

A person is sitting in a meditative pose on a wooden dock extending into a calm lake. The background shows a dense forest of evergreen trees covering a hillside under a clear sky. The scene is peaceful and serene.

Making care and benefits easier

**2025 TPS Medical Holdings dba Heal at Home,
Comfort Keepers, Healing Hands PSA**

SUN LIFE BENEFITS (All Staff > 30 Hrs/Wk)

| VISION | | | VOLUNTARY LIFE | | |
|--|-----------------------------|---------------------------|---|---------------------------------------|---------------------------|
| | EE Cost Per Pay | | Age | EMPLOYEE EE Cost Per Pay | SPOUSE EE Cost Per Pay |
| Employee Only | \$ 2.94 | | Under Age 20 | \$ 0.03 | \$ 0.03 |
| Employee + SP | \$ 5.55 | | 20-24 | \$ 0.03 | \$ 0.03 |
| Employee + CH | \$ 6.56 | | 25-29 | \$ 0.03 | \$ 0.03 |
| Family | \$ 8.73 | | 30-34 | \$ 0.04 | \$ 0.04 |
| DENTAL | | | 35-39 | \$ 0.04 | \$ 0.04 |
| | EE Cost Per Pay | | 40-44 | \$ 0.06 | \$ 0.06 |
| Employee Only | \$ 12.27 | | 45-49 | \$ 0.10 | \$ 0.10 |
| Employee + SP | \$ 24.55 | | 50-54 | \$ 0.17 | \$ 0.17 |
| Employee + CH | \$ 28.76 | | 55-59 | \$ 0.03 | \$ 0.03 |
| Family | \$ 41.81 | | 60-64 | \$ 0.51 | \$ 0.51 |
| ACCIDENT (Rate per \$1K Coverage) | | | 65-69 | \$ 0.79 | \$ 0.79 |
| (Rate per \$1,000 of Coverage) | | | 70-74 | \$ 1.47 | \$ 1.47 |
| EE Cost Per Pay | STANDARD | ENHANCED | 75-79 | \$ 1.47 | \$ 1.47 |
| Employee Only | \$ 3.37 | \$ 5.25 | 80-84 | \$ 1.47 | \$ 1.47 |
| Employee + SP | \$ 5.55 | \$ 9.11 | 85+ | \$ 1.47 | \$ 1.47 |
| Employee + CH | \$ 6.66 | \$ 11.04 | | | |
| Family | \$ 8.84 | \$ 14.90 | CHILD (Ages up to 26) | | |
| CRITICAL ILLNESS (Rate per \$1K Coverage) | | | Coverage Amt | Cost Per Pay | |
| (Rate per \$1,000 of Coverage) | | | \$2,500 | \$ 0.23 | |
| Age | EMPLOYEE EE Cost Per Pay | SPOUSE EE Cost Per Pay | \$5,000 | \$ 0.46 | |
| Under Age 25 | \$ 0.22 | \$ 0.22 | \$7,500 | \$ 0.69 | |
| 25-29 | \$ 0.24 | \$ 0.24 | \$10,000 | \$ 0.92 | |
| 30-34 | \$ 0.28 | \$ 0.28 | EMPLOYEE (Rate per \$1,000 of Coverage) | | |
| 35-39 | \$ 0.37 | \$ 0.37 | Min: \$10K; Max: \$500K- Incr of \$10K | | |
| 40-44 | \$ 0.52 | \$ 0.52 | Guaranteed Issue: \$200K | | |
| 45-49 | \$ 0.71 | \$ 0.71 | SPOUSE (Rate per \$1,000 of Coverage) | | |
| 50-54 | \$ 1.03 | \$ 1.03 | Min: \$5K; Max: \$200K- Incr of \$5K | | |
| 55-59 | \$ 1.34 | \$ 1.34 | Guaranteed Issue: \$50K | | |
| 60-64 | \$ 1.60 | \$ 1.60 | SHORT TERM DISABILITY | | |
| 65-69 | \$ 2.10 | \$ 2.10 | (Rate per \$10 of Weekly) | | |
| 70-74 | \$ 2.78 | \$ 2.78 | Age | PLAN 1 EMPLOYEE EE Cost Per Pay | |
| 75 + | \$ 3.80 | \$ 3.80 | Under Age 25 | \$ 0.72 | |
| CHILD (\$0.10 per \$1K Coverage)- All Ages | | | 25-29 | \$ 0.67 | |
| Coverage Amt | Cost Per Pay | | 30-34 | \$ 0.78 | |
| \$2,500 | \$0.12 | | 35-39 | \$ 0.54 | |
| \$5,000 | \$0.23 | | 40-44 | \$ 0.37 | |
| \$7,500 | \$0.35 | | 45-49 | \$ 0.45 | |
| \$10,000 | \$0.46 | | 50-54 | \$ 0.48 | |
| EMPLOYEE | | | 55-59 | \$ 0.56 | |
| Min: \$5K; Max: \$20K- Incr of \$5K | | | 60-64 | \$ 0.66 | |
| Guaranteed Issue: \$20K | | | 65-69 | \$ 0.69 | |
| SPOUSE | | | 70 and over | \$ 0.65 | |
| Min: \$5K; Max: \$200K- Incr of \$5K | | | HOSPITAL INDEMNITY | | |
| Guaranteed Issue: \$20K | | | EE Cost Per Pay | LOW | HIGH |
| CHILD | | | Employee Only | \$ 7.18 | \$ 10.81 |
| Min: \$2.5K; Max: \$10K- Incr of \$2.5K | | | Employee + SP | \$ 12.62 | \$ 20.33 |
| Guaranteed Issue: \$10K | | | Employee + CH | \$ 10.68 | \$ 16.74 |
| | | | Family | \$ 16.13 | \$ 26.26 |

Dental Insurance



COMMONLY COVERED

- ✓ Exams and cleanings
- ✓ X-rays
- ✓ Fillings
- ✓ Tooth extractions
- ✓ Child braces

▶ PROTECTS YOUR SMILE.

You can feel more confident with dental insurance that encourages routine cleanings and checkups. Dental insurance helps protect your teeth for a lifetime.

▶ PREVENTS OTHER HEALTH ISSUES.

Just annual preventive care alone can help prevent other health issues such as heart disease and diabetes. Many plans cover preventive services at or near 100% to make it easy for you to use your dental benefits.

▶ LOWERS OUT-OF-POCKET EXPENSES.

Seeing an in-network dentist can reduce your fees approximately 30% from their standard fees. Add the benefits of your coinsurance to that and things are looking good for your wallet.

DENTAL FAST

Treating the inflammation from periodontal disease can help manage other health problems such as heart disease and diabetes.¹

50% of adults over the age of 30 are suffering from periodontal disease.²

TPS MEDICAL HOLDINGS DBA HEALTH AT HOME

All Eligible Employees

POLICY # 964374

Sun Life Assurance Company of Canada

2309861 DEN4 CL1 11/30/2023 12:46:00

| CALENDAR YEAR MAXIMUM | IN-NETWORK | OUT-OF-NETWORK |
|--|----------------------------|----------------------------|
| Type I, II, III (Preventive, Basic and Major Services) | \$1,000 per person | \$1,000 per person |
| Type IV Ortho Service | \$1,000 lifetime per child | \$1,000 lifetime per child |

CALENDAR YEAR DEDUCTIBLE

| PROCEDURE | IN-NETWORK | OUT-OF-NETWORK |
|---|-----------------------------|-----------------------------|
| Type I Preventive Services | N/A | N/A |
| Type II, III (Basic and Major Services) | \$10 individual/\$30 family | \$10 individual/\$30 family |
| Type IV Ortho Services | N/A | N/A |

THE PLAN PAYS THE FOLLOWING PERCENTAGE FOR PROCEDURES

| PROCEDURE | IN-NETWORK | OUT-OF-NETWORK |
|----------------------------|------------|----------------|
| Type I Preventive Services | 100% | 100% |
| Type II Basic Services | 80% | 80% |
| Type III Major Services | 50% | 50% |
| Type IV Ortho Services | 50% | 50% |

SERVICES

Type I Preventive Dental Services, including:

- Oral evaluations – 2 in any calendar year
- Routine dental cleanings – 2 in any calendar year
- Fluoride treatment – 1 in any 6 month period. *Only for children under age 19*
- Sealants – no more than 1 per tooth in any 36 month period, only for permanent molar teeth. *Only for children under age 19*
- Space maintainers – *only for children under age 19*
- Bitewing x-rays – 1 in any calendar year
- Genetic test for susceptibility to oral diseases

Type II Basic Dental Services, including:

- New fillings
- Simple extractions, incision and drainage
- Surgical extractions of erupted teeth, impacted teeth, or exposed root
- Biopsy (including brush biopsy)
- Endodontics (includes root canal therapy) – 1 per tooth in any 24 month period
- Intraoral complete series x-rays – 1 in any 60 month period
- Periodontal maintenance – 2 in any calendar year
- Localized delivery of antimicrobial agents
- Stainless steel crowns – *only for children under age 19*

Type III Major Dental Services, including:

- Dentures and bridges – subject to 5 year replacement

limit

- Inlay, onlay, and crown restorations – 1 per tooth in any 5 year period
- Dental implants – subject to 5 year replacement limit
- Complex oral surgery
- General anesthesia/IV sedation – medically required
- Minor gum disease (non-surgical periodontics)
- Scaling and root planing – 1 in any 24 month period per area
- Major gum disease (surgical periodontics)

Type IV Ortho Services, including:

- Orthodontic treatment is limited to your dependent children

Waiting Periods

For a complete description of services and waiting periods, please review your certificate of insurance. If you were covered under your employer's prior plan the wait will be waived for any type of service covered under the prior plan and this plan.

- No waiting period for preventive, basic or major services
- No waiting period for orthodontic services

Frequently asked questions

How does a PPO work?

PPO stands for Participating Provider Organization. With a dental PPO plan, dental providers agree to participate in a dental network by offering discounted fees on most dental procedures. When you visit a provider in the network, you could see lower out-of-pocket costs because providers in the network agree to these pre-negotiated discounted fees on eligible claims.

How do I find a dentist?

Simply visit www.sunlife.com/findadentist. Follow the prompts to find a dentist in your area who participates in the PPO network. You do not need to select a dentist in advance. The PPO network for your plan is the Sun Life Dental Network® with 130,000+ unique dentists³.

How can using a network dentist help lower my costs?

You are free to use the dentist or specialist of your choice. However, this plan allows you to have access to the Sunlife Dental Network® PPO dentists and to take advantage of their fee discounts. Treatment is available from out-of-network dentists, but their fees are subject to an allowable charge. The allowable amount for out-of-network dentists is based on 45% off the 80th percentile of the amount charged by other dentists in the same geographic area. Patients are responsible for fees in excess of the allowable charge. There can be significant out-of-pocket expenses if an out-of-network dentist is chosen.

Are my dependents eligible for coverage?

Yes. Your plan offers coverage for your spouse⁴ and dependent children. An eligible child is defined as a child to age 26.⁵

What if I have already started dental work, like a root canal or braces, that requires several visits?

Your coverage with us may handle these procedures differently than your prior plan. To ensure a smooth transition for work in progress, call our dental claims experts before your next visit at 800-442-7742.

Do I have to file the claim?

Many dentists will file claims for you. If a dentist will not file your claim, simply ask your dentist to complete a standard American Dental Association (ADA) claim form and mail it to:

Sun Life
P.O. Box 2940
Clinton, IA 52733

How can I get more information about my coverage or find my dental ID card?

After the effective date of your coverage, you can view benefit information online at your convenience through your Sun Life account. To create an account go to www.sunlife.com/account and register. You can also access this information from our mobile app, which is available for Apple and Android devices. Or you can call Sun Life's Dental Customer Service at 800-442-7742. You can also call any time, day or night, to access our automated system and get answers to common questions when it's convenient for you.

What value added benefits does my plan include?

Your plan includes our Lifetime of Smiles® program, with benefits many people prefer, such as brush biopsies for the early detection of oral cancer.

CONSIDER A PRE-DETERMINATION OF BENEFITS

They allow us to review your provider's treatment plan to let you know before treatment is started how much of the work should be covered by the plan, and how much you may need to cover. We recommend them for any dental treatment expected to exceed \$500.

1. American Academy of Periodontology <https://www.perio.org/consumer/gum-disease-and-other-diseases> (accessed 07/21).

2. American Academy of Periodontology <https://www.perio.org/newsroom/periodontal-disease-fact-sheet> (accessed 07/21).

3. Zelis Network Analytics data as of January 2022 and based on unique dentist count. Sun Life's dental networks include its affiliate, Dental Health Alliance, L.L.C.® (DHA), and dentists under access arrangements with other dental networks. Nationwide counts are state level totals.

4. If permitted by the Employer's employee benefit plan and not prohibited by state law, the term "spouse" in this benefit includes any individual who is either recognized as a spouse, a registered domestic partner, or a partner in a civil union, or otherwise accorded the same rights as a spouse.

5. Please see your employer for more specific information.

Read the *Important information* section for more details including limitations and exclusions

Important information

Benefit adjustments

Benefits will be coordinated with any other dental coverage. Under the Alternative Treatment provision, benefits will be payable for the most economical services or supplies meeting broadly accepted standards of dental care.

Late entrant

If you or a dependent apply for dental insurance more than 31 days after you become eligible, you or your dependent are a late entrant. The benefits for the first 12 months for late entrants will be limited as follows:

| TIME INSURED CONTINUOUSLY UNDER THE POLICY | BENEFITS PROVIDED FOR ONLY THESE SERVICES |
|--|---|
| Less than 12 months | Preventive and Basic Services |
| At least 12 months | Preventive, Basic, Major and Ortho Services |

We will not pay for treatments subject to the late entrant limitation, and started or completed during the late entrant limitation period.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to your Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see your Certificate or ask your benefits administrator for details.

Dental

We will not pay a benefit for any Dental procedure, which is not listed as a covered dental expense. Any dental service incurred prior to the Effective date or after the termination date is not covered, unless specifically listed in the certificate. A member must be a covered dental member under the Plan to receive dental benefits. The Plan has frequency limitations on certain preventive and diagnostic services, restorations (fillings), periodontal services, endodontic services, and replacement of dentures, bridges and crowns. All services must be necessary and provided according to acceptable dental treatment standards. Treatment performed outside the United States is not covered, except for emergency dental treatment, subject to a maximum benefit. Dental procedures for Orthodontics; TMJ; replacing a tooth missing prior the effective date; implants and implant related services; or occlusal guards for bruxism are not covered unless coverage is elected or mandated by the state.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

This plan does not provide coverage for pediatric oral health services that satisfies the requirements for "minimum essential coverage" as defined by The Patient Protection and Affordable Care Act (PPACA).

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life").

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 15-GP-01 and 16-DEN-C-01.

© 2019 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GVBH-EE-8384

SLPC 29579

Vision Insurance



COMMONLY COVERED

- ✓ Annual exams
- ✓ Lenses
- ✓ Frames
- ✓ Contact lenses
- ✓ Laser vision correction discount

▶ PROTECTS YOUR EYES.

You can help protect your eyesight by visiting an eye doctor regularly. Vision insurance includes an annual comprehensive eye exam with an eye care doctor. Taking care of your eyes today can lead to a better quality of life later.

▶ PREVENTS OTHER HEALTH ISSUES.

Just annual preventive care alone can help detect signs of chronic health conditions such as high blood pressure and diabetes. Early detection can be key before costly symptoms arise.¹

▶ LOWERS OUT-OF-POCKET EXPENSES.

Seeing an in-network eye care provider can reduce your expenses with savings on frames, lenses, contacts, eye exams and more.

VISION INSURANCE FAST FACTS

Roughly, 90% of diabetes-related blindness can be avoided by getting an annual eye exam.²

59% of adults report experiencing symptoms of digital eye strain, such as blurred vision or headaches.³

TPS MEDICAL HOLDINGS DBA HEALTH AT HOME

All Eligible Employees

POLICY # 964374

Sun Life Assurance Company of Canada

2309861 SEQ1 CL1 11/30/2023 12:46:05

What's covered

| BENEFIT | FREQUENCY | IN-NETWORK BENEFIT | OUT-OF-NETWORK BENEFIT |
|---|--|--|------------------------|
| Exam services | | | |
| WellVision exam® | 1 per 12 months | \$10 for exam | Up to \$45 |
| Routine retinal screening | | No more than a \$39 copay | N/A |
| Laser vision correction discount | Once per eye per life-time. | Average 15% off the regular price or 5% off the promotional price. Discounts only available from contracted facilities. | N/A |
| Lenses | | | |
| Single lined | 1 per 12 months | \$25 (lenses and frame) | Up to \$30 |
| Bifocal lined | | | Up to \$50 |
| Trifocal | | | Up to \$60 |
| Lenticular | | | Up to \$100 |
| Necessary contacts | | | Up to \$210 |
| Lens enhancements | | | |
| Standard | | No cost | N/A |
| Premium progressive | | \$95-\$105 copay | N/A |
| Custom progressive | | \$150-\$175 copay | N/A |
| Other | | Average savings of 20-25% | N/A |
| Frames | 1 per 24 months | \$130 for the frame of your choice and 20% off the amount over your allowance \$70 allowance at Costco®* | Up to \$70 |
| <i>Includes a wide selection of frames at Walmart®.</i> | | | |
| Elective contact lenses | 1 per 12 months | \$60 for your contact lens exam (fitting and evaluation) \$130 for contact lenses | Up to \$105 |
| <i>Contact lenses are in place of lenses and frame.</i> | | | |
| Additional glasses and sunglasses discount | 20% off complete pairs of prescription and non-prescription glasses, including sunglasses. Discounts are unlimited for 12 months following exam. | | N/A |
| Coverage with retail providers | *Coverage with retail providers may be different. Check with Costco for VSP member pricing. The Costco allowance is equivalent to the allowance at preferred providers and other retail providers. | | |

This chart outlines services for Plan 3.

Administrative services for the vision insurance plan are provided by Vision Service Plan (VSP)®.

Frequently asked questions

How do I use my vision benefit?

Once enrolled, simply tell your VSP doctor you're a member and they will handle the rest. If you visit an in-network doctor for services and materials, you don't need an ID card or have forms to complete.

How do I locate an in-network VSP doctor?

You will have access to the largest national network⁴ of private-practice eye care doctors in the industry through Vision Service Plan (VSP). There are three ways to find an in-network doctor:

1. Visit vsp.com and select the Choice network.
2. Call VSP at 800-877-7195.
3. Download our mobile app, Benefit Tools, and search for a doctor near you.

What happens if I use an out-of-network doctor?

You will be required to pay the full amount to the doctor at time of service. You can then submit a claim for reimbursement, which is a lesser benefit when compared to visiting a VSP doctor.

When will my coverage become effective?

Your coverage starts on the effective date specified in your group policy, provided you are actively at work on that date. Otherwise, your coverage will become effective on the day you return to full-time duties.

Can I enroll as a late entrant?

If you elect coverage more than 31 days after your eligibility date, your effective date will be delayed to the next plan anniversary date.

Are my dependents eligible for coverage?

Yes. Your plan offers coverage for your spouse⁵ and dependent children. An eligible child is defined as a child to age 26.⁶

How can I get more information about my coverage?

After the effective date of your coverage, you can visit www.sunlife.com/account to create a Sun Life account. Once you're logged in, you'll be able to see your plan details and more. Or you can call VSP Customer Service at 800-877-7195.

Can I use my benefits to buy glasses or contacts online?

Absolutely. Just visit www.eyeconic.com. Once you have linked your benefits you will be able to see how your coverage will be applied to different options that you are reviewing. Eyeconic features a virtual try-on tool so you can see how the glasses will look on you before you make your purchase.

1. <https://www.vsp.com/eyewear-wellness/eye-health/health-conditions/health-conditions-detected-during-eye-exams> (accessed 07/21).

2. <https://www.diabetes.org/diabetes/eye-health> (accessed 07/21).

3. "2021 Update: Computer Vision Syndrome", April 25, 2021 on optometrists.org.

4. Netminder as of January 2021.

5. If permitted by the Employer's benefit plan and not prohibited by state law, the term "spouse" in this benefit includes any individual who is either recognized as a spouse, a registered domestic partner, or a partner in a civil union, or otherwise accorded the same rights as a spouse.

6. Please see your employer for more specific information.

Read the *Important information* section for more details including limitations and exclusions.

Important information

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to your Certificate for details.

Limitations and exclusions

The below conditions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see your Certificate or ask your benefits administrator for details.

Vision

We will not pay a benefit for any vision materials, services or options that are not shown in the Benefit Highlights section of the certificate. Any vision service incurred prior to the Effective date or after the termination date is not covered. A member must be a covered vision member under the Plan to receive vision benefits. In no event will benefits exceed the lesser of the actual cost of the examination or materials or the limits of coverage shown in the Benefit Highlights section of the certificate. The plan is designed to cover visually necessary materials rather than cosmetic materials; the member will be responsible for any additional costs above the basic cost.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

This vision plan does not provide coverage for pediatric vision health services that satisfies the requirement for “minimum essential coverage” as defined by The Patient Protection and Affordable Care Act (“PPACA”).

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, “Sun Life”).

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 15-GP-01 and 16-VIS-C-01.

© 2022 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. The Sun Life name and logo are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GVBH-EE-8384

SLPC 29579

Accident Insurance



You can purchase this coverage for you and your family. Child coverage is available to age 26.

▶ HELPS YOUR FINANCES AFTER A MISHAP.

When you, your spouse or child has a covered accident, like a fall from a bicycle that requires medical attention, you can receive cash benefits to help cover the unexpected costs.

▶ HELPS COVER RELATED EXPENSES.

While health plans may cover direct costs associated with an accident, you can use accident benefits to help cover related expenses like lost income, childcare, deductibles and co-pays.

▶ PAYS CASH BENEFITS DIRECTLY TO YOU.

Accident Insurance can be used however you want, and it pays in addition to any other coverage you may already have. Benefits are payable directly to you. And get this – there are no health questions or pre-existing conditions limitations.

ACCIDENT FAST FACTS

Falls

are the leading cause of injuries treated in emergency rooms every year, for people of all ages.¹

This coverage pays benefits for accidents that occur off the job.

TPS MEDICAL HOLDINGS DBA HEALTH AT HOME

All Eligible Employees

POLICY # 964374

Sun Life Assurance Company of Canada

2309861 ACC9 CL1 11/30/2023 12:45:55

What's covered

Once your coverage goes into effect, you can file a claim for covered accidents that occur after your insurance plan's effective date. Unless otherwise specified, benefits are payable only once for each covered accident, as applicable. The full list of benefits is listed here. Choose the plan that best meets your needs and your budget.

| DISLOCATIONS | Standard Plan | | Enhanced Plan | |
|--|------------------------------------|---------------------|------------------------------------|---------------------|
| | OPEN (SURGERY) | CLOSED (NO SURGERY) | OPEN (SURGERY) | CLOSED (NO SURGERY) |
| Hip | \$4,000 | \$2,000 | \$8,000 | \$4,000 |
| Knee, ankle, or bones of the foot | \$2,000 | \$1,000 | \$3,000 | \$1,500 |
| Elbow, wrist, or Lower jaw | \$800 | \$400 | \$2,000 | \$1,000 |
| Shoulder | \$1,000 | \$500 | \$2,000 | \$1,000 |
| Collarbone or bones of the hand | \$1,600 | \$800 | \$2,000 | \$1,000 |
| Finger(s) or toe(s) | \$200 | \$100 | \$400 | \$200 |
| FRACTURES | OPEN (SURGERY) | CLOSED (NO SURGERY) | OPEN (SURGERY) | CLOSED (NO SURGERY) |
| Hip or thigh | \$4,000 | \$2,000 | \$6,000 | \$3,000 |
| Skull-depressed | \$6,000 | \$3,000 | \$7,500 | \$3,750 |
| Skull-simple | \$3,000 | \$1,500 | \$4,000 | \$2,000 |
| Vertebral processes, Bones of the face, Nose, Lower jaw, Collarbone, Shoulder, Forearm, Hand, Wrist, Foot, Ankle, Kneecap, Elbow or Heel | \$700 | \$350 | \$1,500 | \$750 |
| Leg | \$2,000 | \$1,000 | \$3,000 | \$1,500 |
| Vertebrae, Sternum or Pelvis | \$1,600 | \$800 | \$2,400 | \$1,200 |
| Upper jaw or upper arm | \$800 | \$400 | \$1,500 | \$750 |
| Rib, Finger, Toe or Coccyx | \$400 | \$200 | \$600 | \$300 |
| Multiple ribs | \$1,000 | \$500 | \$1,500 | \$750 |
| ADDITIONAL INJURIES | | | | |
| Eye Injury - surgical repair | | \$200 | | \$300 |
| Eye Injury - object remove | | \$200 | | \$300 |
| Brain injury | | \$500 | | \$500 |
| Paralysis—paraplegia | | \$5,000 | | \$12,500 |
| Paralysis—quadriplegia | | \$10,000 | | \$20,000 |
| Coma | | \$5,000 | | \$10,000 |
| Concussion | | \$100 | | \$200 |
| BURNS | 2ND DEGREE | 3RD DEGREE | 2ND DEGREE | 3RD DEGREE |
| 20-40 square centimeters | \$200 | \$500 | \$300 | \$750 |
| 41-65 square centimeters | \$400 | \$1,000 | \$600 | \$1,500 |
| 66-160 square centimeters | \$600 | \$3,000 | \$800 | \$4,500 |
| 161-225 square centimeters | \$800 | \$7,000 | \$1,200 | \$10,000 |
| More than 225 square centimeters | \$1,000 | \$10,000 | \$1,500 | \$15,000 |
| Skin graft | 50% of the applicable Burn Benefit | | 50% of the applicable Burn Benefit | |
| LACERATIONS | | | | |
| No sutures and treated by doctor | | \$20 | | \$35 |
| Single laceration under 5 cm with sutures | | \$35 | | \$65 |
| 5-15 cm with sutures (total of all lacerations) | | \$125 | | \$250 |
| Greater than 15 cm with sutures (total of all lacerations) | | \$500 | | \$700 |

| MEDICAL SERVICES | | |
|---|---------|---------|
| Diagnostic Exam - Arteriogram, Angiogram, CT, CAT, EKG, EEG, or MRI (1 time per benefit year) | \$100 | \$200 |
| Diagnostic Exam - X-ray (1 time per covered accident) | \$50 | \$100 |
| Accident Emergency Treatment, non-emergency room (once per covered accident) | \$100 | \$200 |
| Physician's Follow-up Treatment office visit (per visit, up to 6 times per covered accident) | \$50 | \$100 |
| Physical Therapy (per visit up to 10 visits per covered accident) | \$25 | \$50 |
| Medical Devices | \$200 | \$400 |
| Epidural Pain Management (up to 2 times per covered accident) | \$50 | \$100 |
| Prescription drug | \$15 | \$35 |
| Prosthesis (one) | \$500 | \$750 |
| Prosthesis (two) | \$1,000 | \$1,500 |
| Blood, Plasma, or Platelet Transfusion | \$100 | \$200 |
| HOSPITAL | | |
| Hospital Admission (once per benefit year) | \$1,000 | \$1,500 |
| Hospital Confinement (per day up to 365 days per covered accident) | \$200 | \$300 |
| Intensive Care Unit Admission (once per Benefit Year; payable instead of Hospital Admission benefit if Confined immediately to ICU) | \$1,500 | \$2,000 |
| Intensive Care Unit Confinement (per day up to 14 days, payable in addition to any Hospital Confinement benefit) | \$200 | \$300 |
| Ambulance (Ground) | \$300 | \$400 |
| Ambulance (Air) | \$1,000 | \$1,500 |
| Emergency Room Admission | \$100 | \$200 |
| Family Lodging (per day up to 30 days per benefit year) | \$50 | \$100 |
| Transportation (100 or more miles up to 3 times per covered accident) | \$250 | \$500 |
| Rehabilitation Unit (per day up to 30 days per covered accident) | \$50 | \$100 |
| SURGERY | | |
| Miscellaneous Surgery requiring general anesthesia (not covered by any other benefit) | \$300 | \$750 |
| Open Surgery | \$1,000 | \$1,500 |
| Exploratory Surgery or Debridement | \$250 | \$500 |
| Tendon/Ligament/Rotator Cuff Tear | \$500 | \$750 |
| Torn Knee Cartilage | \$500 | \$750 |
| Ruptured/Herniated Disc | \$500 | \$750 |
| EMERGENCY DENTAL | | |
| Emergency Dental extraction | \$30 | \$65 |
| Emergency Dental crown | \$100 | \$200 |

| LIFE AND DISMEMBERMENT LOSSES* | | |
|---|----------|-----------|
| Accidental Death | \$15,000 | \$25,000 |
| Accidental Death Common Carrier (pays an additional benefit if accidental death occurs while traveling as a fare-paying passenger on a public conveyance) | \$30,000 | \$100,000 |
| Catastrophic Loss: Both arms or both hands, both legs or both feet, one hand and one foot or one arm and one leg, or irrecoverable loss of sight of both eyes | \$15,000 | \$25,000 |
| Loss of one hand, foot, leg, or arm | \$7,500 | \$15,000 |
| Loss of sight of one eye or loss of one eye | \$7,500 | \$15,000 |
| Two or more fingers or toes | \$1,500 | \$3,000 |
| One finger or one toe | \$750 | \$1,500 |
| Loss of hearing of one ear or loss of one ear | \$2,500 | \$5,000 |

*Benefits displayed for life and dismemberment are for the employee only. Spouse benefits are 100% of the employee benefit amount for death and 100% of the employee benefit amount for dismemberment. Dependent children benefits are 50% of the employee benefit amount for death and 50% of the employee benefit amount for dismemberment.

Frequently asked questions

How do I file an accident claim?

If you have an accident after the effective date of coverage, you can file a claim with us by downloading forms from our website. We'll ask that you and your doctor provide information about the accident and the treatment provided.

What happens once my claim is approved?

The benefit amount you receive will depend on your injury and/or the treatment provided. Remember, benefits are payable only once for each covered accident, unless noted otherwise in the benefit schedule.

Is there a time period that I need to follow?

Injuries and other related benefits due to a covered accident must be diagnosed or treated within a defined period of time from the date of your accident. This could be as few as three days for certain benefits. Please refer to your Certificate for details.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue group coverage when your employment terminates. Your employer can advise you about your options.

Is my benefit taxable?

If you or your employer pay for all or part of the cost of coverage on a pre-tax basis, some or all of your benefit amount will be tax reported on a Form 1099 as taxable income. Please reach out to a tax advisor or your employer if you have any questions.

Accident insurance is a limited benefit policy. The Certificate has exclusions that may affect any benefits payable. Benefits payable are subject to all terms and conditions of your Certificate.

1. "Health, United States, 2016," US Department of Health and Human Services, Table 75.

Read the *Important information* section for more details including limitations and exclusions.

The following coverage(s) do not constitute comprehensive health insurance (often referred to as “major medical coverage”). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to your Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see your Certificate or ask your benefits administrator for details.

Accident

We will not pay a benefit that is due to or results from: suicide while sane or insane; intentionally self-inflicted injuries; committing or attempting to commit an assault, felony or other criminal act; war or an act of war; active participation in a riot, rebellion or insurrection; voluntary use of any controlled substance/illegal drugs; operation of a motorized vehicle while intoxicated; if you do not submit proof of your loss as required by us (this covers medical examination, continuing care, death certificate, medical records, etc.); incarceration; engaging in hang-gliding, bungee jumping, parachuting, sail gliding, parasailing, parakiting or mountaineering; participating in or practicing for any semi-professional or professional competitive athletic contest in which any compensation is received, including coaching or officiating; injuries sustained from commercial air transportation other than riding as a fare paying passenger;

work-related illness or injuries unless you are enrolled in 24-hour coverage.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, “Sun Life”).

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 12-GP-01, 12-AC-C-01, 15-GP-01 and 16-AC-C-01.

© 2019 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GVBH-EE-8384

SLPC 29579

Critical Illness Insurance



▶ HELPS PROTECT YOUR FINANCES FROM AN ILLNESS.

When you, your spouse or child is diagnosed with a covered condition, you can receive a cash benefit to help pay unexpected costs not covered by your health plan.

▶ HELPS COVER RELATED EXPENSES.

While health plans may cover direct costs associated with a critical illness, you can use your benefit to help with related expenses like lost income, child care, travel to and from treatment, deductibles and co-pays.

▶ PAYS A CASH BENEFIT DIRECTLY TO YOU.

Critical Illness insurance can be used however you want, and it pays in addition to any other coverage you may already have.

What's more, all family members on your plan are eligible for a wellness-screening benefit, also paid directly to you once each year per covered person.

With Critical Illness Insurance, you also get access to health care support services. You can talk with medical and claims experts about your medical coverage, benefits, diagnosis and treatment options.

BENEFITS *(You can purchase this coverage at a group rate.)*

| | |
|---------------------|--|
| For you | You can choose between \$5,000 and \$20,000 of coverage, in increments of \$5,000. No medical questions asked. |
| For your spouse | If you elect coverage for yourself, you can choose between \$5,000 and \$20,000 of coverage, in increments of \$5,000. No medical questions asked. Not to exceed 100% of your coverage amount. |
| For your child(ren) | If you elect coverage for yourself, you can choose between \$2,500 and \$10,000 of coverage, in increments of \$2,500. No medical questions asked. Not to exceed 50% of your coverage amount. An eligible child is defined as your child from birth to age 26. |

TPS MEDICAL HOLDINGS DBA HEALTH AT HOME

All Eligible Employees

POLICY #: 964374

What's covered

Once your coverage goes into effect, you can file a claim for covered conditions diagnosed after your insurance plan's effective date. Below is the full list of conditions.

| COVERED CONDITIONS – <i>The plan pays 100% of the benefit amount unless stated otherwise.</i> | | |
|--|---|--|
| Core Conditions | Heart Attack ^R End-Stage Kidney Disease ^R Occupational HIV/Hepatitis B, C, or D Major Organ Failure ^R | Stroke ^R Coronary Artery Bypass Graft ^R (Pays 25%) Angioplasty ^R (Pays 5%) |
| Cancer Conditions | Invasive Cancer ^R Noninvasive Cancer ^R (Pays 25%) Skin Cancer ^R (Pays 5%) | |
| Other Conditions | Complete Blindness Complete Loss of Hearing Loss of Speech Benign Brain Tumor Coma | Severe Burns Advanced ALS/Lou Gehrig's Disease Advanced Parkinson's Disease (Pays 25%) Advanced Alzheimer's Disease (Pays 25%) Paralysis |
| Childhood Conditions <i>Applies to dependent children only</i> | Down Syndrome Cystic Fibrosis Type 1 Diabetes Mellitus Complex Congenital Heart Disease | Cerebral Palsy Cleft Lip/Palate Muscular Dystrophy Spina Bifida |
| Wellness Screening Benefit | Payable to any covered person on your plan one time each year, once you provide proof of an eligible health screening. | Employee \$50 Spouse \$50 Child \$50 |

^R = Recurrence Benefit available

When would I need the Recurrence Benefit?

Sometimes people are diagnosed with the same condition twice. If this happens to you, and 12 consecutive months have passed between the first and second diagnoses, we'll pay you an additional benefit (the amount of which is noted in your Certificate). Only the conditions marked (R) in the table above are eligible for the Recurrence Benefit. Once a Recurrence Benefit has been paid, no additional benefit will be paid for that critical illness.

Frequently asked questions

Do I need to answer any health questions to enroll?

If you contribute to the cost of your insurance, you may need to complete health questions if you don't elect coverage when it's first available to you and you want to elect at a later date, or if you want to increase coverage. To answer health questions, please fill out our Evidence of Insurability application. Health questions must be approved by Sun Life before coverage takes effect. Please see your Certificate for details.

How do I file a critical illness claim?

If you have a diagnosis after the effective date of coverage, you can file a claim with us by downloading forms from our website. We'll ask that you and your doctor provide information about your medical condition.

How do I get the Wellness Screening Benefit?

You may be paid the benefit when you or a covered family member submit proof of a covered screening each year, like specific blood tests, cancer screenings, cardiac stress tests, immunizations, school sports exams and more (may vary by state). The claim form can also be downloaded from our website.

Can I receive benefits for more than one critical illness?

Yes. In order to receive benefits for more than one critical illness, there must be at least 6 consecutive months between each diagnosis date. You can only claim benefits once for each covered condition unless a recurrence benefit is payable.

How is my benefit taxed?

If you or your employer pay for all or part of the cost of coverage on a pre-tax basis, some or all of your benefit amount will be tax reported on a Form 1099 as taxable income. Please reach out to a tax advisor or your employer if you have any questions.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue coverage when your employment terminates. Your employer can advise you about your options.

CRITICAL ILLNESS FAST FACT *Most heart attack victims are middle-aged or older; the risk of a heart attack climbs for men after age 45 and for women after age 55.***

**"What Are Your Odds of a Heart Attack?" health.com, June 2018.

Critical Illness insurance is a limited benefit policy. The certificate has exclusions, limitations and benefit waiting periods for certain conditions that may affect any benefits payable. Benefits payable are subject to all terms and conditions of the certificate.

Read the *Important information* section for more details including limitations and exclusions.

The following coverage(s) do not constitute comprehensive health insurance (often referred to as "major medical coverage"). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to your Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see your Certificate or ask your benefits administrator for details.

Critical Illness

We will not pay a benefit that is due to or results from services, treatment or complications not included in the Benefit Highlights; provided by an immediate family member; or unrelated to a Critical Illness/Specified Disease. These include an autologous bone marrow transplant, suicide, attempted suicide or intentionally self inflicted injuries, elective plastic or cosmetic surgery, active military duty, war, any act of war, or your active duty in any armed service during a time of war (excluding during acts of terrorism); your active participation in a riot, rebellion or insurrection; committing or attempting to commit an assault, felony or other criminal act; engaging in dangerous conduct or hazardous activity where there is a likelihood of death or serious injury; being incarcerated in a penal institution of any kind; being legally intoxicated or under the influence of any narcotic, unless taken on the advice of a physician and taken as prescribed.

Covered conditions have specific diagnostic criteria that must be met (along with supporting documentation) for a benefit to be paid. For additional information regarding covered conditions, please request an outline of coverage.

This product is inappropriate for individuals who are eligible for Medicaid coverage.

Information about services offered

Value-added services are not insurance, are offered only on specific lines of coverage and carry a separate charge, which is added to the cost of insurance. The cost is included in the total amount billed. HealthChampionSM (a health care support service) is not insurance and is provided by ComPsych[®]. ComPsych[®] is a registered trademark of ComPsych Corporation. The entities that provide the value-added services are not subcontractors of Sun Life and Sun Life is not responsible or liable for the care, services, or advice provided by them. Sun Life reserves the right to discontinue any of the Services at any time.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life"). Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 12-GP-01, 15-GP-01, 12-SD-C-01, and 16-SD-C-01.

© 2019 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GVBH-EE-8384

SLPC 29579

Voluntary Life Insurance



▶ MORE PROTECTION FOR YOUR LOVED ONES.

The people you love and support could face financial challenges without you. Life insurance provides your loved ones with money they can use for household expenses, tuition, mortgage payments and more.

▶ HELPS YOU CLOSE ANY COVERAGE GAPS.

You may have life insurance today, either on your own or through your employer. Now is a good time to ask yourself if you need more coverage.

TPS MEDICAL HOLDINGS DBA HEALTH AT HOME

All Eligible Employees

POLICY #: 964374

BENEFITS (You can purchase this coverage at a group rate.)

For you

You can choose from **\$10,000 to \$500,000**—in increments of \$10,000 **not to exceed 5 times** your Basic Annual Earnings. No medical questions asked **up to the Guaranteed Issue amount of \$200,000.**

Benefits are reduced at age 65 and may reduce again in subsequent years as noted in your Certificate.

For your spouse

If you elect coverage for yourself, you can choose from **\$5,000 to \$200,000**—in increments of \$5,000. No medical questions asked **up to the Guaranteed Issue amount of \$50,000.**

The amount you select for your spouse cannot exceed 100% of your coverage amount. Benefits may reduce as noted in your Certificate.

For your child(ren)

If you elect coverage for yourself, you can choose **\$2,500, \$5,000, \$7,500 or \$10,000.** No medical questions asked.

The amount you select for your child(ren) cannot exceed 100% of your coverage amount. Benefits may reduce as noted in your Certificate. Child(ren) must primarily depend on the employee for 50% or more of their support.

A full benefit is payable for a dependent child who is 14 days to 26. A reduced benefit of \$1,000 is payable for a child from birth to 14 days.

Frequently asked questions

Do I need to answer any health questions to enroll?

Yes, if you request an initial amount higher than the Guaranteed Issue amount or if you want to increase coverage in excess of one increment annually. To answer health questions, please fill out our Evidence of Insurability application. Health questions must be approved by Sun Life before coverage takes effect. Please see your Certificate for details.

Can I increase my coverage at a later date?

Yes. You may increase your coverage by one increment amount annually, without having to answer health questions, even if the increase means that your coverage exceeds the Guaranteed Issue amount. Your benefits administrator can advise you on how to increase coverage annually. The maximum benefit amount still applies.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue group coverage when your employment terminates. Your employer can advise you about your options.

Can I access my life insurance if I become terminally ill?

You may apply to receive a portion of your life insurance to help cover medical and living expenses. This is called an "Accelerated Benefit" and there are some important things to know about it, including that it is not long-term-care insurance, it may be taxable and it may affect your eligibility for public assistance programs. It will also reduce the total amount of the life insurance payment we pay to your beneficiary(ies).

What happens if I become Totally Disabled?

If we determine that you are Totally Disabled and cannot work, your life insurance coverage may continue at no cost. You must meet certain requirements, as detailed in the Certificate.

How does my beneficiary file a death claim?

Your beneficiary(ies) and your employer will complete the appropriate claims forms and submit them to us. We will notify your beneficiaries when the decision is made and if we have any questions. If approved, beneficiaries may elect to receive a lump sum payment or to have the benefit paid into an account where the funds accumulate interest and can be withdrawn at any time. (State restrictions apply and options may vary by state.)

1. LIMRA, Facts about Life 2018.

Read the *Important information* section for more details including limitations and exclusions.

Important information

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to the Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Life

In some states, your employer's group policy may exclude payment for suicide that occurs within a specific time period after the insurance or increase in insurance becomes effective. Please see your Certificate for details.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life").

Group life insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 98P-ADD, 12-GP-01, 15-LF-01, 12-GPPort-P01, 12-LFPort-C-01, 15-ADD-C-01, 13-ADD-C-01 and 13-ADDPort-C-01.

© 2019 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GVBH-EE-8384

SLPC 29579

Short-Term Disability Insurance

COMMON CAUSES OF DISABILITY

- ✓ Pregnancy
- ✓ Injuries
- ✓ Joint disorders
- ✓ Back disorders
- ✓ Digestive disorders

▶ PROTECTS YOUR INCOME WHEN YOU CAN'T WORK.

If you're unable to work because of a covered disability, Short-Term Disability insurance replaces a portion of your income in addition to providing other services and benefits that help you return to work.

▶ PROVIDES YOU WITH A WEEKLY CHECK.

After your claim is approved, you will receive a check for your benefits that helps you pay everyday expenses like your mortgage or rent, childcare and groceries.

BENEFITS (You can purchase this coverage at a group rate.)

| | |
|--|---|
| Weekly benefit after your claim is approved | You will receive a check for your benefits on a weekly basis. It will replace 60% of your Total Weekly Earnings, up to \$1,000 each week. |
| When benefits begin | Benefits begin as soon as 8 days from the date you are unable to work due to an injury and 8 days due to an illness. |
| Benefits may be paid for | Up to 12 weeks , as long as you are still unable to work due to a covered disability. |
| Additional plan information | This plan provides a benefit for covered disabilities resulting from illness or injury that are not work-related. |

SHORT-TERM DISABILITY FAST FACTS

1 in 4 workers
will miss up to 3 months of work due to disability during their career.¹

More than three-quarters of workers are living paycheck to paycheck.²

TPS MEDICAL HOLDINGS LLC
All Eligible Employees
POLICY # 964374

Sun Life Assurance Company of Canada

2517361 SEQ6 CL1 11/23/2024 13:44:45

Frequently asked questions

Do I need to answer any health questions to enroll?

If you contribute to the cost of your insurance, you may need to complete health questions if you don't elect coverage when it's first available to you and you want to elect at a later date, or if you want to increase coverage. To answer health questions, please fill out our Evidence of Insurability Application. Health questions must be approved by Sun Life before coverage takes effect. Please see your Certificate for details.

How do I file a Short-Term Disability claim?

If you become disabled after the effective date of coverage, check with your employer to make sure you are eligible for benefits. You can file a claim with us by downloading forms from our website. We'll ask you and your doctor to provide information about your medical condition and your expected recovery.

How do I qualify for benefits?

You'll start receiving disability payments if you satisfy the Elimination Period (see "When benefits begin" in the table) and meet the policy's definition of disability. Generally, disability is defined as your inability to perform some or all of your job duties due to your injury, illness or pregnancy and may require that you have also had a certain percentage of earnings loss due to your disability. Please see your Certificate for details.

What if I have a pre-existing condition?

If you become disabled within 12 months of your insurance taking effect or 12 months following any increase in your amount of insurance, we will not pay any benefit for any pre-existing condition. A pre-existing condition includes anything you have sought treatment for in the 3 months prior to your insurance becoming effective. Treatment can include consultation, advice, care, services or a prescription for

drugs or medicine.

Can I work while I'm disabled?

Your plan is designed to encourage and support your return to work. If you are able to work part-time, for example, you may receive part of your benefit while working.

Will income from other sources affect my benefit?

Your benefit may be reduced by Social Security benefits; disability benefits from retirement, government plans or state disability income such as California SDI; state paid family and medical leaves; other group disability plans; no-fault benefits, salary continuance or sick leave; and return-to-work earnings. For more information or to determine if this coverage is appropriate for you, contact your benefits administrator.

How is my benefit taxed?

If you or your employer pays for all or part of the cost of coverage on a pre-tax basis, all or part of your benefit amount will be Form W-2 taxable income. In these situations, FICA tax deductions may reduce the amount we will pay you.

The group disability insurance policies described in this advertisement provide disability income insurance only.

1. Realitycheckup.org, Council for Disability Awareness, 2018

2. "Living Paycheck to Paycheck is a Way of Life for Majority of U.S. Workers," CareerBuilder.com, Aug. 2017.

Read the *Important information* section for more details including limitations and exclusions.

Important information

The following coverage(s) do not constitute comprehensive health insurance (often referred to as “major medical coverage”). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Refer to your Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Short-Term Disability

We will not pay a benefit that is caused by, contributed to in any way or resulting from: intentionally self-inflicted injuries; committing or attempting to commit an assault, felony or other criminal act; war or an act of war; active participation in a riot, rebellion or insurrection; operation of a motorized vehicle while intoxicated. We will not pay a benefit for any accident or sickness covered by Worker’s Compensation or similar law; or for any work-related illness or injuries unless otherwise stated previously; or if you do not submit proof of your loss as required by us (this covers medical examination, continuing care, death certificate, medical records, etc.).

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, “Sun Life”).

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 15-GP-01, 12-DI-C-01, 16-DI-C-01, TDBPOLICY-2006 and TDI-POLICY..

© 2019 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.

GVBH-EE-8384

SLPC 29579

Hospital Indemnity Insurance



IMPORTANT: This is a fixed indemnity policy, NOT health insurance

This fixed indemnity policy may pay you a limited dollar amount if you're sick or hospitalized. You're still responsible for paying the cost of your care.

- The payment you get isn't based on the size of your medical bill.
- There might be a limit on how much this policy will pay each year.
- This policy isn't a substitute for comprehensive health insurance.
- Since this policy isn't health insurance, it doesn't have to include most Federal consumer protections that apply to health insurance.

Looking for comprehensive health insurance?

- Visit [HealthCare.gov](https://www.healthcare.gov) online or call 1-800-318-2596 (TTY: 1-855-889-4325) to find health coverage options.
- To find out if you can get health insurance through your job, or a family member's job, contact the employer.

Questions about this policy?

- For questions or complaints about this policy, contact your State Department of Insurance. Find their number on the National Association of Insurance Commissioners' website ([naic.org](https://www.naic.org)) under "Insurance Departments."
- If you have this policy through your job, or a family member's job, contact the employer.

Hospital Indemnity Insurance



▶ HELPS PROTECT YOUR FINANCES.

When you, your spouse or child are facing a hospital stay, you can receive a benefit to help pay unexpected expenses not covered by your plan.

▶ HELPS COVER RELATED EXPENSES.

While health plans may cover direct costs associated with an illness or injury, you can use your hospital indemnity benefits to help cover related expenses like lost income, child care, deductibles and copays.

▶ PAYS CASH BENEFITS DIRECTLY TO YOU.

Hospital Indemnity insurance payments can be used however you want, and it pays in addition to any other coverage you may already have. Benefits are payable directly to you.

You can purchase this coverage for you and your family. Child coverage is available to age 26.

BENEFITS

Benefits are payable for hospital stays due to:

- Sickness
- Accidents*
- Routine pregnancy
- Complications of pregnancy
- Newborn complications
- Mental and nervous disorders
- Substance abuse

Additional reasons to sign up:

- No medical questions to answer - guaranteed issue coverage

Your employer is offering you a choice of two plans. Please review the information for both plans. Then, choose the one plan that best fits your needs.

*Confinements due to an accident must be within 365 days of the accident.

TPS MEDICAL HOLDINGS LLC

All Eligible Employees

POLICY # 964374

Sun Life Assurance Company of Canada

2517361 SEQ7 CL1 11/23/2024 13:44:43

What's covered - LOW

This plan provides benefits due to hospital stays for covered accidents or sickness. Once your Hospital Indemnity coverage goes into effect, you can file a claim for covered hospital stays occurring after your plan's effective date.

The benefits shown in the schedule are payable for each person covered by the plan unless otherwise stated.

BENEFIT SCHEDULE - LOW

| | |
|--|--|
| FIRST DAY BENEFITS Payable per benefit year | LOW |
| First day hospital confinement – This benefit pays the first day you stay in a regular hospital bed. | \$500 per day 1 day |
| First day ICU confinement – This benefit pays the first day you stay in an ICU bed. | \$1,000 per day 1 day |
| CONFINEMENT BENEFITS Payable per benefit year | LOW |
| Hospital confinement – This benefit pays for a hospital stay in a standard room. | \$100 per day Up to 30 days |
| Newborn nursery confinement – This benefit pays for a routine well baby newborn stay in the hospital nursery. | \$100 per day Up to 3 days |
| Intensive Care Unit (ICU) confinement – This benefit pays for a hospital ICU stay. | \$100 per day Up to 30 days |
| ADDITIONAL AND ENHANCED BENEFITS Payable per benefit year | LOW |
| Observation unit stay – This benefit pays for a stay in an observation unit of less than 20 hours. | \$100 per day Up to 1 day |
| Wellness screening benefit – This benefit pays for a covered wellness test or exam even without a hospital stay. | \$50 per day 1 day per insured per benefit year |

What's covered - HIGH

This plan provides benefits due to hospital stays for covered accidents or sickness. Once your Hospital Indemnity coverage goes into effect, you can file a claim for covered hospital stays occurring after your plan's effective date.

The benefits shown in the schedule are payable for each person covered by the plan unless otherwise stated.

BENEFIT SCHEDULE - HIGH

| | |
|--|--|
| FIRST DAY BENEFITS Payable per benefit year | HIGH |
| First day hospital confinement – This benefit pays the first day you stay in a regular hospital bed. | \$1,000 per day 1 day |
| First day ICU confinement – This benefit pays the first day you stay in an ICU bed. | \$2,000 per day 1 day |
| CONFINEMENT BENEFITS Payable per benefit year | HIGH |
| Hospital confinement – This benefit pays for a hospital stay in a standard room. | \$200 per day Up to 30 days |
| Newborn nursery confinement – This benefit pays for a routine well baby newborn stay in the hospital nursery. | \$100 per day Up to 3 days |
| Intensive Care Unit (ICU) confinement – This benefit pays for a hospital ICU stay. | \$200 per day Up to 30 days |
| ADDITIONAL AND ENHANCED BENEFITS Payable per benefit year | HIGH |
| Observation unit stay – This benefit pays for a stay in an observation unit of less than 20 hours. | \$100 per day Up to 1 day |
| Wellness screening benefit – This benefit pays for a covered wellness test or exam even without a hospital stay. | \$50 per day 1 day per insured per benefit year |

Frequently asked questions

What benefits will I receive for my newborn child?

If your newborn has to stay in the Neonatal Intensive Care unit (NICU), benefits are payable. Hospital stays for routine newborn care are provided under the *Newborn nursery confinement benefit*.

How do I file a Hospital Indemnity claim?

If you are confined to the hospital after the effective date of coverage, you can file a claim with us by downloading forms from our website. You will need to provide information about your hospital stay.

Do I need to file my claim within a certain timeframe?

You should file your claim within 30 days of a covered confinement or as soon as reasonably possible.

How do I get the Wellness Screening Benefit?

You can receive payment if you or a family member have a covered screening test or exam. This benefit is payable each year for specific blood tests, cancer screenings, cardiac stress tests, immunizations, school sports exams and more (may vary by state). The claim form can be downloaded from our website.

Is my benefit taxable?

If you or your employer pay for all or part of the cost of coverage on a pre-tax basis, some or all of your benefit amount will be tax reported on a Form 1099 as taxable income. Please reach out to a tax advisor or your employer if you have any questions.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue coverage when your employment terminates. Your employer can advise you about your option.

Please read the *Important information* section of this document.

Helpful definitions

Benefit year means a calendar year beginning on January 1 of any year and ending on December 31 of that year.

Confinement means resident inpatient stay in a hospital for at least 20 continuous hours. There must be a charge for room and board unless it is a Veteran's Administration Hospital or other federal government operated hospital.

Hours spent in an observation unit are not eligible for the *First day hospital* or *First Day ICU confinement* benefit. An observation unit stay of 20 hours or more will be covered under the Hospital confinement benefit.

Confinement does not include the period of time in a hospital emergency room, observation room, a freestanding surgical facility or an outpatient facility.

Covered Accident means an accident that the policy or applicable riders or endorsements attached to it does not exclude.

Covered Sickness means a sickness that the policy or applicable riders or endorsements attached to it does not exclude.

Hospital means a licensed facility that provides inpatient medical care and treatment to sick and injured persons with 24-hour nursing service under the supervision of a physician. Hospital does not include a rest home; a skilled nursing facility; an extended care facility; a place of convalescence; a rehabilitation unit; a hospice facility; a place providing custodial care; a mental and nervous disorder facility or a substance abuse facility.

Intensive Care Unit (ICU) means a specifically designated part of a hospital that provides the highest level of medical care. It is restricted to patients who are critically ill or injured and who require intensive comprehensive observation and care, including a neonatal intensive care unit specializing in the care of ill or premature newborn infants. The ICU must be under continuous observation by a specially trained nursing staff assigned exclusively to the intensive care unit on a 24-hour basis and have an assigned physician on a full-time basis. An ICU is not a progressive care unit; an intermediate care unit; a private monitored room; sub-acute intensive care unit or an observation unit.

Inpatient or Inpatient Treatment means receiving treatment as a resident patient using, and being charged for, the room and board facilities of a hospital. The requirement that you be charged does not apply to confinement in a Veteran's Administration Hospital or other federal government operated hospital.

Observation Unit means a specified area within a hospital, apart from the Emergency Room, where a patient can be monitored by a physician and which is under the direct supervision of a physician or registered nurse; is staffed by nurses assigned specifically to that unit; and provides care seven days per week, 24 hours per day.

An observation unit stay lasting 20 hours or more is treated as a Hospital confinement.

Rehabilitation Unit means a distinct unit within a hospital that provides rehabilitation care services on an inpatient basis. Rehabilitation care services consist of multidisciplinary physical restorative services to achieve the highest possible functional ability for disability due to sickness or injury. Services are provided by or under the supervision of a trained and experienced rehabilitation physician. A rehabilitation unit is not a freestanding rehabilitative facility; a nursing home; an extended care facility; a skilled nursing facility; a rest home or home for the aged; a hospice facility; a facility for the treatment of alcoholism or drug addiction or an assisted living facility.

Important information

This is a limited benefit policy. It does NOT provide basic hospital, basic medical, or major medical insurance. It is not a Medicare Supplement policy. The certificate has exclusions, limitations, and benefit waiting periods for certain conditions that may affect any benefits payable. Benefits payable are subject to all terms and conditions of the certificate. The policy, certificate and any rider, if applicable, may not be available in all states and may vary based on state laws and regulations. This product is inappropriate for individuals who are eligible for Medicaid coverage.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to the Certificate for details.

Exclusions

The exclusions listed below may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Hospital Indemnity

No benefits will be payable relating to or resulting from services or treatment rendered or confinement outside the United States or Canada. No benefits will be payable for any loss that is caused or contributed to by: war or any act of war or your active duty in any armed service during a time of war (this does not include acts of terrorism); active military duty; riding in or driving any motor-driven vehicle in a race, stunt show, speed test or driving while Intoxicated; committing of or attempting to commit an assault, felony or other criminal act; active participation in a riot, rebellion or insurrection; committing or attempting to commit suicide, whether sane or insane, or injuring oneself intentionally; incarceration in a penal institution of any kind; elective abortion or complications thereof; elective or cosmetic surgery or procedures, except for reconstructive surgery unless due to congenital anomaly or disease of a dependent child which has resulted in a defect; artificial insemination, in vitro fertilization, test tube fertilization; or sterilization, tubal ligation or vasectomy, and reversal thereof, unless recommended by a physician.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life"). Group Hospital Indemnity Insurance is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 15-GP-01, 20-HI-C-01, 12-GPPort-P-01, 20-HIPORT-C-01 in certain states.

© 2021 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. Sun Life and the globe symbol are trademarks of Sun Life Assurance Company of Canada. Visit us at www.sunlife.com/us.