Summary of Benefits

THE SCRIPPS RESEARCH INSTITUTE

All Active Full Time Benefit Eligible Employees Working in Florida

Basic Term Life, Basic Accidental Death & Dismemberment, Buy-Up Term Life, Buy-Up Dependent Term Life, Buy-Up AD&D, Short Term Disability and Long Term Disability

Issued by The Prudential Insurance Company of America

Effective: 01/01/2018

### Basic Term Life

100% Employer Paid

- Option 1: You are automatically enrolled for 2.0 times your covered annual earnings to $1,500,000.

- Option 2: You can elect not to receive Basic Term Life coverage in excess of $50,000, in which case you will not have imputed income.

- If you are terminally ill, you can get a partial payment of your group life insurance benefit. You can use this payment as you see fit. The payment to your beneficiary will be reduced by the amount you receive with the Accelerated Benefit Option.* Refer to the plan booklet for details.

- Payment of premium can be waived if you are totally disabled for 6 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 65. This provision may vary by state.

- Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70.

- Coverage will end on your termination of employment or as specified in the plan booklet. You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America.

### Basic Accidental Death & Dismemberment

100% Employer Paid

- Basic AD&D pays you and your beneficiary a benefit for the loss of life or other injuries resulting from a covered accident -- 100% for loss of life and a lesser percentage for other injuries. Injuries covered may include loss of sight or speech, paralysis, and dismemberment of hands or feet. Basic AD&D benefits are paid regardless of other coverages you may have.

- Basic AD&D: You are automatically enrolled for 2.0 times your covered annual earnings to $1,500,000.
Buy-Up Term Life

100% Employee Paid

- Purchase coverage for 1.0 times your covered annual earnings to a combined Basic Term Life and Buy-Up Term Life maximum of $1,500,000. The minimum amount is $10,000.

- **New Hires:** If you are newly eligible, you can elect coverage up to the Guaranteed Issue amount of $1,000,000, without providing evidence of insurability to The Prudential Insurance Company of America.

- **Current Participants:** Your current coverage amount will be continued. Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all increases in coverage amounts.

- **Current Employees who were denied coverage in the past, Current Employees who waived coverage in the past or Late Entrants (did not enroll when first eligible):** Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all coverage amounts.

- If terminally ill, you can get a partial payment of your group term life insurance benefit. You can use this payment as you see fit. In the event of your death, your beneficiary will receive a benefit payout which has been reduced by the amount you receive.

- Payment of premium can be waived if you are totally disabled for 6 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 65. This provision may vary by state. Refer to the plan booklet for details.

- Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70.

- Upon termination of employment, you (if eligible to port) may choose to continue a coverage amount equal to or lower than your current benefit amount. Coverage amounts will be subject to maximum of five times your annual earnings or $1 million, whichever is less.

Buy-Up Dependent Term Life

100% Employee Paid

- Purchase coverage for your spouse/domestic partner for $5,000 and for each of your children for $5,000, not to exceed 100% of your Optional Term Life coverage amount.

- **New Hires:** Get up to $5,000 for both your spouse and children - no medical questions asked - when enrolling when first eligible in Optional Dependent Group Term Life.

- **Current Spouse and Children Participants:** Your spouse and children’s current coverage amount will be continued.

- **Current Employees whose spouse has been denied coverage in the past, Current Employees who waived spouse coverage in the past or Late Entrants (did not enroll when first eligible):** Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all spouse coverage amounts.

- Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70.

- Child coverage begins from live birth, and continues to age 26.
Employee - Buy-Up AD&D

100% Employee Paid
- Purchase a Buy-Up AD&D Insurance coverage amount equal to your Buy-Up Term Life Insurance coverage amount. The minimum amount is $10,000. This amount cannot exceed a combined Basic AD&D and Buy-Up AD&D maximum of $1,500,000.
- Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70.

Short Term Disability

100% Employer Paid
- Your weekly Short Term Disability benefit will be 55.0% of your weekly pre-disability earnings, up to a maximum of $1,173, less deductible sources of income. The minimum weekly benefit is $25.
- Deductible sources of income may include from statutory plans, unemployment income and salary continuation.
- If you meet the definition of disability, your benefits will begin on the 8th day following a non-occupational injury or the 8th day following a non-occupational sickness. The benefit duration is 13 weeks. You are considered totally disabled when you are not working at your usual occupation and, as a result of your sickness or injury, you are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your usual occupation. You are considered partially disabled when while working in your usual occupation and as a result of your sickness or injury, you are unable to earn 80% of your weekly earnings.
- If you work while disabled, you can receive full benefits as long as your combined income and disability benefits do not exceed your weekly pre-disability earnings.
- You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, active participation in a riot, and commission of a felony for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

Long Term Disability

100% Employer Paid
- Your monthly Long Term Disability benefit will be the lesser of 70% of your pre-disability earnings, reduced by deductible sources of income or 60% of your monthly pre-disability earnings, not reduced by deductible sources of income, up to the plan maximum of $20,000. The minimum monthly benefit is the greater of $100 or 10% of your gross monthly benefit. Deductible sources of income may include benefits from statutory plans, Social Security to you and your dependents, workers’ compensation, unemployment income and other income.
- If you meet the definition of disability, your benefits will begin 90 days following an accidental injury or sickness. The benefit duration is up to your normal retirement age under the Social Security Act. However, if you become disabled at or after age 65 benefits are payable according to an age-based schedule. Refer to the Booklet-Certificate for details.
- You are considered totally disabled when you are not working at your usual occupation and, as a result of your sickness or injury you are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your usual occupation. You are considered partially disabled while actually working in your usual occupation and as a result of your sickness or injury, you are unable to earn 80% or more of your indexed monthly earnings.
- After receiving benefits for 24 months, you are considered totally disabled when, as a result of the same sickness or injury, you are unable to engage with reasonable continuity in any occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life, and physical and mental capacity. You are considered partially disabled after 24 months of payments while actually working in an occupation, and as a result of the same sickness or injury, you are unable to engage with reasonable continuity in that or any other occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life and physical and mental capacity.
Disabilities primarily due to mental illness are limited to 24 months of benefits during your lifetime. Examples of mental illness include schizophrenia, depression, manic depressive or bipolar illness, anxiety, somatization, substance related disorders (including drug and alcohol abuse), and/or adjustment disorders.

LTD benefits will not be paid for a disability that begins during the first 12 months of coverage and is caused by or substantially contributed to by a pre-existing condition. A pre-existing condition is a diagnosed condition for which you received medical treatment, care or services or took prescribed medication in the 3 months just prior to your effective date. This provision also applies to undiagnosed conditions under very limited circumstances as outlined in your Booklet-Certificate.

During the first 24 months of part-time work while disabled, you can receive full benefits as long as your combined income and disability benefits do not exceed your monthly pre-disability earnings.

If you die while collecting disability benefits, a lump sum payment may be paid to your eligible survivors.

You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, active participation in a riot, and commission of a felony for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

Benefits, exclusions and provisions may vary by state. Refer to the plan booklet for details.

For your coverage to become effective, you must be actively at work on the effective date of the plan. If you apply for an amount that requires satisfactory evidence of insurability to The Prudential Insurance Company of America, you must be actively at work on the date of approval for the amount requiring satisfactory evidence of insurability.

*Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered "terminally ill" or "chronically ill." You may wish to seek professional tax advice before exercising this option.
Rate Sheet

THE SCRIPPS RESEARCH INSTITUTE
All Active Full Time Benefit Eligible Employees Working in Florida
Issued by The Prudential Insurance Company of America
Effective: 01/01/2018

“How much does life insurance cost?”
The following steps will show you how to calculate your monthly cost of insurance.

Step 1  Enter the amount of Employee coverage you wish to purchase. $ 

Step 2  Divide the coverage amounts by 1,000. $ 

Step 3  Multiply the dollar amounts in Step 2 by the cost of coverage per $1,000 of coverage, according to your age, that you’ll find in the chart that follows. This gives you the monthly cost of insurance. $ 

TOTAL COST FOR EMPLOYEE $ 

Cost of Buy-Up Term Life Insurance for You
Coverage is available for 1.0 times your covered annual earnings to a combined Basic Term Life and Buy-Up Term Life maximum of $1,500,000. The minimum amount is $10,000. Refer to the Buy-Up Term Life section for evidence of insurability details. Initial rates based on age as of effective date of your coverage. Rates will change based on the following age schedule.

<table>
<thead>
<tr>
<th>Employee's Age</th>
<th>Employee Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 24</td>
<td>$0.030</td>
</tr>
<tr>
<td>25 - 29</td>
<td>$0.040</td>
</tr>
<tr>
<td>30 - 34</td>
<td>$0.050</td>
</tr>
<tr>
<td>35 - 39</td>
<td>$0.080</td>
</tr>
<tr>
<td>40 - 44</td>
<td>$0.100</td>
</tr>
<tr>
<td>45 - 49</td>
<td>$0.150</td>
</tr>
<tr>
<td>50 - 54</td>
<td>$0.230</td>
</tr>
<tr>
<td>55 - 59</td>
<td>$0.430</td>
</tr>
<tr>
<td>60 - 64</td>
<td>$0.660</td>
</tr>
<tr>
<td>65 - 69</td>
<td>$1.130</td>
</tr>
<tr>
<td>70 - 100</td>
<td>$2.060</td>
</tr>
</tbody>
</table>

Implementation of the insurance plan(s) will depend on having a specific percentage of all eligible employees enrolling in the plan(s). If this percentage of enrollment level is not met, these coverage(s) may not be effective.

0270257
Example

A 35 year-old employee elects $100,000 of Buy-Up Term Life for themselves

| Employee Monthly Cost | $8.00 ($100,000 / 1,000 x $0.080) |

Monthly Cost of Buy-Up Dependent Term Life

| Spouse: $5,000/Children: $5,000 | $2.50 |

Rates may change if plan experience requires a change for all insureds.

"How much does this Buy-Up AD&D insurance cost?"

<table>
<thead>
<tr>
<th>Insured</th>
<th>Monthly Cost of Insurance (rates per $1,000 of Coverage)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$0.015</td>
</tr>
</tbody>
</table>

* This is optional coverage and the entire cost of coverage is employee paid.

Worksheet for Buy-Up AD&D (Employee)

Follow this worksheet to determine the cost of insurance for you.

1. Select the desired amount of coverage

2. Locate the monthly rate

3. Divide the selected amount of coverage by $1,000. Then multiply the result by the monthly rate to get the monthly cost of insurance.

Benefits, exclusions and provisions may vary by state. Refer to the plan booklet for details.

For your coverage to become effective, you must be actively at work on the effective date of the plan. If you apply for an amount that requires satisfactory evidence of insurability to The Prudential Insurance Company of America, you must be actively at work on the date of approval for the amount requiring satisfactory evidence of insurability. *Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered "terminally ill" or "chronically ill." You may wish to seek professional tax advice before exercising this option.

Optional Term Life, Dependent Term Life, Long Term Disability, Short Term Disability, Accidental Death & Dismemberment Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, Newark, NJ 07102. The Booklet-Certificate contains all details, including any policy exclusions, limitations, and restrictions, which may apply. Contract Series: 83500

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### Beneficiary Designation - THE SCRIPPS RESEARCH INSTITUTE

#### Control # 00179

#### Employee General Information

<table>
<thead>
<tr>
<th>Employee General Information</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name</td>
<td>First Name</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Employee/Applicant Beneficiary Designations (to be completed by employee/applicant or assignee, if assigned)

Please designate at least one primary beneficiary. Use a separate sheet if you want to name more than two primary beneficiaries. If designating a Trust, Estate, or Corporation, please complete the corresponding fields. Do not name a beneficiary for Dependent Term Life Coverage; these benefits are paid to you while living. If more than one primary beneficiary is designated, settlement will be made in equal shares to the designated beneficiaries (or beneficiary) who are then still living, unless their shares are specified. If there is no named beneficiary, or no beneficiary survives the insured, settlement will be made in accordance with the terms of your Group Contract.

#### Basic Term Life, Basic AD&D, Buy-Up Term Life, Buy-Up AD&D- Primary Beneficiary Designation

<table>
<thead>
<tr>
<th>Basic Term Life, Basic AD&amp;D, Buy-Up Term Life, Buy-Up AD&amp;D- Primary Beneficiary Designation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name</td>
<td>First Name</td>
</tr>
<tr>
<td>Social Security Number</td>
<td>Date of Birth</td>
</tr>
<tr>
<td>Street Address</td>
<td>City</td>
</tr>
</tbody>
</table>

#### Check one, if applicable:  ☐ Trust ☐ Estate ☐ Corporation | Entity Name:  |

| Tax ID#/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| Street Address | City | State | Zip |

#### Basic Term Life, Basic AD&D, Buy-Up Term Life, Buy-Up AD&D- Contingent Beneficiary Designation

* Death benefits will be paid to the contingent beneficiaries if the primary beneficiary(ies) is not alive. Use a separate sheet if you want to name more than two contingent beneficiaries. If designating a Trust, Estate, or Corporation, please complete the corresponding fields.

<table>
<thead>
<tr>
<th>Basic Term Life, Basic AD&amp;D, Buy-Up Term Life, Buy-Up AD&amp;D- Contingent Beneficiary Designation</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Last Name</td>
<td>First Name</td>
</tr>
<tr>
<td>Social Security Number</td>
<td>Date of Birth</td>
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<tr>
<td>Street Address</td>
<td>City</td>
</tr>
</tbody>
</table>

#### Check one, if applicable:  ☐ Trust ☐ Estate ☐ Corporation | Entity Name:  |

| Tax ID#/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| Street Address | City | State | Zip |

| Last Name | First Name | MI | Telephone Number |
| Social Security Number | Date of Birth | Relationship | Percentage |
| Street Address | City | State | Zip |

#### Check one, if applicable:  ☐ Trust ☐ Estate ☐ Corporation | Entity Name:  |

| Tax ID#/Tax Exempt # | Creation/Incorporation/Formation Date | Telephone Number | Percentage |
| Street Address | City | State | Zip |

### Page 1 of 2
The above beneficiary designation only applies to: Basic Term Life, Basic AD&D, Buy-Up Term Life, Buy-Up AD&D

Employee Signature _______________ Date (mm/dd/yyyy) ____________

If you have any questions, please see Human Resources for details.

Group Term Life and Disability coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, Newark, NJ 07102. Life Claims: 800-524-0542, Disability Support: 800-842-1718. This brochure is intended to be a summary of your benefits and does not include all plan provisions, exclusions and limitations. Please refer to the Booklet-Certificate, which is made a part of the Group Contract, for all plan details, including any exclusions, limitations and restrictions which may apply. If there is a discrepancy between this document and the Booklet-Certificate/Group Contract issued by The Prudential Insurance Company of America, the Group Contract will govern. Contract provisions may vary by state. Contract Series:83500. California COA # 1179 NAIC #68241


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