

# Summary of Benefits

Cision US, Inc.

All Other Eligible Full-Time Employees

This is a summary of benefits and does not include all plan provisions, exclusions and limitations. If there is a discrepancy between this document and the group contract issued by **The Prudential Insurance Company of America**, the terms of the group contract will govern.

Basic Term Life <sup>1</sup> - 100% Employer Paid		
Employee	2x your Base Annual Earnings <sup>2</sup>	<ul style="list-style-type: none"> <li>• <b>Maximum Amount:</b> \$400,000</li> </ul>

Optional Term Life <sup>1</sup> with Automatic Matching AD&D - 100% Employee Paid		
Employee	\$10,000 Increments <sup>2</sup>	<ul style="list-style-type: none"> <li>• <b>Maximum Amount:</b> \$1,000,000</li> <li>• <b>Guaranteed Issue Amount:</b> \$200,000<sup>3</sup></li> <li>• Automatically enrolled in matching AD&amp;D</li> </ul>
Spouse/Domestic Partner	\$5,000 Increments <sup>2</sup>	<ul style="list-style-type: none"> <li>• <b>Maximum Amount:</b> Lesser of \$500,000 and 100% of your Optional Term Life Amount</li> <li>• <b>Guaranteed Issue Amount:</b> \$50,000<sup>3</sup></li> <li>• Automatically enrolled in matching AD&amp;D</li> </ul>
Child	\$2,000 Increments	<ul style="list-style-type: none"> <li>• <b>Maximum Amount:</b> Lesser of \$10,000 and 100% of your Optional Term Life Amount</li> <li>• Coverage begins from live birth to age 26.</li> <li>• Automatically enrolled in matching AD&amp;D</li> </ul>

<sup>1</sup> Additional benefits may include but are not limited to the following: Accelerated Benefit Option, Waiver of Premium, Conversion, and/or Portability. Please see your Booklet-Certificate for further detail.

<sup>2</sup> Coverage amounts may be subject to reductions as you age, as outlined in your Booklet-Certificate.

<sup>3</sup> Elections made outside of approved enrollment events and elections exceeding the guaranteed issue amount may require proof of good health. Applicants previously declined coverage must also provide proof of good health.

**Short Term Disability<sup>4</sup> - 100% Employer Paid  
Administered by Prudential on your employer's behalf**

**Weekly Benefit (Paid by Employer):** 100% of your weekly pre-disability earnings for the first 14 weeks and 66.67% for the remaining 12 weeks, less deductible sources of income

- **Benefit Start Date:** The 8<sup>th</sup> day following a non-occupational accident or on the 8<sup>th</sup> day following a non-occupational sickness
- **Benefit Duration:** 26 Weeks

**Long Term Disability<sup>4</sup>**

**Core Monthly Benefit (100% Employer Paid):** 50% of your monthly pre-disability earnings, less deductible sources of income

- **Maximum Amount:** \$7,500
- **Benefit Start Date:** 181<sup>st</sup> Day of Disability
- **Benefit Duration:** Up to the Social Security Normal Retirement Age

**Buy-Up Monthly Benefit<sup>5</sup> (100% Employee Paid):** 60% of your monthly pre-disability earnings, less deductible sources of income

- **Maximum Amount:** \$15,000
- **Benefit Start Date:** 181<sup>st</sup> Day of Disability
- **Benefit Duration:** Up to the Social Security Normal Retirement Age

<sup>4</sup>For information on limitations and exclusions, please refer to your Booklet-Certificate.

<sup>5</sup>Elections made outside of approved enrollment events may require proof of good health. Applicants previously declined coverage must also provide proof of good health.

*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.

\*Important Notice: The acceleration of life insurance benefits offered under this certificate is intended to qualify for favorable tax treatment under the Internal Revenue Code of 1986 (under IRC Section 101(g)). If the acceleration of life insurance benefits qualifies for such favorable treatment, the benefits will be excludable from your income and not subject to federal taxation. Tax laws relating to acceleration of life benefits are complex. You are advised to consult with a qualified tax advisor about circumstances under which you could receive acceleration of life insurance benefits that are excludable from income under federal law.

Receipt of accelerated benefits may be taxable and assistance should be sought from a personal tax advisor.

**This coverage is not health insurance coverage (often referred to as "Major Medical Coverage").**

**This type of plan is NOT considered "minimum essential coverage" under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage.**

**IMPORTANT NOTICE – THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS**

**North Carolina residents: THIS IS NOT A MEDICARE SUPPLEMENT PLAN. If you are eligible for Medicare, review the Guide to Health Insurance for People with Medicare, which is available from the company.**

Group Basic Term Life, Group Optional Term Life, Group Optional Dependent Term Life, Group Optional Accidental Death & Dismemberment, and Group Long Term Disability 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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