

## 2023 Redding-Hunter, Redding Reloading Equipment

### Summary Plan Description (SPD) for Group Life Insurance Wrap Around Plan Description

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#### 1. Introduction

- Introduction

Redding-Hunter, Inc. maintains the Redding Group Life Insurance Plan (Plan) to provide insurance benefits to its eligible employees.

Benefits of the Plan are provided under insurance contracts entered into between Redding-Hunter, Inc. and Lincoln Life and Annuity company of New York.

You Must Enroll to Receive Benefits! You must affirmatively enroll to receive benefits under this Plan, as explained in Section 2 on Eligibility.

Benefits under the Plan are described in the certificate of insurance issued by the Insurance Company, copies of which are available on the company website. You must read this to understand all of your benefits!

- Purpose of the Wrap Around Document

Redding-Hunter, Inc. is providing this document to give you an overview of the Plan and to address certain information that may not be addressed in the attached certificate of insurance booklets. This wrap around document, together with the certificate of insurance booklets issued by the Insurance Companies, is the Summary Plan Description (SPD). This wrap around document is not intended to give you any substantive rights to benefits that are not already provided by the attached certificate of insurance.

#### 2. Eligibility and Participation Requirements

- Eligibility

To determine whether you are eligible to participate in the Plan, please read the eligibility information contained in the attached certificate of insurance issued by Lincoln Life and Annuity company of New York.

- Requirements for Employee Eligibility

To be an eligible employee you must meet the following guidelines, (a) the minimum-hour requirement is 30 hours per week (averaged on an annualized basis); (b) complete the 60 day probationary period. You will become effective on the first of the month after both of these requirements are completed.

- Need for Enrollment: Time Limits

Eligible employees must complete an application form to enroll themselves. New employees must enroll within certain time periods after being hired, as described in the attached certificate of insurance issued by Lincoln Life and Annuity company of New York. Otherwise, enrollment generally is limited to the annual open enrollment period that occurs before January of each year, as allowed in the certificate of insurance. This enrollment must be done within 60 days of your effective date (example if you are effective 10/1, your paperwork must be turned in by 11/30.)

- Special Enrollment Rights

In certain circumstances, enrollment may occur outside the open enrollment period, as explained in the attached certificate of insurance booklet issued by Lincoln Life and Annuity company of New York. The Plan's Special Enrollment Notice also contains important information about the special enrollment rights that you may have, a copy of which was previously furnished to you. Contact the Human Resources Manager of Redding-Hunter, Inc. if you need another copy.

- Required Premium Payments

For the Redding-Hunter, Inc. Group Life Insurance Program premiums are paid in full by the company.

- When Participation Begins

For information about when coverage begins, please read the eligibility information contained in the attached certificate of insurance booklet issued by Lincoln Life and Annuity company of New York. Your waiting period is the first of the month after 60 days of full time employment.

- Termination of Participation

Your eligibility for Plan benefits terminates on the last day of the month in which you terminate employment with Redding-Hunter, Inc. Coverage will also terminate if you submit false claims, and for certain other reasons described in the attached certificate of insurance booklets. Benefits will also cease for employees, upon termination of the Plan.

- Continuation Coverage

If coverage for you, ceases because of certain "qualifying events" (e.g., termination of employment, reduction in hours) Please contact the Human Resources Manager of Redding-Hunter, Inc. if you wish to continue your coverage individually.

Continuation and reinstatement rights may also be available if you are absent from employment due to service in the Uniformed Services pursuant to the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). More information about coverage available pursuant to USERRA is included in the certificate of insurance booklets.

### **3. Summary of Plan Benefits**

- Benefits Provided

The Plan provides two tiers of insurance coverage based on the employee's position and level of income. These are outlined in the Certificate of Insurance booklets prepared by Lincoln Life and Annuity company of New York. Here you will find the specifics of both plans

### **4. Circumstances That May Affect Benefits**

Your eligibility for Plan benefits terminates on the last day of the month in which you terminate employment with Redding-Hunter, Inc. Coverage will also terminate the required eligibility threshold and for certain other reasons described in the attached certificate of insurance booklets issued by Lincoln Life and Annuity company of New York. Benefits will also cease for employees, upon termination of the Plan.

### **5. How the Plan is Administered**

- Plan Administration

The Plan is administered by Redding-Hunter, Inc. (Plan Administrator).

- Power and Authority of Insurance Company

This plan is fully insured. Benefits are provided under a group insurance contract entered into between Redding-Hunter, Inc. and Lincoln Life and Annuity company of New York. Claims for benefits are sent to the Insurance Company. The Insurance Company, not Redding-Hunter, Inc. is responsible for paying claims. The Insurance Company are the Named Fiduciaries for benefit claims and are responsible for:

- determining eligibility for and the amount of any benefits payable under the Plan; and providing the claims procedures to be followed and the claims forms to be used by eligible individuals pursuant to the Plan.

The Insurance Company also has the authority to require eligible individuals to furnish it with such information as it determines is necessary for the proper administration of the Plan.

- Your Questions

If you have any general questions regarding the Plan, please contact our broker.

## **6. Amendment or Termination of the Plan**

Redding-Hunter, Inc., as Plan Sponsor, has the right to amend or terminate the Plan at any time.

- Amendment or Termination

The Plan may be amended or terminated by a written instrument signed by Redding-Hunter, Inc. or the Human Resources Manager, who is authorized to amend or terminate the Plan and to sign insurance contracts with the Insurance Companies or other carriers, including Redding-Hunter, Inc. and Lincoln Life and Annuity company of New York will constitute termination of the Plan, unless Redding-Hunter, Inc. exercises its sole discretion to obtain a substitute contract of insurance.

## **7. No Contract of Employment**

The Plan is not intended to be, and may not be construed as constituting, a contract or other arrangement between you and Redding-Hunter, Inc. to the effect that you will be employed for any specific period of time.

## **8. Claims Procedure**

- Benefit Claim

The Insurance Company is responsible for evaluating all benefit claims under the Plan. The Insurance Company will decide your claim in accordance with its reasonable claims procedures, as required by ERISA.

See the attached certificate of insurance booklets issued by the Insurance Company, for information about how to file a claim and for details regarding the Insurance Company's claims procedures.

- Appealing Denied Claim

If your claim is denied, you may appeal to the Insurance Company for a review of the denied claim. The Insurance Company will decide your appeal in accordance with its reasonable claims procedures, as required by ERISA 4.

- Important Appeal Deadlines

If you don't appeal on time, you will lose your right to file suit in a state or federal court, as you will not have exhausted your internal administrative appeal rights (which generally is a condition for bringing suit in court).

## 9. General Information About the Plan

- Plan Name

The Plan id is: REDDINGHUN

- Type of Plan

The Plan includes a Group Life Insurance.

- Plan Year

The plan year is June 1

- Plan Numbers

The plan number is as follows:

000010129060-00000

- Effective Date

The effective date of the Plan June 1 to May 31

- Funding Medium and Type of Plan Administration

The Plan is fully insured. Benefits are provided under a group insurance contract entered into between Redding-Hunter, Inc. and Lincoln Life and Annuity company of New York. Claims for benefits are sent to Lincoln Life and Annuity company of New York. Lincoln Life and Annuity company of New York (not Redding-Hunter, Inc.) are responsible for paying benefits. Note that Lincoln Life and Annuity company of New York and Redding-Hunter, Inc. share responsibility for administering the plan, as discussed in Section 5. Insurance premiums for employees are paid in whole by the Plan Sponsor. Any refund, rebate, dividend, experience adjustment, or other similar payment under the group insurance **contract** entered into between Redding-Hunter, Inc. and Lincoln Life and Annuity company of New York shall be allocated, consistent with the fiduciary obligations imposed by ERISA, to reimburse Redding-Hunter, Inc. for premiums that it has paid.

- Plan Sponsor

Redding-Hunter, Inc.

- Plan Sponsor's Employer Identification Number

Redding-Hunter, Inc. 15-0583652

- Insurance Companies Contact Information

Lincoln Life and Annuity company of New York  
Home Office Location, Syracuse NY  
Group Insurance Service Office: 8801 Indian Hills Drive, Omaha, NE 68114-4066  
800-423-2765

- Agent for Service of Legal Process

Redding-Hunter, Inc.

Service of legal process may also be made on the Plan Administrator.

- Important Disclaimer

Benefits hereunder are provided solely pursuant to an insurance contract between the Plan Sponsor and the Insurance Companies. If the terms of this summary document conflict with the terms of the insurance contract, then the terms of the insurance contract will control, unless superseded by applicable law.

- Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, the people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Plan benefit or exercising your rights.