

GROUP POLICY AMENDMENT NO. 5

Attached to and made a part of Group Policy 164657-A issued to
Lee County Board of County Commissioners as Policyholder.

Effective January 1, 2023, and subject to the **Active Work Provisions**, the Definitions section is amended to provide the following definition of Annual Earnings:

Annual Earnings means your annual rate of earnings from your Employer. Your Annual Earnings will be based on your earnings in effect on your last full day of Active Work unless a different date applies (see the **Coverage Features**). Annual Earnings includes:

1. Contributions you make through a salary reduction agreement with your Employer to:
 - a. An Internal Revenue Code (IRC) Section 401(k), 403(b), 408(k), or 457 deferred compensation arrangement; or
 - b. An executive nonqualified deferred compensation arrangement.
2. Shift differential pay.
3. Amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.
4. Scheduled overtime pay, subject to a Scheduled Maximum Overtime Limit of 70 hours per month.

Annual Earnings does not include:

1. Bonuses.
2. Commissions.
3. Unscheduled overtime pay.
4. Stock options or stock bonuses.
5. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
6. Any other extra compensation.

STANDARD INSURANCE COMPANY

By



President and CEO



Corporate Secretary