GEO[™] Group - Plan Summary



The Global Employer's OptionSM - A worldwide benefits program designed for groups of two or more internationally assigned employees



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Understanding Your Market. Exceeding Your Expectations.

As an international employer, it's essential to provide the proper benefits to your employees. That's what attracts and retains top-level staff. To do so, you must ensure that they receive worldwide access to quality care, superior international claims administration and the financial stability you expect from an established leader in global insurance and assistance services.

At International Medical Group[®] (IMG[®]), we are dedicated to delivering exceptional health benefits, medical assistance and 24/7 customer care—all tailored to fit your unique needs. Because IMG performs all administration, customer service, and emergency assistance functions in-house, we can ensure that your group members get the highest quality and most cost-effective care available. This also helps you control your group health care expenses now and into the future.

In response to our global clients' evolving needs, we have designed GEOSM Group, which offers a base plan and an alternative plan, plus additional coverage options. This customizable benefits package is specially designed for multinational employers seeking Global Peace of Mind[®] as their employees embark on their travels.



Program Summary

Designed for

- Multinational employers with two or more employees
- Employees living and working outside of their home country
- Third country or key local nationals
- Independently contracted employees

Highlights

- Worldwide coverage area options
- Full group takeover/replacement provision available
- Waiver of pre-existing condition waiting periods for new employees with proof of prior coverage
- Medical History Disregarded underwriting option
- Dental, disability and life insurance available
- Universal Rx pharmacy discount savings
- Qualifies as Minimum Essential Coverage (MEC)
- Optional assistance services for physical and mental health

WHY IMG?

Since 1990, IMG has provided global benefits and assistance services to millions of members in almost every country. We are committed to being there with our members wherever they may be in the world, providing them Global Peace of Mind[®]. With 24/7 worldwide assistance and medical management services, multilingual claims administrators, and highly trained customer service professionals, IMG delivers the insurance products international members need, backed by the services they want.



Global Support.

With offices and partners across the globe, IMG provides the support you need, when you need it. In fact, it's our corporate mission to be there to protect and enhance your health and well-being.



Service Without Obstacles.

With a team of international, multilingual specialists, we are accustomed to working in multiple time zones, languages, and currencies. Our global reach means we can work without barriers.



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Financial Stability.

Owned by SiriusPoint—an'A-'rated, multibilliondollar global enterprise—IMG offers the financial security and reputation demanded by international consumers. (*SiriusPoint is the DBA of SiriusPoint Ltd.*)

Accessible Technology.

Log on to the secure, 24-hour online portal, MyIMGSM, to submit and view your claims, manage your account, search for providers, live chat with representatives, and more.

International Emergency Care.

When you're away from home and a medical emergency occurs, you may not be able to wait for regular business hours. With our on-site medical staff, you have 24-hour access to highly qualified coordinators of emergency medical services and international treatment.



Benefits Summary



The following benefits are offered to eligible insureds.

The plan charges for eligible medical expenses within the area of coverage.

All amounts are shown in US dollars and subject to applicable deductible and coinsurance.

BENEFIT		DESCR	IPTION		
Calendar Year		Maximum Limit: 365 days			
Lifetime Maximum Per Insured		\$50,000 - \$	\$8,000,000		
Extension of Benefits	180 days	Maximum Limit beginning on the first day of Total Disability, temporary layoff or leave of absence: 180 days Maximum Limit for a Spouse/or Dependent in the event of the Insured Person's death: 60 days			
Continuation of Benefits		rmination of employmer on Provision in this Certifi		ication details	
Medical Concierge Non-emergency services only	navigate the United S scheduled Inpatient an	The Medical Concierge Service is a proprietary service of IMG that helps an Insured Person navigate the United States healthcare system to identify the highest quality providers for scheduled Inpatient and certain Outpatient Treatments. Refer to the MEDICAL CONCIERGE provision for further details.			
	BENEFIT PL	AN FEATURES			
	United States	United States	United States	International	
Benefit Levels	Medical Concierge	In-Network	Out-of-Network	International	
DEI	DUCTIBLE FOR ELIGI	BLE MEDICAL EXP	ENSES		
Deductible	\$0 - \$25,000 Deductible reduced by 50% or \$2,500: PPO, Outpatient Treatment, Emergency Inpatient Treatment, Medical Concierge Provider				
Family Deductible		Maximum 3 Dedu	uctibles per Family		
COI	NSURANCE FOR ELIC	SIBLE MEDICAL EXI	PENSES		
Coinsurance In addition to Deductible	Plan pays 100% Insured pays 0%	Plan pays 100% Insured pays 0%	Plan pays 80% Insured pays 20%	Plan pays 100% Insured pays 0%	
Out of Pocket Maximum	\$0	\$0	\$1,000	\$0	
	PRECERT	IFICATION			
 Transplants: No coverage if Precertificat Interfacility Ambulance Transfer: No cov Maternity and Newborn care: 50% pena Emergency Medical Evacuation: No cov provision for complete requirements an All other Treatments & supplies: 50% rec Deductible is taken after reduction. Coinsurance is applied to remainder of t Refer to Precertification REQUIREMENTS 	verage if Precertification re alty if not Precertified withi erage if Precertification rec d coverage. duction of Eligible Medical the reduced amount.	quirements are not met. n 60 days of delivery. quirements are not met. Expenses if Precertificati	Refer to the EMERGENCY on requirements are not		
		TPATIENT SERVICES			
Eligible Medical	Expenses are limited to U mum Limits per Calendai	lsual, Reasonable and C			
Eligible Medical	Expenses are limited to U	lsual, Reasonable and C		International	
Eligible Medical Maxir	Expenses are limited to U mum Limits per Calendar Medical Concierge	sual, Reasonable and C Year or if indicated, pe	r Lifetime	International	

Benefits are subject to the exclusions and limitations and are payable only at Usual, Reasonable and Customary charges. This is a summary of a selection of plan benefits offered only as an illustration and does not supersede in anyway the Certificate of Insurance and governing policy documents (together the "Insurance Contract"). The Insurance Contract is the only source of the actual benefits provided.

	INPATIENT OR OUT				
	to Deductible and Coin				
Eligible Medical Expenses are limited to Usual, Reasonable and Customary amounts Maximum Limits per Calendar Year or if indicated, per Lifetime					
Benefit	Medical Concierge (Non-emergency)	In-Network	Out-of-Network	International	
 Hospital Emergency Room Injury: Not subject to Emergency Room Deductible Illness: Subject to a \$250 Deductible for each Emergency Room visit for Treatment that does not result in a direct Hospital admission 	100%	100%	80%	100%	
 Hospitalization / Room & Board United States: Average private room rate International: Average private room rate up to a maximum of 150% of the average semi- private room rate Includes nursing services, miscellaneous and Ancillary Services 	100%	100%	80%	100%	
Intensive Care	100%	100%	80%	100%	
Outpatient Surgical / Hospital Facility	100%	100%	80%	100%	
Laboratory	100%	100%	80%	100%	
Radiology / X-ray	100%	100%	80%	100%	
Pre-admission Testing	100%	100%	80%	100%	
Surgery	100%	100%	80%	100%	
Reconstructive Surgery Surgery is incidental to and follows Surgery that was covered under the plan 	100%	100%	80%	100%	
Assistant Surgeon 20% of the primary surgeon's eligible fee	100%	100%	80%	100%	
Anesthesia	100%	100%	80%	100%	
Pregnancy and Childbirth After 10 consecutive months of coverage 	100%	100%	80%	100%	
Pregnancy Complications After 10 consecutive months of coverage 	100%	100%	80%	100%	
 Newborn and Congenital Disorders Lifetime Maximum: \$250,000 First 31 days of life Eligible when the Newborn's birth is covered under this plan 	100%	100%	80%	100%	
Durable Medical Equipment Prescribed by a Physician	100%	100%	80%	100%	
Chiropractic Care Not subject to Deductible or Coinsurance Maximum per visit: \$25 Maximum visits: 20 Prescribed by a Physician 	Not Applicable	100%	100%	100%	
Physical Therapy Maximum Charge per Visit: \$50 Prescribed by a Physician	Not Applicable	100%	80%	100%	
Extended Care Facility Upon direct transfer from an acute care Facility	100%	100%	80%	100%	

t to Deductible and Coin. xpenses are limited to Us	surance unless other ual, Reasonable and	wise noted Customary amounts	
Medical Concierge	In-Network	Out-of-Network	International
100%	100%	80%	100%
Not Applicable	100%	80%	100%
100%	100%	80%	100%
xpenses are limited to Us	ual, Reasonable and	Customary amounts	
Medical Concierge (Non-emergency)	In-Network	Out-of-Network	International
Not Applicable	100%	100%	100%
Not Applicable	100%	100%	100%
nses are limited to Usual,		tomary amounts	
ium Limits per Calenaar	rear or in marcated, p		
Medical Concierge (Non-emergency)	In-Network	Out-of-Network	International
	to Deductible and Coin xpenses are limited to Us burn Limits per Calendar Medical Concierge (Non-emergency) 100% Not Applicable PREVENTA ect to Deductible and Coin wedical Concierge (Non-emergency) Not Applicable Not Applicable RESCRIPTION DRUC	to Deductible and Coinsurance unless other typenses are limited to Usual, Reasonable and um Limits per Calendar Year or if indicated, p Medical Concierge (Non-emergency) In-Network 100% 100% Not Applicable 100% 100% 100% Not Applicable and Coinsurance unless other typenses are limited to Usual, Reasonable and um Limits per Calendar Year or if indicated, p Medical Concierge (Non-emergency) In-Network Medical Concierge (Non-emergency) In-Network Medical Concierge (Non-emergency) In-Network Not Applicable 100% Not Applicable 100%	(Non-emergency)In-NetWorkOut-of-NetWork100%100%80%Not Applicable100%80%100%100%80%100%100%80%100%100%80%PREVENTATIVE CARE80%PREVENTATIVE CAREPREVENTATIVE CAREVertication of coinsurance unless otherwise noted xpenses are limited to Usual, Reasonable and Customary amounts pur Limits per Calendar Year or if indicated, per LifetimeMedical Concierge (Non-emergency)In-NetworkOut-of-NetworkNot Applicable100%100%

Subject Eligible Experi	RESCRIPTION DRU to Deductible and Coin ses are limited to Usual um Limits per Calenda	nsurance unless otherw , Reasonable and Custo	vise noted omary amounts	
Benefit	Medical Concierge (Non-emergency)	In-Network	Out-of-Network	International
 Outpatient or Inpatient Medication Subject to Deductible and Coinsurance Received as part of a Treatment plan or general care Not obtained through a retail pharmacy 	100%	100%	80%	100%
 United States Retail Pharmacy Not subject to Deductible and Coinsurance Prescriptions \$3,000 and higher will require Universal RX (URX) to obtain prior authorization from the Company 	in the United States. Retail Pharmacy Cop Generic \$5 Higher cost Gene Non-Preferred Bra Copayments are per 30 Dispensing Maximum p	ayments: ric and Brand 30% and Name \$50 plus 30% -day supply per prescription: 90 days		
Expatriate Prescription Services Program Prescriptions \$3,000 and higher will require Universal RX (URX) to obtain prior authorization from the Company	Medication delivery to an international address when prescription is not available for purchase internationally. Generic Copayment: \$5 Non-Preferred Brand Name Copayment: \$30 Copayment is per 30-day supply Dispensing maximum per prescription: 180 days Contact Information: Enroll: www.expatps.com Email scanned prescription to epsmanager@universalrx.com Fax: +1.540.777.7184 Phone number: +1.540.777.1450 Email: epsmanager@universalrx.com			
Subject Eligible Medical E	OR NERVOUS, SUB to Deductible and Coin penses are limited to L um Limits per Calenda	nsurance unless otherw Isual, Reasonable and (vise noted Customary amounts	
Benefit	Medical Concierge (Non-emergency)	In-Network	Out-of-Network	International
Lifetime Maximum	\$20,000			
Inpatient Mental or Nervous / Substance Abuse • Maximum Limit: \$10,000 • After 12 consecutive months of coverage	100%	100%	80%	100%
Outpatient Mental or Nervous / Substance Abuse • Maximum per visit: \$100 • Maximum visits: 52 • After 12 consecutive months of coverage	Not Applicable	50%	50%	50%
 Bereavement Counseling Not subject to Deductible or Coinsurance Lifetime Maximum: \$300 Counseling 6 months before or after a Family member's death 	Not Applicable	100%	100%	100%

		CY SERVICES		
Eligible Medical È	ect to Deductible and C xpenses are limited to U	Isual, Reasonable and C	Customary amounts	
Benefit	um Limits per Calenda Medical Concierge (Non-emergency)	r Year or if indicated, pe In-Network	r Lifetime Out-of-Network	International
Emergency Local Ambulance Subject to Deductible and Coinsurance Injury Illness resulting in an Inpatient Hospital admission 	Not Applicable	100%	80%	100%
Emergency Medical Evacuation Maximum Limit: \$1,000,000 Insured persons under age 65 Approved in advance and coordinated by the Company	Not Applicable	100%	100%	100%
 Emergency Reunion Subject to Deductible and Coinsurance Maximum Limit: \$10,000 Day Maximum: 15 days Meal Maximum: \$25 per day Reasonable and necessary travel costs and accommodations Approved in advance by the Company 	Not Applicable	100%	100%	100%
 Interfacility Ambulance Transfer Transfer from one licensed health care Facility to another licensed health care Facility resulting in an Inpatient Hospital admission 	Not Applicable	100%	100%	100%
Political Evacuation and Repatriation Lifetime Maximum: \$10,000 Approved in advance by the Company 	Not Applicable	100%	100%	100%
Return of Mortal Remains Maximum Limit: \$25,000 Return of Insured Person's Mortal Remains to Home Country Approved in advance by the Company	Not Applicable	100%	100%	100%
Eligible Medical È	ect to Deductible and C xpenses are limited to U	Isual, Reasonable and C	Customary amounts	
Benefit	um Limits per Calenda Medical Concierge (Non-emergency)	r Year or if indicated, pe In-Network	r Lifetime Out-of-Network	International
Complementary Medical Services Subject to Deductible and Coinsurance Maximum Limits are per Insured Person 	Acupuncture Massage Therapy Vitamin Therapy Magnetic Therapy Herbal Therapy Aroma Therapy		\$150 \$150 \$100 \$75 \$50 \$50	
Emergency Dental Subject to Deductible and Coinsurance Accident related 	Not Applicable	100%	80%	100%

Eligible Medical Éx	OTHER ect to Deductible and C penses are limited to U um Limits per Calenda	sual, Reasonable and (Customary amounts		
Benefit	Medical Concierge (Non-emergency)	In-Network	Out-of-Network	International	
	Private Hospital Overnight Maximum Limit: \$400 Maximum Limit: \$4,000				
Hospital Indemnity International only 	Public Hospital (state, government or charitable Hospital) • Overnight Maximum Limit: \$500 • Maximum Limit: \$5,000				
 Inpatient Hospitalization only 	Treatment received by the Insured Person at a Public Hospital and no Charges are incurred by the Insured Person or the Company will be subject to the Public Hospital Maximum Limit.				
	Treatment received by the Insured Person at a Public Hospital and Charges are submitted to the Company for reimbursement will be subject to the Private Hospital Maximum Limit.				
 Supplemental Accident Maximum Limit per Accident: \$300 Once the Maximum Limit is satisfied, Charges will be subject to Deductible and Coinsurance and paid the same as any other Injury 	Not Applicable	100%	100%	100%	
Vision Care Benefit available every 24 months	 Routine Eye Examination Maximum Limit: \$100 Corrective Lenses (Contacts)/Frame Maximum Limit: \$150 				

Dental Benefits

COVERAGE LIMIT / MAXIMUM AMOUNT FOR ELIGIBLE DENTAL EXPENSES				
Calendar Year Maximum Limit	\$1,000 - \$1,500			
Lifetime Orthodontia Maximum Limit	\$1,000	- \$1,500		
Deductible Applies to Minor and Major Restorative Services 	\$50			
Family Deductible Maximum Deductibles per Family: 3	\$150			
ROUTINE SERVICES NOT Subject to Deductible Eligible Dental Expenses are limited to Usual, Reasonable and Customary Maximum Limits per Calendar Year or if indicated, per Lifetime Benefit Coinsurance				
Diagnostic and Preventative Services Preventative visits and cleanings: 2 (1 every 6 months)	Coms			
 Radiographic examinations: 2 (including posterior bitewings; 1 every 6 months) Fluoride Treatment Maximum Limit: 1 (Children under 19 years of age) 	Plan Pays 100%	Insured Pays 0%		

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MINOR RESTORATIVE SERVICES Subject to Deductible Eligible Dental Expenses are limited to Usual, Reasonable and Customary Maximum Limits per Calendar Year or if indicated, per Lifetime				
Benefit	Coinsu	urance		
 Minor Restorative Services Refer to the ELIGIBLE DENTAL EXPENSES provision for further details 	Plan Pays 80%	Insured Pays 20%		
Oral Surgery	Plan Pays 80%	Insured Pays 20%		
Endodontics	Plan Pays 80%	Insured Pays 20%		
Periodontics Periodonting Maximum Limit: 1 every 2 years Periodontal Surgery Maximum Limit: 1 every 3 years	Plan Pays 80%	Insured Pays 20%		
Radiographs Maximum Limit: 1 every 3 years Full mouth x-rays including panographic x-rays	Plan Pays 80%	Insured Pays 20%		
Subject to E Eligible Dental Expenses are limited to Maximum Limits per Calendar	o Usual, Reasonable and Customa	ary		
Benefit	Coinsu	urance		
 Major Restorative Services Crowns, Jackets, Inlays on same tooth Maximum Limit: 1 every 5 years Adults and Children older than 12 years of age Refer to the ELIGIBLE DENTAL EXPENSES provision for further details 	Plan Pays 50%	Insured Pays 50%		
 Prosthodontics Dentures / Bridge Maximum Limit: 1 every 5 years Replacement of denture base material or reline Maximum Limit: 1 every 3 years Refer to the ELIGIBLE DENTAL EXPENSES provision for further details 	Plan Pays 50%	Insured Pays 50%		
ORTHODONTIA SERVICES NOT Subject to Deductible Eligible Dental Expenses are limited to Usual, Reasonable and Customary Maximum Limits per Calendar Year or if indicated, per Lifetime Insured Pays 50%				
Eligible Dental Expenses are limited to				
Eligible Dental Expenses are limited to	indicated, per Lifetime Insured Pay			



TERM LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

- Available up to \$250,000 per employee
- 10 or fewer IMG insured employees:
 - » \$10,000 minimum required
- 11 or more IMG insured employees:
 - » No minimum required
- Group Life coverage automatically offers:
 - Term Life Insurance Benefit >>
 - Accidental Death Benefit >>
 - Dismemberment Benefit
- DAILY INDEMNITY INSURANCE
- Benefit offers \$100 for every overnight of eligible inpatient hospitalization

- Guarantee Issue amounts up to \$100,000
- » Additional underwriting for \$100,001 \$250,000
- Group Life can be issued as a flat amount (e.g. \$50,000) or multiple of salary (e.g. 2 x salary)
- ADEA Reduction Schedule (Age Discrimination in Employment Act of 1967)
 - Less than age 65: 100% of principal amount »
 - Ages 65-69: 35% reduction »
 - Ages 70-74: 55% reduction »
 - Ages 75-79: 70% reduction >>
 - Age 80+: 80% reduction »
- Cash benefit payable directly to the insured
- \$25,000 lifetime maximum benefit
- Group Life Insurance required

Exclusions: Pregnancy or related conditions; Hospitalization which begins before the day of a scheduled surgery or procedure; Spouse and children are excluded.

GEO PLATINUM USA BENEFITS RIDER

This rider is available to US-based employers that wish to provide US-style health care plans to their international employees. The rider adds the following benefits:

- Unlimited lifetime maximum
- 100% coverage for eligible preventive services
- Extends dependent coverage up to age 26, provided dependent is not eligible under any other healthcare plan

REMOTE MENTAL HEALTH SERVICES

Optional telemedicine for mental health that offers support with financial, physical and emotional wellbeing. Whether you have questions about handling stress at work or home, parenting and childcare, managing money or health issues, this is a valuable and confidential service that you can trust.

TELECONSULTATION**

Optional online and telephonic access to a network of medical professionals available to diagnose, treat and prescribe for non-emergency medical issues. The best medicine brought to you and your family 24 hours a day, seven days a week.

EXTENSIVE NETWORK ACCESS

UnitedHealthcare®

UnitedHealthcare provides travelers in the U.S. with direct access to one of the largest networks of providers in the U.S. that includes:

- Over 1.4M physicians
- ÷. 6,797 hospitals
- . Over 45,000 clinics
- A streamlined claims process
- 1,800 convenience clinics

International Provider AccessSM

Travelers outside of the US can also enjoy access to quality healthcare worldwide with our proprietary IPA network that includes:

- Over 18,550 physicians and facilities
- Direct billing arrangements that minimize time and upfront expense

**Teleconsultations will not support a diagnosis for Mental or Nervous Disorders. Coverage for a Teleconsultation is not a determination that any specific condition discussed, raised or identified during such Consultation is covered under this insurance. We reserve the right to decline future claims relating to or arising from any condition discussed, raised or identified during a Teleconsultation where the illness or injury is directly or indirectly related to any Pre-existing Condition or is otherwise excluded under this Policy

The UnitedHealthcare name and logo are registered trademarks of UnitedHealth Group in the U.S. and other jurisdictions.

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Waives pre-existing condition limitations on children under the age of 19

EMERGENCY TRAVEL ASSISTANCE SERVICES

Even the smallest disruption can be an emergency when your group members are abroad. We offer a complete menu of emergency travel assistance services to provide your employees and their families Global Peace of Mind[®]. Some of the services provided include:

- Emergency travel arrangements
- Lost passport/travel documents assistance
- Lost luggage assistance
- Embassy or consulate referrals
- Emergency message relay

- Emergency prescription replacement
- Medical referrals
- 24-hour medical monitoring
- Emergency cash transfer and emergency translations
- Legal referrals

MEDICAL AND WELLNESS INFORMATION SERVICE

Among the benefits that GEO Group offers is a medical information service that group members can access. This service will allow them to consult with board-certified physicians, licensed psychologists, pharmacists, dentists, dieticians, and fitness trainers to assist them with any routine health related questions. This service is not meant to replace a family physician; instead it focuses on addressing your group members' concerns in a convenient manner and providing them with support to make informed decisions. Professionals will quickly respond to your group members' questions, refer them to specialists, and get them the information they need—saving time and possibly preventing unnecessary office visits. Highlights include:

- Web-based medical tools including direct email access to doctors, psychologists, pharmacists, dentists, dieticians, and fitness trainers
- Available to employees, spouses, & children 24 hours a day, 365 days a year
- Email response time: Normally two to four hours in US time zones - 24 hour guarantee
- Searchable 3D medical video library with unlimited access to more than 250 videos
- Medical library with unlimited access to more than 2,200 topics
- Weekly Health Tips e-Newsletter sent via email
- Personal Health Record: gives physicians online access to personal health records in case of emergencies
- Healthy Lifestyle Assessment: Evaluates current health
 status

IMG TRAVEL INTELLIGENCE

The IMG Travel Intelligence app gives you the tools and information you need to stay informed and minimize risk when away from home. This standalone mobile app provides 24/7 support to keep users up-to-date about global developments no matter where they are in the world.

IMG Travel Intelligence allows you to:

- Access detailed intelligence for 200+ countries
- Receive immediate assistance during a crisis via the in-app emergency hotline
- Stay informed of travel disruptions such as airline delays & cancellations
- Locate hospitals, police stations, & other safe haven information, including local emergency phone numbers
- Access pre-trip checklists, including reminders to prepare & store travel documents

EXPATRIATE PRESCRIPTION SERVICES (EPS)

This concierge service provides GEO Group members with convenient access to high-quality, low-cost prescription drugs through an efficient delivery service that reaches more than 160 countries worldwide. This program is not insurance coverage; it is purely a discounted prescription service. Use of this service does not guarantee that medication is covered under the insurance plan.

This invitation to inquire allows eligible applicants an opportunity to inquire further about the insurance offered and is limited to a brief description of any loss for which benefits may be payable. Benefits are offered as described in the insurance contract. Benefits are subject to all deductibles, coinsurance, provisions, terms, conditions, limitations, and exclusions in the insurance contract. The contract does contain a pre-existing condition exclusion and does not cover losses or expenses related to a pre-existing condition.



IMG PRODUCER USE ONLY

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