

Schedule of Benefits

Additional Life Plan

This is your Schedule of Benefits for the Additional Life plan. The plan is offered by Unum Life Insurance Company of America. This Schedule of Benefits highlights the benefits available under the plan. It does not tell you all the details about your plan. Those details are in your plan booklet. Your plan booklet describes:

- When you are eligible to apply for additional benefits.
- How to enroll for additional benefits in the plan.
- When your additional coverage under the plan begins and ends.
- The limitations and exclusions applicable to your plan
- How to file a claim for additional benefits under the plan.
- The special meanings of some of the words used in the Schedule of Benefits.

Your plan booklet along with this Schedule of Benefits provides a complete description of your plan.

The original effective date of the plan is January 1, 2001, however your effective date of additional coverage is determined by the date you enter the plan.

Benefit Summary

LIFE INSURANCE BENEFIT:

AMOUNT OF LIFE INSURANCE FOR YOU

The amount or amounts of Additional life insurance for you will be determined by the request of your Employer and reflected as approved in accordance with the classes described below:

Full-time employees

The amount of life insurance for you will be determined by you, your Employer or both from the options described below:

- (1) A flat amount in increments of \$5,000, starting from \$10,000 up to \$50,000;
- (2) \$100,000; or
- (3) An amount based on a multiple of annual earnings from 1x to 8x, rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

Part-time employees

Additional benefits are not available unless requested by your Employer and approved by GuideStone Financial Resources.

If requested:

The amount of life insurance for you will be determined by you, your Employer or both from the options described below:

- (1) A flat amount in increments of \$5,000, starting from \$10,000 up to \$50,000;
- (2) \$100,000; or

(3) An amount based on a multiple of annual earnings from 1x to 8x, rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof.

AMOUNT OF LIFE INSURANCE AVAILABLE IF YOU BECOME INSURED AT CERTAIN AGES OR HAVE REACHED CERTAIN AGES WHILE INSURED

On January 1st, on or following your 65th birthday, your total amount of life insurance (basic and additional benefits combined) will reduce to the greater of:

- 65% of your amount of life insurance in force, rounded to the next higher multiple of \$1,000, if not already an exact multiple thereof; or
- \$20,000.

If your total amount of life insurance (basic and additional benefits combined) is less than \$20,000, your amount will not reduce.

AMOUNT OF LIFE INSURANCE AVAILABLE IF YOU RETIRE

Employees of participating Employers that offer Retiree Life benefits as requested by your Employer and reflected as approved in GuideStone Financial Resources' records

If you retire, your amount of life insurance will reduce on your retirement date to the lesser of:

- your amount in force at retirement; or
- \$20,000

You can elect less coverage in multiples of \$5,000.

Once you make this election, your amount may not be increased.

EVIDENCE OF INSURABILITY IS REQUIRED FOR THE AMOUNT OF YOUR INSURANCE OVER:

- any Additional Benefit amounts over \$50,000.