





Welcome to

Workplace benefits

Everyone deserves a Guardian

Every day, Guardian gives 26 million Americans the security they deserve through our insurance and wealth management products and services.

We've partnered with your organization to offer you a range of employee benefits. Inside this pack, you'll find the plans your employer thinks you might benefit from.

Know your benefits

Your benefits support your physical and financial wellbeing, to help keep you and your loved ones protected.

With Guardian, you're in good hands. We've been delivering on our promises for over 150 years, and we're looking forward to doing the same for you too.

- 1 Read through this information.
- Find out more about your benefits.
- Talk to your employer if you need help or have any questions.

Your coverage options



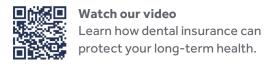
Dental insurance

Taking care of teeth and overall health

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





Dental **insurance**

Taking care of your teeth is about more than just covering cavities and cleanings. It also means accounting for more expensive dental work, and your overall health.

With dental insurance, routine preventive care can lead to better overall health. And you'll be able to save money if any extensive dental work is required.

Who is it for?

Everyone should have access to great dental coverage, which is why we offer comprehensive plans that are available through employers as part of your benefit offerings.

What does it cover?

Dental insurance helps to protect your overall oral care. That includes services like preventive cleanings, x-rays, restorative services like fillings, and other more serious forms of oral surgery if you ever need them.

Why should I consider it?

Poor oral health isn't just aesthetic, it's also been linked to conditions including diabetes, heart disease, and strokes. So, while brushing and flossing every day can help keep your teeth clean, nothing should replace regular visits to the dentist.



Staying healthy

Joe visits his dentist for a routine dental cleaning, to take care of his teeth as well as his overall health.

Oral health is about more than just teeth and gums. It's also essential for a range of other health and wellbeing reasons:

Cardiovascular disease: Some research suggests that heart disease, clogged arteries, and strokes may be linked to inflammation and infections from oral bacteria.

Osteoporosis: Weak and brittle bones may be linked to tooth loss.

Diabetes: Research shows that people with gum disease find it more difficult to control their blood sugar levels.

Alzheimer's disease: Worsening oral health is seen as Alzheimer's disease progresses.

All information contained here is from the Mayo Clinic, Oral Health: A Window to Your Overall Health, www.mayoclinic.com. 2021.

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





Your dental coverage

Option 1: Managed Dental Care plan, you enjoy negotiated discounts from our network dentists. You pay a fixed copay for each covered service. Out-of-network visits are not covered.

Option 2: PPO plan, you can visit any dentist; but you pay less out-of-pocket when you choose a PPO dentist. Out-of-network benefits are limited to our PPO fee schedule.

Your Dental Plan	Option I: Managed Dental Care	Option 2: PPO
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Your Network is	Guardian	DentalGuard Pre	ferred	
Your Semi-monthly premium	\$11.68	\$22.94		
You and Spouse/Domestic Partner	\$23.37	\$46.57	\$46.57	
You and Child(ren)	\$30.61	\$63.03		
You, Spouse/Domestic Partner and Child(ren)	\$40.08	\$92.83		
Plan year deductible		In-Network	Out-of-Network	
Individual	No deductible	\$75	\$75	
Family limit		3 μ	er family	
Waived for		Preventive	Preventive	
Charges covered for you (co-insurance)	Network only	In-Network	Out-of-Network	
Preventive Care	You pay a copay for each	100% 100% 70% 70%		
Basic Care	covered procedure. See			
Major Care	"Plan Details", for	50%	50%	
Orthodontia	more information.	50%	50%	
Annual Maximum Benefit		\$1500		
Maximum Rollover	Maximum Rollover is not	Y	es	
Rollover Threshold	applicable for this plan type.	\$700		
Rollover Amount		\$350		
Rollover In-network Amount		\$500		
Rollover Account Limit		\$1250		
Lifetime Orthodontia Maximum	Not Applicable	\$1000		
Office visit copay	\$0	No	None	
Dependent Age Limits	26	2	6	





Your dental coverage

A Sample of Services Covered by Your Plan:

		Option I: Managed Dental Care	Option 2: PPO		
		You Pay	Plan þays (on aver	age)	
		Network only	In-network	Out-of-network	
Preventive Care	Cleaning (prophylaxis)	\$0	100%	100%	
	Frequency:	2 times in 12 months [^]	Once Every 6 Months		
	Fluoride Treatments	\$0	100%	100%	
	Limits:	No Age Limits	Und	ler Age 19	
	Oral Exams	\$0	100%	100%	
	Sealants (per tooth)	\$0	100%	100%	
	X-rays	\$0	100%	100%	
Basic Care	Fillings‡	\$0	70%	70%	
	Simple Extractions	\$0	70%	70%	
Major Care	Anesthesia*	Restrictions Apply	50%	50%	
	Bridges and Dentures	\$381-575	50%	50%	
	Dental Implants	Not Covered	50%	50%	
	Inlays, Onlays, Veneers**	\$250-370	50%	50%	
	Perio Surgery	\$200-380	50%	50%	
	Periodontal Maintenance	\$0	50%	50%	
	Frequency:	2 times in 12 months [^] (Standard)	Once Eve	ery 6 Months	
	Repair & Maintenance of Crowns, Bridges & Dentures	\$0-160	50%	50%	
	Root Canal	\$120-270	50%	50%	
	Scaling & Root Planing (per quadrant)	\$0	50%	50%	
	Single Crowns	\$375	50%	50%	
	Surgical Extractions	\$30-200	50%	50%	
Orthodontia	Orthodontia	\$1,500-2,800	50%	50%	
	Limits:	Adults & Child(ren)	Child(re	n)	
Cosmetic Care	Bleaching	\$165	Not Covered	Not Covered	

Managed Dental Care: A link to the complete list of dental services can be found on "Our commitment to you" page.

This is only a partial list of dental services. Your certificate of benefits will show exactly what is covered and excluded. **For PPO and or Indemnity members, Crowns, Inlays, Onlays and Labial Veneers are covered only when needed because of decay or injury or other pathology when the tooth cannot be restored with amalgam or composite filing material. When Orthodontia coverage is for "Child(ren)" only, the orthodontic appliance must be placed prior to the age limit set by your plan; If full-time status is required by your plan in order to remain insured after a certain age; then orthodontic maintenance may continue as long as full-time student status is maintained. If Orthodontia coverage is for "Adults and Child(ren)" this limitation does not apply. *General Anesthesia – restrictions apply. ‡For PPO and or Indemnity members, Fillings – restrictions may apply to composite fillings. (^Additional cleanings are available for an additional co-pay).





Your dental coverage

Manage Your Benefits:

Go to www.Guardianlife.com to access secure information about your Guardian benefits including access to an image of your ID Card. Your on-line account will be set up within 30 days after your plan effective date.

Find A Dentist:

Visit www.Guardianlife.com Click on "Find A Provider"; You will need to know your plan, which can be found on the first page of your dental benefit summary.

EXCLUSIONS AND LIMITATIONS

Important Information about Guardian's DentalGuard Indemnity and DentalGuard Preferred Network PPO plans: This policy provides dental insurance only. Coverage is limited to those charges that are necessary to prevent, diagnose or treat dental disease, defect, or injury. Deductibles apply. The plan does not pay for: oral hygiene services (except as covered under preventive services), orthodontia (unless expressly provided for), cosmetic or experimental treatments (unless they are expressly provided for), any treatments to the extent benefits are payable by any other payor or for which no charge is made, prosthetic devices unless certain conditions are met, and services ancillary to surgical treatment. The plan limits benefits for diagnostic consultations and for preventive, restorative, endodontic, periodontic, and prosthodontic services. The services, exclusions and limitations listed above do not constitute a contract and are a summary only. The Guardian plan documents are the final arbiter of coverage. Contract # GP-1-DG2000 et al. This policy provides dental coverage only. This policy provides managed care dental benefits through a network of participating general dentists and specialty care dentists. Except for limited emergency services, benefits will be provided for services provided by the primary care dentist selected by the member. The member must pay the primary care dentist a patient charge/copayment for most covered services. No benefits will be paid for treatment by a specialist unless the patient is referred by his or her primary care dentist and the referral is approved under the policy. Only those services listed in the policy's schedule of benefits are covered. Certain services are subject to frequency or other periodic limitations. Where orthodontic benefits are specifically included, the policy provides for one course of comprehensive treatment per member. Unless specifically included, the Managed Dental Care policy does not provide orthodontic benefits if comprehensive orthodontic treatment or retention is

in progress as of the member's effective date under the Managed Dental Care policy. The services, exclusions and limitations listed above do not constitute a contract and are a summary only. The applicable Managed Dental Care documents are the final arbiter of coverage .See your Certificate for complete specifics of all Exclusions and Limitations. All products, unless otherwise noted, are underwritten by The Guardian Life. Insurance Company of America ("Guardian") or one of the following wholly-owned Guardian subsidiaries: Managed Dental Care (CA); First Commonwealth Insurance Company (IL); First Commonwealth Limited Health Services Corporation (IN); First Commonwealth Limited Health Services Corporation of Michigan (MI); First Commonwealth of Missouri, Inc. (MO) and Managed DentalGuard, Inc. (NJ, OH and TX). Any reference to a specific product type, including but not limited to "DHMO" or "Prepaid" is not intended to refer to a specific state license designation, but rather is merely intended to refer to a general product design. Such DHMO, or prepaid products, are licensed in the applicable jurisdiction. In addition, certain products are underwritten by Dominion Dental Services, Inc. (DC, DE, MD, PA and VA) and LIBERTY Dental Plan of Nevada, Inc. (NV) and Total Dental Administrators Health Plan, Inc. (AZ). Please see the applicable policy forms for details. In the event of conflict between this brochure and the policy forms, the policy forms shall control.

PPO and or Indemnity Special Limitation: Teeth lost or missing before a covered person becomes insured by this plan. A covered person may have one or more congenitally missing teeth or have lost one or more teeth before he became insured by this plan. We won't pay for a prosthetic device which replaces such teeth unless the device also replaces one or more natural teeth lost or extracted after the covered person became insured by this plan. R3-DG2000

DentalGuard Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of coverage. This policy provides DENTAL insurance only.

Policy Form # GP-1-DG2000, et al, GP-1-DEN-16

Kit created 07/13/24



Oral Health Rewards Program

Regular visits to the dentist can help prevent and detect the early signs of serious diseases.

That's why Guardian's Maximum Rollover Oral Health Rewards Program encourages and rewards members who visit the dentist, by rolling over part of your unused annual maximum into a Maximum Rollover Account (MRA). This can be used in future years if your plan's annual maximum is reached.

Automatic rollover

Submit a claim (without exceeding the paid claims threshold of a benefit year), and Guardian will roll over a portion of your unused annual dental maximum.

How maximum rollover works*

Depending on a plan's annual maximum, if claims made for a certain year don't reach a specified threshold, then the set maximum rollover amount can be rolled over.

Plan annual maximum**	Threshold	Maximum rollover amount	In-network only rollover amount	Maximum rollover account limit
\$1,500 Maximum claims reimburesment	\$700 Claims amount that determines rollover eligibility	\$350 Additional dollars added to a plan's annual maximum for future years	\$500 Additional dollars added if only in-network providers were used during the benefit year	\$1,250 The limit that cannot be exceeded within the maximum rollover account

Guardian's Dental Insurance is underwritten and issued by The Guardian Life Insurance Company of America, New York, NY. Products are not available in all states. Policy limitations and exclusions apply. Optional riders and/or features may incur additional costs. Plan documents are the final arbiter of coverage. Information provided in this communication is for informational purposes only. Dental Policy Form No. GP-1-DEN-16. GUARDIAN® is a registered service mark of The Guardian Life Insurance Company of America ® ©Copyright 2023 The Guardian Life Insurance Company of America.

^{*} This example has been created for illustrative purposes only.

^{**} If a plan has a different annual maximum for PPO benefits vs. non-PPO benefits, (\$1500 PPO/\$1000 non-PPO for example) the non-PPO maximum determines the Maximum Rollover plan. May not be available in all states.





Our commitment to you

Please read the documentation referenced below carefully. The notices are intended to provide you important information about our insurance offerings and to protect your interests. Certain ones are required by law.

Important information



Notice Informing Individuals about Nondiscrimination and Accessibility Requirements

Guardian notice stating that it complies with applicable Federal civil rights laws and does not discriminate based on race, color, national origin, age, disability, sex, or actual or perceived gender identity. The notice provides contact information for filing a nondiscrimination grievance. It also provides contact information for access to free aids and services by disabled people to assist in communications with Guardian.

Visit https://www.guardiananytime.com/notice48 to read more.

No Cost Language Services

Guardian provides language assistance in multiple languages for members who have limited English proficiency. Visit https://www.guardiananytime.com/notice46 to read more.

Dental insurance

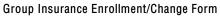


Guardian's HIPAA Notice of Privacy Practices

The notice describes how health information about you may be used and disclosed and how you can access this information. Visit https://www.guardiananytime.com/notice50 to read more.

DHMO Plan and Orthodontic Schedules, Limitations and Exclusions, Fine Print

May include one or more of the following publications, depending upon plan and state: Employee out of pocket charges based on CDT codes, brief summary of limitations and exclusions applicable to the DHMO plan and important plan rules for: emergency & alternate treatment; crown, bridges & dentures; pediatric services; second surgical opinions; noble and high noble metals; general anesthesia & IV sedation; orthodontic treatment; treatment on progress; and continuity of care. Visit https://www.guardiananytime.com/notice217 to read more.





THE GUARDIAN LIFE INSURANCE COMPANY OF AMERICA

Page 1 of 4

Plan Administrator: Chaim Cohen

Guardian Life, P.O. Box Lexington, KY 40512	14319, PI	ease print clea	rly and mark careful	lly.	
Employer/Planholder Name: KULANU ACADEN	ЛΥ	Group Plan Num	per: 00516617	Benefits Effective:_	
PLEASE CHECK APPROPRIATE BOX Initial Enro Change	ollment	ee/Member Depen	dents/Family Members	☐ Drop/Refuse Coverage	☐ Information
In this form, you will be referred to as an Employee/I referring to Dependents/Family Members, this form documents may refer to you as an employee, a mem term. Please refer to the group policy, certificate of c family are eligible for coverage. Plan documents suc concerning the meaning of terms used in this form.	will distinguish between you ber, or a similar term , and coverage, (sometimes callec	ur spouse and you , to members of y d a member guide	ır children. Depending c our family, as family me), to see how terms are	on the type of plan your Planhold mbers, dependents, eligible dep defined and to determine which	der selected, other plan endents, or a similar members of your
Class: Division:		Subtotal Code:		(Please obtain this f Employer/Planholde	
About You: Full Legal Name-First, MI, Last Name: What is the name you go by? (optional)	Employer/Planholder Identification	:	Num	r or Taxpayer Identification ber (TIN) ber of TIN must be provided if	
		er	rolling for Life Coverage overage and/or Long Te	e. Short Term Disability rm Disability Coverage.	
Address	City			State	Zip
Gender Identity: □ M □ F Date	of Birth (mm-dd-yy):				
Phone (indicate primary): ☐ Home () ☐ W ork () ☐ Mobile ()					
Email Address (indicate primary) 🗖 Home		W ork			
	Are you married or in a civil union? Yes No Date of marriage/civil union:				
About Your Job: Job Title:					
Work Status: □ Active □ Retired □ COBRA/State Continuation Hours worked per week:					
About Your Family: Please include the names of the dependents you wish to enroll for coverage. If additional space is needed, please attach a separate sheet of paper with this information along with your enrollment form. Your dependent's Social Security Number or TIN must be provided if enrolling for Life Coverage. Be sure to sign and date (mm-dd-yy) the paper and keep a copy for your records. Additional information may be required for non-standard dependents such as a grandchild, a niece or a nephew.					
Spouse		Gender Identity:	Social Security Numb	er or	
Address/City/State/Zip:		п м п	F		
Phone: () -			Date of Birth (mm-dd-	yyyy)	

Child/Dependent 1:	☐ Add	I 🗖 Drop	Gender	Social Security Number or	Status (check as applicable)	
Address/City/State/Zip:			Identity:	TIN	☐ Student (post high school) ☐ Disabled ☐ Non standard dependent	
7 Mail 655, 511, 5 Mail 6, 2.5.						
Phone: () -				Date of Birth (mm-dd-yyyy)		
Child/Dependent 2:			Condor	Social Security Number or	Status (check as applicable)	
Cilia/Dependent 2.	∟ Add	l 🗖 Drop	Gender Identity:	TIN	☐ Student (post high school) ☐ Disabled	
A J J 10:h . 10haha 17:m.			□ M □ F		☐ Non standard dependent	
Address/City/State/Zip:				Date of Birth (mm-dd-yyyy)		
Phone: () -						
Child/Dependent 3:	bbA 🗖	l 🗖 Drop	Gender	Social Security Number or	Status (check as applicable)	
Address (City/Ctate/7in)		— 5.0p	laentity:	TIN	☐ Student (post high school) ☐ Disabled ☐ Non standard dependent	
Address/City/State/Zip:			□М□Г		Non standard dependent	
Phone: () -				Date of Birth (mm-dd-yyyy)		
Child/Dependent 4:	— Add	l 🗖 Drop	Gender Identity:	Social Security Number or TIN	Status (check as applicable) ☐ Student (post high school) ☐ Disabled	
Address/City/State/Zip:			M D F		Non standard dependent	
			- =			
Phone: () -				Date of Birth (mm-dd-yyyy)		
Drop Coverage:		Cove	rage Bei	ng Dropped:		
☐ Drop Employee/Member ☐ Drop Dependents/Fa	amily Members	☐ Der	_	☐ Employee/Memi	ber □ Spouse □ Child(ren)	
The date of withdrawal cannot be prior to the date this	s form is		Basic Term Life			
completed and signed.			luntary Tern	n Life		
Last Day of C overage:						
Last Day W orked:						
Other Event:						
Date of Event:						
Loss Of Other Coverage:		I have		d the above coverage(s) and	wish to drop enrollment for the following	
I and/or my dependents were previously covered under I was due to:	_oss of coverage			r another insurance plan		
☐ Termination of Employment:	_		Other(additional information may be required)			
☐ Divorce/Separation			(additior	nal information may be requir	ed)	
☐ Termination/Expiration of Coverage						
Coverage Lost Dental						
Dental Coverage: You must be enrolled to cover	r vour denendents/	family m	emhers C	heck only one hox		
Your Semi-monthly Employee/Member Employee		•		•		
Premium Only & Spouse	e Depende	ent/Child(r	ren) & Dep	endent/Child(ren)		
Option 1: Managed Dental \$11.68 \$23.3° Care	7 🚨 \$30.6	51	□ \$40	0.08		
Option 2: PPO □ \$22.94 □ \$46.5	·		□ \$92			
 If Managed Dental Care is elected, you must have a Primary Care Dentist (PCD). Please designate your PCD(s) by listing dental office location number(s) for each person. Please visit <u>guardianlife.com</u> for a list of providers. If you do not select a PCD, one will be assigned for you. 						
Employee/Member	Spouse	 		Child(ren)	
□ I do not want Dental Coverage because (Check as applicable):						
☐ I am covered under another Dental plan ☐ My spouse is covered under another Dental plan ☐ My dependents/family members are covered under another Dental plan						

Signature

- I understand that my dependents/family members cannot be enrolled for a coverage if I am not enrolled for that coverage.
- If coverage is waived and you later decide to enroll, late entrant penalties may apply. You may also have to provide, at your own expense, proof of each person's insurability. Guardian or its designee has the right to reject your request.
- I understand that plan design limitations and exclusions may apply. For complete details of coverage, please refer to the plan documents or enrollment
 materials. State limitations may apply.
- Your coverage will not be effective until approved by a Guardian or its designated underwriter.
- I hereby apply for the group benefit(s) that I have chosen above.
- I understand that I must meet eligibility requirements for all coverages that I have chosen above.
- Submission of this form does not guarantee coverage. Among other things, coverage is contingent upon underwriting approval and meeting the applicable eligibility requirements.
- I agree that my employer/planholder may deduct premiums from my pay if they are required for the coverage I have chosen above.
- I agree that my employer/planholder or my employer/planholder's designated administrator may deduct premiums from my pay apply premiums to my credit card or debit card add premiums to my dues withdraw premiums from my designated bank account, apply premiums to my credit or debit card if they are required for the coverage I have chosen.
- I state that the information provided above is true and correct to the best of my knowledge and belief.

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

The laws of New York require the following statement appear: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation. (Does not apply to Life Insurance.)

SIGNATURE OF EMPLOYEE/MEMBER	X	DATE

Fraud Warning Statements

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

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

California: For your protection California law requires the following to appear on this form: Any person who knowingly presents false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

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

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

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

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

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

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

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

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

New Mexico: ANY PERSON WHO KNOWINGLY PRESENTS A FALSE OR FRAUDULENT CLAIM FOR PAYMENT OF A LOSS OR BENEFIT OR KNOWINGLY PRESENTS FALSE INFORMATION IN AN APPLICATION FOR INSURANCE IS GUILTY OF A CRIME AND MAY BE SUBJECT TO CIVIL FINES AND CRIMINAL PENALTIES.

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

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

Virginia: Any person who with intent to defraud or knowing that he/she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement may have violated state law.