ankle joints. Loss of sight, speech, or hearing means the entire and irrecoverable loss of sight, speech, or hearing which cannot be corrected by medical or surgical treatment or by artificial means. Loss of thumb or finger means complete severance at or above the metacarpophalangeal joints (the joints closest to the palm of the hand).

Quadriplegia means total and permanent paralysis of both upper limbs (from the shoulder down including total paralysis of both hands) and both lower limbs (from the waist down including total paralysis of both feet).

Paraplegia means total and permanent paralysis of both lower limbs (from the waist down including total paralysis of both feet). Hemiplegia means total and permanent paralysis of both the upper limb (from the shoulder down including total paralysis of the hand) and lower limb (from the waist down including total paralysis of the foot) on one side of the body.

A benefit is not payable for both loss of one hand and the loss of thumb and index finger of one hand to the same hand as a result of any one accident. Under no circumstance will more than one payment be made for the loss or paralysis of the same limb, eye, finger, thumb, hand, foot, sight, speech, or hearing if one payment has already been made for that loss.

Benefits may be paid for more than one accidental loss but the total amount of AD&D insurance payable under this rider for all of an insured's losses due to any one accident, not including any amount paid according to the terms of the Additional Benefits section of this rider, will never exceed the full amount of AD&D insurance shown on the specifications page attached to the group policy.

When will the accidental death and dismemberment benefit be payable?

We will pay the AD&D benefit upon receipt at our home office of written proof satisfactory to us that the insured died or suffered dismemberment as a result of an accidental injury. All payments by us are payable from our home office.

The benefit will be paid in a single sum. We will pay interest on the benefit from the date of the insured's death or dismemberment until the date of payment. Interest will be at an annual rate determined by us, but never less than 0.1% per year compounded annually or the minimum required by state law, whichever is greater.

To whom do we pay the benefit?

A certificate holder's accidental death benefit will be paid to the person or persons entitled to receive a death benefit under the terms of the group policy. The benefit for other losses sustained by a certificate holder will be paid to the certificate holder, if living, otherwise to his or her estate.

A dependent's AD&D benefit will be paid to the certificate holder, if living, otherwise to his or her estate.

Additional Benefits

Unless stated otherwise, additional benefits are payable to the same person or persons who receive the AD&D benefits. Additional benefits are paid in addition to any AD&D benefits described in the Accidental Death and Dismemberment section, unless otherwise stated. All provisions of this rider, including but not limited to the "What does accidental death or dismemberment by accidental injury mean?" section shall apply to these additional benefits.

Seatbelt Benefit

What is the seatbelt benefit?

If an insured dies as a result of a covered accident which occurs while he or she is driving or riding in a private passenger car, we will pay an additional AD&D benefit equal to the lesser of:

- (1) \$50,000; or
- (2) 100% of the insured's amount of AD&D insurance.

In order to be eligible for this benefit, the following must apply:

- (1) the private passenger car was equipped with seatbelts; and
- (2) a seatbelt was in proper use by the insured at the time of the accident as certified in the official accident report or by the investigating officer; and
- (3) at the time of the accident, the driver of the private passenger car was a licensed driver and was not intoxicated, impaired, or under the influence of alcohol or drugs.

Seatbelt means a properly installed seatbelt (or child restraint if the insured is a child), lap and shoulder restraint, or other restraint approved by the National Highway Traffic Safety Administration or any successor governmental agency. A private passenger car means a validly registered four-wheeled private passenger car or policyholder-owned car, jeep, pickup truck or van, including a sport utility vehicle (SUV), that is not licensed commercially or being used for racing, or acrobatic or stunt driving.

Termination

When does an insured's coverage under this rider terminate?

An insured's coverage ends on the earliest of:

- (1) the date the certificate holder is no longer covered for life insurance under the group policy; or
- (2) for an insured dependent, the date the dependent is no longer covered for life insurance under the group policy; or

- (3) 31 days (the grace period) after the due date of any premium contribution which is not paid.

The certificate holder must notify us or the employer when he or she no longer has any dependents eligible for coverage under this benefit so that premiums may be discontinued. All premiums paid for dependents who are no longer eligible for coverage under this benefit will be refunded without any payment of claim.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request from the policyholder to cancel this rider; or
- (2) the date the group policy is terminated.

Additional Information

Do we have the right to obtain independent medical verification?

Yes. We retain the right to have an insured medically examined at our expense whenever a claim is pending and, where not forbidden by law, we reserve the right to have an autopsy performed in case of death.

Can insurance under this rider be converted to a policy of individual insurance upon termination?

No. Coverage under this rider will not be included in any insurance issued under the conversion right section of the group policy.


Secretary


President

Dependents Term life Insurance Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides insurance on the lives of the insured employee's eligible dependents.

What members of the insured employee's family are eligible for insurance under this rider?

The following members of the insured employee's family are eligible for insurance under this rider:

- (1) the employee's legally married spouse who is not eligible for insurance as an employee under the policy; and
- (2) the employee's common-law spouse, if he or she lives in a state that recognizes such marriages, provide proof of marriage and who is not eligible for insurance as an employee under the group policy; and
- (3) the employee's same or opposite sex domestic partner who is not eligible for insurance as an employee under the group policy; and
- (4) the employee's natural children, stepchildren, adopted children, domestic partner's children and children for whom the employee has legal guardianship, from live birth (stillborn and unborn children are not eligible), up to age 26; and
- (5) the employee's children who are at least age 26 who are incapable of self-support because of a mental or physical disability.

To be eligible to enroll a domestic partner, the partnership must meet the following criteria:

- (1) the partners are at least 18 year of age or older, and mentally competent to consent to a declaration of domestic partnership; and
- (2) the partners live together in a common household and will continue to do so throughout the entire period of benefits coverage; and
- (3) the partners are in a serious and committed relationship; and
- (4) the partners are not related in any way that would prohibit legal marriage if you could otherwise be married under applicable law; and
- (5) the partners are not legally married to, legally separated from or domestic partner to any other persons; and

- (6) the domestic partner is not eligible for employee coverage under Banner Health's plans.

If both parents of a child qualify as eligible employees under the group policy, the child shall be considered a dependent of only one parent for purposes of this rider. If any child qualifies as an eligible employee under the policy, he or she is not eligible to be insured as a dependent child.

Any dependent child who, subsequent to the effective date of of the employee's dependent child insurance, meets the requirements of this provision will become insured on the date he or she so qualifies.

When will we require evidence of insurability?

Evidence of insurability will never be required for dependents life insurance under this policy.

When does insurance on a dependent become effective?

Insurance on a dependent becomes effective on the date when all of the following conditions have been met:

- (1) the dependent meets all eligibility requirements; and
- (2) if required, the insured employee applies for dependents coverage on forms which are approved by us; and
- (3) we receive the required premium.

If a dependent is hospitalized or confined because of illness or disease on the date his or her insurance would otherwise become effective, his or her effective date shall be delayed until he or she is released from such hospitalization or confinement. This does not apply to a newborn child. However, in no event will insurance on a dependent be effective before the insured employee's insurance under the group policy is effective.

Death Benefit

What is the amount of life insurance on each insured dependent?

The amount of life insurance on each insured dependent is shown on the specifications page attached to the group policy. The amount of insurance for each insured dependent shall not exceed the insured employee's amount of insurance.

To whom will we pay the death benefit?

The death benefit payable under this rider will be paid to the insured employee if living, otherwise to his or her estate.

Termination

When does an insured dependent's coverage under this rider terminate?

An insured dependent's coverage ends on the earliest of the following:

- (1) the date the dependent no longer meets the eligibility requirements; or
- (2) 31 days (the grace period) after the due date of any premium contribution which is not paid; or
- (3) the last day for which premium contributions have been made following an employee's written request that insurance on his or her eligible dependents be terminated; or
- (4) the date the employee is no longer covered under the group policy.

The employee must notify us or the employer when a dependent is no longer eligible for coverage under this rider so that premiums may be discontinued. All premiums paid for dependents who are no longer eligible for coverage under this rider will be refunded without any payment of claim.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request to cancel this rider; or
- (2) the date the group policy is terminated.

Additional Information

What is the conversion right under this rider?

If an insured dependent's coverage under this rider terminates because he or she is no longer eligible, or because of the death of the insured employee, or because of termination or amendment of this rider, the insurance may be converted to a policy of individual insurance with Minnesota Life.

If the insured does not receive written notice of the conversion right under this rider at least 15 days prior to the end of the 31-day conversion period, he or she will have an additional period within which to exercise such right. This additional period will expire 15 days after the insured is given such notice, but in no event will such additional period be extended beyond 60 days after the end of the 31-day conversion period. Nothing contained herein will be construed to continue any insurance beyond the 31-day period provided in the policy.


Conversion may be requested by the insured employee, an insured dependent of legal capacity, or the insured dependent's guardian, if applicable. All other conditions and provisions of the conversion right section of the group policy to which this rider is attached will apply.

Does the Waiver of Premium rider to the group policy apply to insured dependents?

The Waiver of Premium rider will apply to dependents covered under this rider as follows:

If, due to the insured employee's disability, his or her insurance is continued in force without further payment of premiums due to the Waiver of Premium rider to the group policy, any dependents insurance provided by this rider shall also continue in force without further payment of premiums until the dependent's eligibility terminates or until the insured employee's insurance is no longer continued in force due to any such rider to the group policy.

This provision is not applicable if the dependent's insurance has been converted under the conversion right section of this rider, unless the converted policy is surrendered without claim except for refund of premiums.


Secretary


President

Term Life Insurance Portability Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company - A Securian Company
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. This rider is subject to every term, condition, exclusion, limitation and provision of the group policy unless otherwise expressly provided for herein.

What does this rider provide?

This rider provides for continuation of group life insurance for insureds who no longer meet the eligibility requirements of the group policy except as provided for herein.

To continue coverage under the provisions of this rider, an eligible insured must make a written request and make the first premium contribution within 31 days after insurance provided by the group policy would otherwise terminate. Evidence of insurability will not be required. Coverage provided by this rider will then be deemed effective retroactive to the beginning of the 31-day period. This date is considered to be the insured's portability date and the insured is then considered to have portability status.

Who is eligible to continue insurance under this rider?

A certificate holder is eligible to continue insurance under this rider if he or she, except as provided by this rider, no longer meets the eligibility requirements of the group policy due to any of the following:

- (1) the employee terminates employment, including retirement; or
- (2) the employee is no longer in a class eligible for insurance or is on a leave or layoff; or
- (3) a class or group of employees insured under the policy is no longer considered eligible and there is no successor plan for that class or group. Successor plan means an insurance policy or policies provided by us or another insurer that replaces insurance provided under this policy.

The certificate holder will not be eligible to request coverage under this rider if he or she:

- (1) has attained the age of 70; or
- (2) has converted his or her insurance to an individual life policy under the terms of the group policy's conversion right section; or
- (3) was not actively at work due to sickness or injury on the day immediately preceding his or her portability date; or
- (4) loses eligibility due to termination of the group policy.

What insurance can be continued under this rider?

Contributory and noncontributory insurance may be continued under this rider. If the certificate holder elects to continue his or her own coverage according to the provisions of this rider, he or she may also elect to continue contributory insurance for any other individual insured under his or her certificate. The certificate holder may also continue coverage under all supplements to such certificate which apply to contributory insurance and by which he or she was insured immediately preceding his or her portability date except the Accidental Death and Dismemberment Insurance, which shall terminate upon porting.

The amount of insurance continued under this rider for any individual will be subject to any applicable state law or regulation relating to allowable amounts of insurance.

What is the minimum amount of insurance that can be continued under this rider?

The minimum amount of insurance that can be continued on the life of a certificate holder under this rider is \$10,000 for an employee and \$1,000 for each of his or her insured dependents.

What is the maximum amount of insurance that can be continued under this rider?

The maximum amount of insurance that can be continued under this rider is the amount of insurance that was in force on the insured's portability date, but not more than \$500,000 for an employee and the previous amount in force for a spouse. However, for a certificate holder who is age 65 or older on his or her portability date, the amount will not be more than \$325,000 for an employee or 65% of the previous amount in force for a spouse.

Will the amount of insurance continued under this rider change?

Yes. On the first day of the month following the date an insured attains age 65, the amount of insurance on his or her life continued under this rider will reduce to 65% of the amount of insurance in force on the day prior to his or her attainment of age 65. Insurance terminates at age 70.

Can a certificate holder request a change in his or her amount of insurance continued under this rider?

Yes. The certificate holder may elect to reduce the amount of insurance provided under his or her certificate. The remaining amount of insurance on the life of a certificate holder must be at least \$10,000.

The amount of insurance continued under this rider will never increase.

How will premium contributions be paid?

Premium contributions will be paid directly to us on a monthly, quarterly, semi-annual, or annual basis and will be subject to an administrative charge per billing period. We may adjust the amount of the charge, but not more often than once per year.

Can the premium rate change?

Yes. The premium rate may increase on the portability date. The premium rate may also increase in the future but will not change more often than once per year.

Can insurance continued under this rider be converted to a policy of individual insurance?

Yes. At any time after insurance has been continued under the provisions of this rider, it may be converted to a policy of individual insurance with Minnesota Life. All other conditions and provisions of the conversion right section of the group policy to which this rider is attached will apply.

What happens if a certificate holder again becomes eligible under the group policy?

If a certificate holder who is continuing coverage under the provisions of this rider again meets the eligibility requirements of the group policy, not including the terms of this rider, he or she shall no longer be considered to have portability status. Insurance for that certificate holder may be provided only under the terms of the group policy, not including this rider, unless and until he or she no longer meets the eligibility requirements of the group policy and again returns to portability status as provided for herein.

What happens to insurance provided under this rider when the group policy terminates?

Anything in the group policy notwithstanding, termination of the group policy by the policyholder or us will not terminate life insurance then in force for any person under the terms of this rider. The group policy will be deemed to remain in force solely for the purpose of continuing such insurance, but without further obligation of the policyholder.

Any insurance continued under the terms of this rider will remain in force until terminated by the provisions of the section entitled "When will insurance continued under this rider terminate?".

No individual may elect coverage under this rider on or after the date of termination of the group policy.

When will insurance continued under this rider terminate?

Insurance continued under this rider will terminate on the earliest of the following:

- (1) the insured's 70th birthday except for an insured employee who continues employment with the employer; or
- (2) the date the certificate holder again meets the eligibility requirements of the group policy, not including the terms of this rider; or
- (3) in the case of a dependent child or a spouse who is insured by a rider to the certificate holder's coverage, the date the certificate holder's coverage is no longer being continued under this rider, or the date the certificate holder's spouse or child ceases to be eligible as defined under the terms of the group policy; or
- (4) 31 days after the due date of any premium contribution which is not made.



Secretary



President

Term Life Waiver of Premium Policy Rider

MINNESOTA LIFE

Minnesota Life Insurance Company, a Securian Financial Group affiliate
400 Robert Street North • St. Paul, Minnesota 55101-2098

General Information

This rider is issued in consideration of the required premium and amends the group policy to which it is attached. The specifications page attached to the group policy indicates whether this rider applies to contributory insurance or noncontributory insurance. This rider is subject to every term, condition, exclusion, limitation, and provision of the group policy unless otherwise expressly provided for herein. Coverage under this rider will not be included in any insurance issued under the conversion right section of the group policy.

What does this rider provide?

This rider provides for waiver of premium for certificate holders who become totally disabled, as defined herein. Upon approval of proof of such disability, a certificate holder's insurance, including all riders applicable to such certificate holder which are in force on the date of the onset of the certificate holder's disability, will be continued in force without payment of premiums during the uninterrupted continuance of the total disability.

What is total disability?

A certificate holder, other than a physician, is considered totally disabled if he or she is eligible for and receiving disability income benefits under the employer's long term disability (LTD) plan. The disability for which LTD benefits are ultimately payable must commence prior to the certificate holder's 60th birthday and while the certificate holder's insurance is in force under the group policy.

For a certificate holder classified as a physician, total disability shall mean a disability which occurs while the certificate holder's insurance is in force and prior to the certificate holder's 60th birthday, which results from an accidental injury or an illness that continuously prevents the certificate holder from engaging in any occupation for which he or she is reasonably suited by education, training or experience. The disability must have existed continuously for at least six months. The certificate holder must be under the care of a licensed physician. The licensed physician cannot be the certificate holder or a member of the certificate holder's immediate family. For purposes of this rider, the certificate holder's immediate family consists of his or her spouse/domestic partner, children, parents, grandparents, grandchildren, brothers and sisters and their spouses.

Do premiums have to be paid for a certificate holder after he or she becomes disabled?

Yes. Premiums have to be paid after a certificate holder becomes disabled, but only until we approve his or her total disability claim. Continued payment prevents the possible loss of the certificate holder's coverage and eligibility if the claim is not approved.

What if a certificate holder converts his or her group life insurance to a policy of individual insurance prior to the approval of his or her disability claim?

If a certificate holder's coverage has been converted in accordance with the conversion right section of the group policy, benefits under this rider will apply only if the converted policy is surrendered without claim, except for refund of premiums.

What will be considered due proof of total disability?

A certificate holder must furnish evidence satisfactory to us that his or her disability:

- (1) commenced while his or her insurance under the group policy was in force; and
- (2) meets the definition of total disability.

We will, from time to time, also require additional proof satisfactory to us that the certificate holder continues to be totally disabled. We may also require that the certificate holder submit to one or more medical examinations at our expense.

If a certificate holder dies within one year of the date of onset of his or her disability, the certificate holder's beneficiary may claim benefits under this rider even if the certificate holder's premium payments were discontinued and he or she had not submitted due proof satisfactory to us of his or her total disability. The certificate holder's beneficiary must submit due proof satisfactory to us that the certificate holder's total disability, which began before the certificate holder's premium payments were discontinued, continued without interruption until his or her death.

When must we be notified of a certificate holder's disability or death?

We must receive written notice at our home office of a certificate holder's total disability within one year of the date of onset of such disability. However, failure to give notice within the time provided will not invalidate the claim if it is shown that notice was given as soon as reasonably possible.

We must receive written notice at our home office within one year of death that a certificate holder died during a period of continuance provided by this rider. Proof must be furnished that he or she continued to be totally disabled during the entire period of continuance until death. If such notice and proof are not provided within the required time frame there shall be no liability for any payment under this rider.

What is the amount of insurance to be continued without payment of premium under this rider?

The amount of insurance continued without payment of premium shall be the amount of insurance that was in force on the date of onset of total disability.

If the group policy provides for reductions in amounts of insurance based on age, such reductions shall apply to the insurance of the disabled certificate holder.

How long will insurance be continued without payment of premium?

If a certificate holder becomes totally disabled, insurance will be continued, without payment of premium, until the earliest of:

- (1) the date the certificate holder recovers so that he or she is no longer totally disabled; or
- (2) the date the certificate holder fails to furnish proof of continued disability when requested or refuses to submit to a required medical examination; or
- (3) for a certificate holder that is not a physician, on the date the certificate holder is no longer receiving LTD benefits; or
- (4) for a certificate holder who is a physician, on his or her 65th birthday.

What happens to a certificate holder's insurance when the waiver of premium benefit ends?

When the benefits under this rider end according to the provisions of the section entitled "How long will insurance be continued without payment of premium?," the following will apply:

- (1) If the certificate holder is then eligible for coverage under the group policy, his or her insurance may be continued under the group policy provided that premiums are paid. The first such premium payment must be made within 31 days of the date the waiver of premium benefit ends.
- (2) If the certificate holder is no longer eligible for coverage under the group policy, he or she may convert coverage to an individual policy, as provided for under the conversion right section of the group policy.

Insurance will end for a certificate holder unless, within 31 days of the date benefits under this rider end, premium payment is resumed or the insured applies to convert his or her coverage.

When does this rider terminate?

This rider will terminate on the earlier of:

- (1) the date we receive a written request to terminate this rider; or
- (2) the date the group policy is terminated.

Insurance being continued without further payment of premiums in accordance with the provisions of this rider will not end due solely to the termination of this rider or of the group policy.



Secretary



President

MINNESOTA LIFE

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