

**CHANGE NO. 3 ENDORSEMENT TO BE ATTACHED TO AND MADE A PART OF
PRINCIPAL LIFE INSURANCE COMPANY GROUP POLICY NO. GL 1080625**

ISSUED TO

UNIFIED SCHOOL DISTRICT NO. 229, JOHNSON COUNTY, STATE OF KANSAS

It is agreed that the above Group Policy be endorsed, effective as of January 1, 2020, as follows:

An open enrollment period will be held for Member and Dependent Group Voluntary Term Life Insurance from December 1, 2019 to December 31, 2019, subject to the following provisions:

1. Members and Dependents currently enrolled under the above Group Policy can apply for any increase or additional Scheduled Benefit Amount up to the Proof of Good Health amounts shown in the above Group Policy.
2. No Proof of Good Health will be required for persons increasing their Scheduled Benefit amount by two benefit increments during this open enrollment period.
3. Proof of Good Health will be required for all Scheduled Benefit amounts requested during this open enrollment period for Members and Dependents not currently enrolled under the above Group Policy.
4. The Member must be Actively at Work on the effective date of coverage or any increased Scheduled Benefit Amount.
5. The Dependent must not be in a Period of Limited Activity on the effective date of coverage or any increased Scheduled Benefit Amount.

The provisions and conditions set forth on any attached page are part of this Endorsement the same as if set forth above.

The Policyholder will accept this Endorsement by paying the premium that is due for the above policy on or next following the effective date of this Endorsement, unless the Policyholder notifies The Principal that this Endorsement is not accepted. Such notice must be received within 31 days after the date this Endorsement is executed by the Principal.

Executed by The Principal this 19th day of December, 2019.



Executive Vice President,
General Counsel and Secretary



Chairman, President and
Chief Executive Officer

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6. The current maximum benefit limits will apply to any Scheduled Benefit amount elected during this open enrollment period.
7. A Member may add Dependent Life Insurance and the Proof of Good Health requirements will apply to any Dependents added during this open enrollment period.

If a Member or Dependent has failed to provide previously required Proof of Good Health or has been refused insurance under the above Group Policy at any prior time, Proof of Good Health will be required to make effective any amount of insurance requested during this open enrollment period.

To qualify for enrollment during this open enrollment period, the Member or Dependent must meet the eligibility requirements described in the above Group Policy, including satisfaction of any applicable eligibility waiting period.

The effective date for any such individual requesting insurance during this open enrollment period will be the later of the day immediately following completion of the open enrollment period or the date any required Proof of Good Health is approved for a Member or Dependent.

NOTHING CONTAINED IN THIS ENDORSEMENT SHALL VARY, ALTER, OR EXTEND ANY PROVISIONS OR CONDITIONS OF THE GROUP POLICY OTHER THAN AS STATED IN THIS ENDORSEMENT.