



Supplemental Life Proposal

**Prepared for
Information Technology Coalition, Inc.**

Presented by James R. Nelligan &
Associates LLC
March 20, 2023

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GROUP**



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Situs State: Virginia
Proposal Date: March 20, 2023
Proposal Effective Date: July 1, 2023
Proposal Expiration Date: June 18, 2023

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Executive Summary

On behalf of Reliance Standard Life Insurance Company (Reliance Standard), I would like to thank you for giving us the opportunity to quote the enclosed Group Term Life plan for Information Technology Coalition, Inc.. We are confident this proposal will uniquely respond to the benefit needs of your client today and in the future.

At Reliance Standard, our goal is to provide your client with a benefits plan that will enhance their ability to attract and retain valued employees, and to provide for their security in times of need. Our commitment to you is:

- A customized insurance plan that meets your client's goals and objectives
- Quick, efficient handling of all administrative, claims and underwriting matters
- Cooperative and efficient service for you and your client.

The Group Life Insurance plan enclosed contains many benefits and provisions. I invite you to read through and consider the proposed plan. The highlighted features are on Page 5, Plan Description.

As an added benefit, Reliance Standard offers a secure website providing Benefit Managers online access to the benefits related information they need. From our site, www.reliancestandard.com, policyholders are granted access to our Benefit Manager's Extranet. Here you can obtain state specific forms required for day to day administration/maintenance of the group policies; enroll employees; manage and pay invoices online; and gain access to management reports, including:

- Premium & Claim History
- Claim Activity (status)
- Evidence of Insurability Status and Tracking

I look forward to reviewing this proposal with you. Please feel free to contact me with any questions you may have.

Sincerely,

Scott Kelly

About this Proposal

This proposal outlines some of the features and benefits that we offer in our policy, but it is not a policy. The actual group insurance policy will contain additional provisions not fully described in this document. If there are any discrepancies between the proposal and the group insurance policy, the policy will control. The provisions are explained in basic terms and may be subject to some state restrictions.

We based the premium rate and plan design quotations on the underwriting data you gave us. Final premium rates, rate guarantee and plan provisions may change if:

- The terms of the proposal change;
- There is a change in the factors bearing on the risk to be assumed;
- Any information provided to us in connection with the underwriting of this proposal was incorrect; or
- There is a change in the law or regulation affecting the insurance coverage.

For further details of any of the coverages, including exclusions, any reductions or limitations, and the terms under which the policy may be continued in force or discontinued, contact your sales office.

This proposal is valid only if presented by a licensed insurance agent or broker who is appointed with RSL. It is valid until the date shown, unless we replace or withdraw it.

Plan Description & Cost Summary

Prepared For Information Technology Coalition, Inc.

Date: March 20, 2023

Proposal Expiration Date: June 18, 2023

Supplemental Life Plan Description

Eligibility

Each Active Full-Time Owner, Non-SCA and SCA Eligible Employee working 30 hours or more per week except any person working on a temporary or seasonal basis.

Our standard eligibility includes employees who are US citizens working in the US; contact your sales office if you have employees who are not US citizens working in the US, and you'd like us to consider them in the eligibility.

Benefit Descriptions

*Benefit Amount:	From \$10,000 to \$500,000 in increments of \$10,000
Age Reduction:	50% of the pre-age 70 amount at age 70.
Guarantee Issue:	
Less Than Age 60:	\$200,000
Age 60 through 69:	\$200,000
Age 70 and Over:	\$50,000
Portability:	Lesser of 2 yrs or case term

If this Reliance Standard plan replaces an in-force plan, guarantee issue amounts will be capped at a maximum of 50% above the existing carrier's guarantee issue limits.

*Flat/Incremental benefits may be subject to an earnings cap, as described on the Limitations page.

Supplemental Life Cost

Supplemental Life Rate Schedule

Employer Contribution:	0%	Eligible Employees:	1,623
Required Participation:	25%	Est. Participating Employees:	384

Age of EE	Volume	Rate/\$1,000	Age of EE	Volume	Rate/\$1,000
18-24	\$1,170,000	\$0.070	60-64	\$3,170,000	\$1.027
25-29	\$2,820,000	\$0.070	65-69	\$740,000	\$1.896
30-34	\$5,370,000	\$0.080	70-74	\$350,000	\$3.129
35-39	\$4,250,000	\$0.116	75-79	\$270,000	\$3.129
40-44	\$5,120,000	\$0.188	80-84	\$0	\$3.129
45-49	\$5,350,000	\$0.289	85-89	\$0	\$3.129
50-54	\$3,900,000	\$0.471	90-94	\$0	\$3.129
55-59	\$2,130,000	\$0.740	95-99	\$0	\$3.129



Plan Description & Cost Summary

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Date: March 20, 2023

Proposal Expiration Date: June 18, 2023

Supplemental Life Volume:	\$34,640,000
Supplemental Life Premium:	\$13,076.33
Rate Guarantee:	36 Months

Notes: All Benefits are rounded to the next higher \$1,000.
Premium/benefit is payable in US currency.

Plan Description & Cost Summary

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Date: March 20, 2023

Proposal Expiration Date: June 18, 2023

Dependent Coverage Plan Description

Eligibility

- Spouse:* An eligible employee's legal spouse who is not legally separated or divorced from the Insured.
- Coverage for domestic partners may be available upon request, unless prohibited by state law. Domestic and civil union partner coverage is automatically included on the plan where required by state law.
- Dependent Children:* An eligible employee's unmarried financially dependent children* from birth to age 19 (up to age 25 if full-time student). *Natural and adopted children; stepchildren and foster children in your custody.
- An eligible employee's children beyond the limiting age who is incapable of self-sustaining employment by reason of intellectual disability or physical handicap and who is chiefly dependent upon the eligible employee for support and maintenance.

The employee must be insured in order for dependents to be covered. A person may not have coverage as both an employee and a dependent. Only one insured spouse may cover dependent children.

For dependents who are confined in a hospital or at home on the date on which they would otherwise become insured, insurance will be effective as of the date the confinement ends.

*May vary from state to state.

Benefit Description

Spouse Benefit*	From \$5,000 to \$500,000 in increments of \$50,000
Guarantee Issue:	
Spouse Less Than Age 60	\$25,000
Spouse Age 60 through 69	\$25,000
Spouse Age 70 and Over	\$10,000
Child(ren)	
birth but less than 6 months	From \$2,000 to \$10,000 in increments of \$2,000
6 months through Age 18 (up to age 25 if a full time student)	From \$2,000 to \$10,000 in increments of \$2,000

*Spouse amount may be limited to 100% of the employee amount dependent on the state regulations, and will reduce in the same manner as the employee amount, upon the spouse's attainment of the reducing ages.

Plan Description & Cost Summary

Prepared For Information Technology Coalition, Inc.

Date: March 20, 2023

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Dependent Coverage Cost

Employee Age	Volume	Rate/\$1,000	Employee Age	Volume	Rate/\$1,000
18-24	\$0	\$0.070	60-64	\$210,000	\$1.027
25-29	\$415,000	\$0.070	65-69	\$145,000	\$1.896
30-34	\$250,000	\$0.080	70-74	\$50,000	\$3.129
35-39	\$250,000	\$0.116	75-79	\$0	\$3.129
40-44	\$425,000	\$0.188	80-84	\$0	\$3.129
45-49	\$545,000	\$0.289	85-89	\$0	\$3.129
50-54	\$100,000	\$0.471	90-94	\$0	\$3.129
55-59	\$230,000	\$0.740	95-99	\$0	\$3.129

Child Rate per \$1,000	\$0.20	Est. Dependent Lives	69
Dependent Life Volume	\$3,034,000	Employer Contribution	0%
Rate Guarantee	36 months	Employee Participation	10%

Plan Details

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Guarantee Issue

Any amount of insurance in excess of the Guarantee Issue amount listed in your Proposal Summary requires Evidence of Insurability that RSL must accept and approve. Your local sales office can provide Evidence of Insurability forms for you or you can download directly from our homepage - www.reliancestandard.com.

If this plan is replacing an existing plan, the guarantee issue amount may not exceed 50% more than the existing carrier's Guarantee Issue limit without prior approval from RSL.

Uniform Services Employment and Reemployment (USERRA) Extension

All employers should be up to date on an important federal law pertaining to military leave, The Uniform Services Employment and Reemployment Rights Act (USERRA, 1994). While the USERRA law does not require continuation of group life insurance, we support the intent of the law with a continuation provisions.

Coverage can continue provided the employee is on a leave that the employer approves that is due to the employee entering the United States military service.

For leaves due to military service, the group policy does not cover any loss occurring while on active duty if the loss is caused by or arises out of such military service, including but not limited to war or act of war (declared or undeclared).

We provide the USERRA Extension at no additional charge under the group life insurance contract, and all of the eligibility requirements apply.

Portability

If the Insured's coverage terminates because he/she ceases to be eligible (other than termination of the policy, the Insured's retirement or if applicable, the Insured Dependent having reached the maximum age), he/she may elect to continue coverage in effect prior to ceasing to be eligible up to the plan maximum amount of coverage stated in the policy or \$500,000, whichever is less. Evidence of insurability is not required. Dependent coverage, if applicable, may not be ported independent of the Insured. The Insured must have been covered for twelve (12) months (including time insured under the prior group policy, if applicable), cannot be approved for Waiver of Premium, terminated under Waiver of Premium for age and portability must be elected within thirty-one (31) days from the date coverage terminates. Provided premium payment is made, ported insurance will terminate on the first of the following to occur: (1) two (2) years from the date the coverage was ported; (2) policy termination; (3) the date the Insured is covered under another group plan; or (4) the date the Insured reaches the age specified; unless otherwise reflected under the benefit Descriptions on the Plan Description & Summary of this proposal. Premium for this coverage will be based on rates charged for ported coverage and billed directly to the Insured on a quarterly basis.

Limitations

Prepared For Information Technology Coalition, Inc.

Date: March 20, 2023

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Benefit Schedule

The death benefits paid under an RSL Group Life Insurance program may be expressed in one of three ways:

- 1) As a multiple of earnings
- 2) As a percentage of earnings
- 3) As a flat amount. If the amount is \$150,000 or more, then
 - a) The basic coverage is the flat amount or 5 times earnings, whichever is less
 - b) Supplemental only coverage is limited to the flat amount, or 5 times earnings, whichever is less.
 - c) If coverage is basic plus supplemental, then the limit is 7 times earnings.

Basic Annual Earnings (BAE) usually excludes bonus, overtime and commissions earned by an employee. If you want bonus or commissions to be included in the definition, the amount is usually averaged over a time period which you designate and is outlined in the policy.

Limitation

Applicable to any life insurance coverage which is paid in whole or in part with employee contributions: In the event of death by suicide, while sane or insane, within two (2) years of the Insured's and/or Insured Dependent's, if applicable, effective date of insurance, RSL's payment will be limited to a refund of all life insurance premium paid prior to the date of death.

This provision may vary by state.

If an eligible person had previously been declined for life insurance coverage by RSL, had an application withdrawn or marked incomplete for any reason, or voluntarily terminated coverage with RSL, all future request for life insurance coverage will be subject to submission and RSL approval of proof of good health.

This provision may vary by state.

About RSL

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Reliance Standard Life Insurance Company was incorporated in 1907 as Central Standard Life Insurance of Illinois. Reliance Standard is domiciled in Illinois, and maintains its administrative offices in Philadelphia. Reliance Standard is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam.

Our Commitment to Service Excellence

Employee benefits consist of three parts - the coverage itself, implementation and on-going customer service. Reliance Standard has invested heavily in people and systems to make it easy to do business with us. We reduce your administration downtime with easy-to-use online billing and enrollment support, backed by a National Service Organization spanning our entire network of sales and service offices. Our service and sales professionals are committed to assisting you in every step; from designing an affordable, customized benefit plan to assure smooth and effortless implementation, to assisting employees with questions and service requirements.

A Strong, Diversified Company

As a premier insurance carrier, Reliance Standard consistently earns strong financial ratings:

- A.M. Best "A+" (Superior), affirmed August 2016
- Standard & Poor's "A" (Strong), as of September 2015

Reliance Standard Life Insurance Company is a member of the Tokio Marine Group. The Tokio Marine Group operates in the property and casualty insurance, reinsurance and life insurance sectors globally. The Group's main operating subsidiary, Tokio Marine & Nichido Fire (TMNF), was founded in 1879 and is the oldest and leading property and casualty insurer in Japan.

Comprehensive Benefits and Services

In business for over 100 years, Reliance Standard Life Insurance Company (Reliance Standard) is a leading insurance carrier specializing in innovative and flexible employee benefits solutions including disability income and group term life insurance, dental insurance, critical illness and accident insurance. Reliance Standard offers a complete suite of voluntary (employee paid) coverage options and services, as well as fully integrated absence management services. Our products and services are marketed through independent brokers and agents to employers of all sizes.