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# **Assurant 401(k) Plan**

Summary Plan Description

January 1, 2025

# TABLE OF CONTENTS

ABOUT THIS DOCUMENT .....	1
INTRODUCTION .....	1
Are You Preparing for Tomorrow's Needs? .....	1
How the Assurant 401(k) Plan Can Benefit You .....	2
HISTORY OF THE PLAN .....	2
Merged Plans .....	2
VANGUARD-THE PLAN RECORDKEEPER .....	3
JOINING THE PLAN .....	4
Eligibility .....	4
Enrolling .....	4
Automatic Enrollment .....	5
One Step® Feature .....	5
Automatic Annual Increase in Pre-Tax Contribution Rate .....	6
MAKING A DEFERRAL ELECTION .....	6
Indicating Pre-tax, Roth or After-tax Contributions .....	6
Pre-tax Contributions .....	6
Roth Contributions .....	7
After-tax Contributions .....	7
Catch-up Contributions .....	7
Federal Limits on Your Annual Contributions .....	8
Selecting Your Investment Funds .....	9
When Your Elections Become Effective .....	9
Tracking Your Savings .....	9
NAMING YOUR BENEFICIARY .....	10
HOW YOUR PLAN BALANCE CAN GROW .....	10
Pre-tax (including Catch-up), Roth (including Catch-up) and After-tax Contributions .....	10
Company Matching Contributions .....	11
Profit Sharing Contributions .....	11
Gains and Losses .....	11
Rollover Contributions .....	11

INVESTING YOUR ACCOUNT.....	11
Changing Your Investments .....	11
Directing the Investment of Your Existing Account Balance .....	12
Directing the Investment of your Future Contributions.....	12
Frequent-Trading Policy .....	12
How Your Account Is Valued.....	13
Insider Trading Rules.....	13
Stopping Your Contributions .....	13
Investment Options .....	13
Effect of Participant-Directed Investment .....	14
The Assurant, Inc. Stock Fund.....	14
VESTING .....	16
Sub-accounts in Which You Are Always 100 Percent Vested .....	16
Company Matching Contribution Sub-accounts.....	16
Profit Sharing Contribution Sub-account.....	17
Terminating Employment without Being Vested .....	17
WITHDRAWING MONEY FROM YOUR ACCOUNT .....	17
In-Service Withdrawals .....	17
After-tax Contributions .....	18
Age 59 ½ Distribution.....	18
QVEC (Qualified Voluntary Employee Contribution) Account .....	18
Qualified Disaster Recovery Distribution.....	18
Taking a Loan .....	18
Hardship Withdrawals .....	21
Qualified Reservist Distributions.....	23
LEAVES OF ABSENCE.....	23
Military Leave of Absence.....	23
Non-Military Leaves of Absence.....	24
WHAT FEES AND PLAN EXPENSES APPLY?.....	25
TERMINATION OF EMPLOYMENT .....	26
Termination of Employment (Including Retirement and Total Disability) .....	26
Account Balance Greater than \$7,000 .....	26
Account Balance of \$1,000 or Less .....	27
Account Balance of More than \$1,000 but Not More than \$7,000.....	27
Outstanding Loan Balance .....	28

Death .....	28
DETERMINING BENEFITS FOR REHIRES .....	29
Pre-Tax Contributions .....	29
Roth Contributions .....	30
Company Matching Contributions .....	30
After-tax Contributions .....	30
Vesting .....	30
Forfeitures .....	31
TAXES .....	31
Not Tax Advice .....	31
Hardship Withdrawals .....	31
In-Service Withdrawals .....	32
Rollovers .....	32
PLAN ADMINISTRATION .....	33
Administrative Information at a Glance .....	33
Assignment of Benefits .....	33
Claims Procedure .....	34
Future of the Plan .....	35
Inability to Receive Payment .....	35
Plan Documents .....	35
Plan Interpretation .....	36
Reporting Address Changes .....	36
Your Rights under ERISA .....	36
GLOSSARY .....	39
APPENDIX .....	45
American Financial & Automotive Services, Inc. ....	45
EPG .....	46
HYLA .....	47
Mutual Benefit Life Insurance Company .....	48

# ABOUT THIS DOCUMENT

The body of this document explains the Assurant 401(k) Plan, which is referred to in this document as the Assurant 401(k) Plan or the **Plan** in its current form. If you had an account under the Plan before Jan. 1, 2001, or you participated in a plan of a prior employer that was merged into the Plan, refer to the *Appendix* to determine if different rules apply to a portion of your Plan account.

Throughout this document, we use certain terms that have specific meanings to the Plan. These terms will appear in *bold, italic* type the first time they are used and are defined in the Glossary rather than in the body of this document.

This document is a Summary Plan Description (SPD) for the Plan. This summary describes the Plan. It does not interpret, extend, or change the Plan in any way. The full provisions of the Plan can only be determined precisely by consulting the applicable Plan documents. If a conflict exists between this SPD and the official Plan documents, the official Plan documents will control. *Participants* and *beneficiaries* should not rely on any oral description of the Plan or any written descriptions of the Plan outside of the Plan documents and SPD. The written terms of the Plan will always govern. This SPD does not constitute an employment contract between you and your *Employer*. You may examine or obtain a copy of the official Plan documents from People Experience Center at 866.324.6513; [MyHR@assurant.com](mailto:MyHR@assurant.com).

## INTRODUCTION

### Are You Preparing for Tomorrow's Needs?

*The Assurant 401(k) Plan offers you many advantages, both now and later.*

Whatever your goals are in life, one thing remains certain: the future that may seem so far away will arrive much sooner than you expect. That's why it's so important to plan today for tomorrow's needs.

The Assurant 401(k) Plan can be one source of your total retirement income, along with Social Security, and your personal savings. Participating in the Assurant 401(k) Plan gives you the opportunity to increase your savings as well as your sense of security about your future needs. You can save a percentage of your *eligible pay* while realizing substantial tax advantages. You also benefit from *company matching contributions* to the Plan. *Pre-tax contributions* and earnings remain tax-deferred until you make a withdrawal, usually at *retirement*. Earnings on *Roth contributions* could grow tax-free if held for at least five years.

## How the Assurant 401(k) Plan Can Benefit You

The many benefits of the Assurant 401(k) Plan can make it an important element of your financial planning:

- You save on the amount of taxes you pay if you make pre-tax contributions;
- Your Roth contributions can grow tax-free;
- The *Company* contributes matching funds on a portion of your eligible pre-tax and Roth contributions;
- Earnings on your *account* grow tax-deferred;
- Saving is easy with automatic payroll deductions;
- You make your own investment decisions about your contributions;
- You can invest in the Plan's many professionally managed *funds* with no minimum investment amount required;
- Your Plan contributions are portable;
- You may be able to access funds in your account while you are employed; and
- You may be able to earn an individual tax credit for your contributions to the Plan. See the sections titled "Taxes" for additional information.

## HISTORY OF THE PLAN

The Plan has been in existence since June 21, 1983. Originally, the Plan was called the Fortis, Inc. Employees' Uniform Profit Sharing Plan. Effective as of Jan.1, 2001, the Plan was renamed the Fortis 401(k) Plan, and, effective as of February 4, 2004, the Plan was renamed the Assurant 401(k) Plan. If you contributed to the Plan prior to Jan.1, 2001, a portion of your Plan account may be subject to different rules from those outlined in the body of this document.

## Merged Plans

The following 401(k) plans have been merged into the Plan:

- American Bankers Insurance Group, Inc. 401(k) and Employee Stock Ownership Plan;
- American Financial & Automotive Services, Inc. 401(k) Profit Sharing Plan;
- American Lease Insurance Agency Group (ADP TotalSource Group, Inc Retirement Savings Plan)
- EPG Insurance, Inc. Profit Sharing Plan;
- Hyla, Inc. 401(k) Plan;
- Insureco Incorporated 401(k) Retirement Savings Plan;
- John Alden Employee Savings Incentive Plan;
- MS Diversified Corporation Profit Sharing 401(k) Plan;
- PAS Financial Group, Inc. 401(k) Plan;
- Signal Holdings Salary Savings Plan;
- The Warranty Group, Inc. Savings Plan; and
- The Assurant Affiliate 401(k) Plan.

If you had an account balance under any of the plans listed above, that account is now held under the Plan, and is generally subject to its rules. However, there are certain situations where the rules of the merged plan may apply.

## VANGUARD-THE PLAN RECORDKEEPER

Vanguard, the Plan recordkeeper, can process your transactions and provide you with Plan information and investment modeling tools.

You have four easy ways to manage your account:

- **Online.** Log on to your account at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) anytime. Not yet registered for immediate, secure online account access? You will need your Plan number (090895), Social Security number, birth date and home zip code.
- **Automated Assistance by Phone.** Call Vanguard's 24-hour interactive VOICE® Network at 800.523.1188. You will need a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts.
- **Personal Assistance by Phone.** Vanguard participant services associates are available to assist you at 800.523.1188, Monday – Friday, excluding holidays, from 8:30 a.m. to 9 p.m. ET.
- **Quarterly account statements.** You will receive a detailed statement with a record of all account activity and your end-of-quarter balance. The statement should arrive to your home address, or it may be delivered to you electronically, a few weeks after the end of each calendar quarter.

By contacting Vanguard, you can:

- Elect to change the way you receive your quarterly statement.
- Start or stop contributing.
- Change your contribution percentage.
- Change your contribution annual increase percentage.
- Change the investment direction of future contributions.
- Transfer money between funds.
- Check your account balance.
- Model loan requests.
- Request loans and withdrawals.

All requests made by the closing time of the New York Stock exchange, typically 4 p.m. EST, on any business day, will take effect that day. Transactions made after market close, or on weekends or holidays, will be valued at the next business day's closing price.

After you complete a transaction over the phone or online, Vanguard will send a written confirmation to your home address or by email if you have elected to receive electronic communications from Vanguard.

## JOINING THE PLAN

### Eligibility

All *employees* of the employer will be eligible to participate in the Plan except for employees who are either (a) covered under a collective bargaining agreement that does not provide for their participation in the Plan; (b) not citizens of the United States and are covered under retirement plans maintained by foreign *affiliates* that include employee contribution features; (c) *leased employees*; (d) deemed to be an employee of an employer pursuant to regulations under Internal Revenue Code Section 414(o); (e) hired on a short-term basis as an intern; (f) working for and on the payroll of an affiliate in Puerto Rico; (g) providing services solely as a member of the Board of Directors; (h) a consultant, independent insurance agent or independent contractor, including any person who later becomes reclassified as an employee; or (i) working for entities specifically excluded from participating in the Plan.

If you are an *eligible employee* under the preceding paragraph, you will become eligible to participate in the Plan after you have completed 30 days of *employment*. If you are a rehired employee who was eligible to participate in the Plan prior to your last termination, you will be eligible to participate in the Plan as soon as administratively feasible following your rehire date. In addition, assuming you were an intern for longer than 30 days and then transition to a regular, non-temporary status, you will be immediately eligible to participate in the Plan following the change in your status.

If you are an *eligible employee*, you will cease to be an *eligible employee* upon termination of employment or if your status changes such that you become an individual described in the exceptions set forth in clauses (a) – (i) of the first paragraph of this section.

### Enrolling

Vanguard will mail a Welcome Kit to your address of record prior to your eligibility. The Welcome Kit contains the materials you need to get started: eligibility notice, safe harbor notice, the Target Retirement Trust fact sheet based on the Trust with the year closest to the year in which you reach age 65, and the Assurant Company Stock Fund Q&A.

**To enroll, or to opt-out of participating in the Plan**, contact Vanguard online or by telephone.

- **Online.** Go to [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) for 24-hour access to financial planning tools and information. Once you have enrolled, you can



register for immediate, secure online account access at [vanguard.com/register](http://vanguard.com/register). You will need your Plan number (090895). **By phone.** Call the 24-hour interactive VOICE Network at 800.523.1188.

- **With personal assistance.** Vanguard Participant Services associates are available to assist you at 800.523.1188 from 8:30 a.m. to 9:00 p.m. Monday-Friday.

## Automatic Enrollment

If you do not enroll or opt-out of the Plan before the automatic enrollment date stated in the Welcome Kit, you will be automatically enrolled in the Plan at a pre-tax contribution rate of 3 percent of your eligible pay.

If you are automatically enrolled in the Plan, you can withdraw any automatic *pre-tax contributions* (plus earnings or losses) by contacting Vanguard within 60 days of the date the automatic contribution is posted to your Plan account. The permissible withdrawal is not subject to an early withdrawal penalty. The amount will be included in your gross income in the year in which the withdrawal occurs. **Matching contributions** on any withdrawn pre-tax contributions will be forfeited. To find out if you are eligible to withdraw your automatic contributions, contact Vanguard via one of the options described below.

If you request a withdrawal, unless you affirmatively elect to continue making contributions to the Plan, your withdrawal request will be treated as an election by you to stop making pre-tax contributions to the Plan as of the date of the withdrawal election.

If you are automatically enrolled in the Plan, you can change your contribution rate and your investments at any time by contacting Vanguard, subject to the rules of the fund you select.

## One Step® Feature

The Plan uses Vanguard's One Step feature. One Step is an automatic savings and investment program that helps eligible employees maximize their opportunities to save for retirement through the Plan. Unless you proactively enroll in the Plan or opt out of participating in the Plan prior to the applicable deadline, One Step will automatically:

- Enroll you in the Plan at a 3 percent pre-tax contribution rate
- Increase your pre-tax Plan contributions by 1 percentage point each March until you reach a 15 percent pre-tax contribution rate; and
- Invest your contributions in a Vanguard Target Retirement Trust with a date closest to the year you turn 65
- You can change your investment directions anytime by contacting Vanguard via one of the options below

## **Automatic Annual Increase in Pre-Tax Contribution Rate**

Each year beginning on or after March, unless you have opted out of the automatic annual increase program in accordance with the program requirements, your pre-tax contribution rate will increase each year by 1 percent until you reach a deferral rate of 15 percent. If you are hired in January or February, your first automatic increase will take place in March of the year following your year of hire.

To elect a different contribution level, opt out of the automatic contributions, or to change or opt out of the automatic annual increase program, you must contact Vanguard via one of the options below:

- **Online.** Go to [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) for 24-hour access to financial-planning tools and information. Once you've enrolled, you can register for immediate secure online account access at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans). You will need your Plan number (090895);
- **By phone.** Call Vanguard's 24-hour automated VOICE Network at 800.523.1188.; or
- **With personal assistance.** Vanguard Participant Services associates are available to assist you at 800.523.1188 any business day from 8:30 a.m. to 9:00 p.m.

## **MAKING A DEFERRAL ELECTION**

### **Indicating Pre-tax, Roth or After-tax Contributions**

You can choose to contribute on a pre-tax basis, Roth basis, after-tax basis, or a combination of all three. The total amount of pre-tax contributions, Roth contributions and *after-tax contributions* you make to the Plan at any time cannot exceed 50 percent of your eligible pay.

### **Pre-tax Contributions**

Pre-tax contributions to the Plan give you an advantage in implementing your savings strategy because they reduce your current taxable income and are eligible for company matching contributions.

Because your pre-tax contributions are not considered current taxable income, federal and, in most cases, state and local income taxes are not withheld on them. This means you will pay less tax because you will be taxed on your income after the deductions are made.

If you save on a pre-tax basis, your pay is reduced for income tax purposes, but not for purposes of calculating other Company benefits, such as life insurance and disability coverage.

Your taxable pay and your federal income taxes are reduced when you contribute to the Plan on a pre-tax basis. Therefore, making pre-tax contributions offers you two ways to save: it gives you a vehicle to build a source of retirement income and provides you with current savings on your annual taxes.

Remember that even though your pre-tax contributions and investment earnings are not currently taxed, they will be taxed when they are paid to you. See the section titled "Taxes" for information on deferring taxes on your distribution.

## **Roth Contributions**

Roth contributions are made after taxes have been deducted from your paycheck. Investment earnings on your Roth contributions can accumulate, and be distributed, tax-free if you meet these two conditions:

- You made your first Roth contribution at least five years earlier; and
- You are age 59 ½ or older.

Roth contributions do not reduce your current taxable income but are also eligible for company matching contributions. In addition, you will not pay taxes on Roth contributions and any related investment earnings (if you meet the two conditions above) when they are paid to you.

## **After-tax Contributions**

After-tax contributions are made after taxes have been deducted from your paycheck. Investment returns on your after-tax contributions accumulate on a tax-deferred basis.

After-tax contributions do not reduce your taxable income. They also do not reduce the amount of your pay that is considered for other benefits or Social Security tax. However, one advantage of after-tax contributions is that, because you have already paid taxes on these contributions, you only owe taxes on the earnings when you receive a distribution of your after-tax contribution account.

## **Catch-up Contributions**

If you will be age 50 or older by the end of the calendar year, you can make additional contributions, called *catch-up contributions*, to the Plan. Catch-up contributions are in excess of the Plan's limit on employee contributions and the IRS limits. Catch-up contributions are made on a pre-tax or Roth basis and are contributions made over the annual IRS pre-tax and Roth combined limit (\$23,500 in 2025). The maximum amount of catch-up contributions you can make for 2025 is \$7,500. In addition, if you will be

between the ages of 60 and 63 as of the last day of the 2025 plan year, you will be able to contribute a maximum of \$11,250 in catch-up contributions for 2025.

If you are contributing to the Plan and you will be 50 years old or older by the last day of the calendar year, you will automatically begin making catch-up contributions as soon as your pre-tax and or Roth contributions reach the lesser of 50 percent of your eligible pay or the pre-tax and Roth combined limit (\$23,500 in 2025). No special election is required.

If you do not want to make catch-up contributions, you should set your annual contribution rate so that your pre-tax and or Roth contributions will not exceed the Plan's maximum pre-tax and or Roth limit of 50 percent of your eligible pay or \$23,500 (in 2025) or change your pre-tax and or Roth deferral percentage to zero percent at least two weeks before the pay period in which you would exceed the limit. If you change your deferral percentage to zero, you will need to change it again if you wish to resume making pre-tax and or Roth contributions in the following year. However, if you contribute the maximum pre-tax and or Roth and catch-up contributions to the Plan and your contributions are automatically suspended, your pre-tax and or Roth contributions will resume automatically in the following year, and your pre-tax contributions will be increased by any applicable automatic annual increase unless you elected to opt out of the automatic annual increase program, or you are already contributing more than 15 percent of your eligible pay to the Plan on a pre-tax basis, or you elected to automatically increase your annual contributions beyond 15 percent of your eligible pay.

## **Federal Limits on Your Annual Contributions**

The Internal Revenue Code limits the amount you can contribute each year on a pre-tax and or Roth basis. For 2025, if you are under age 50, the most you can contribute on a pre-tax and Roth basis is \$23,500; if you will be age 50 or older by the end of the calendar year, you can contribute an additional \$7,500 in catch-up contributions for a total of \$31,000. Participants age 60-63 during 2025 may contribute \$11,250 in catch-up contributions for a total contribution of \$34,750. The limit is periodically adjusted for cost-of-living increases.

If you reach the applicable IRS limit during a year, your pre-tax and or Roth contributions or catch-up contributions to the Plan will be automatically suspended. However, your pre-tax and Roth contributions will be automatically reinstated as of the first pay day in the next year at the same rate that was in effect when your contributions were suspended, and your pre-tax contributions increased by any applicable automatic annual increase unless you elected to opt out of the automatic annual increase program or you are already contributing at least 15 percent of your eligible pay to the Plan on a pre-tax basis, or you elected to automatically increase your annual contributions beyond 15 percent of your eligible pay.

In addition to the limit on the amount you can contribute to the Plan on a pre-tax and or Roth basis, the Internal Revenue Code imposes what's called an "annual addition limit." The annual addition limit is the maximum amount of all contributions (excluding catch-up contributions and *rollover contributions*) that can be made to your account during a

year. These include your pre-tax and Roth contributions (but not catch-up contributions), your after-tax contributions, and the Company matching contributions made on your behalf. Consequently, this limit can affect both the amount of contributions that you can make and possibly the amount of the Company matching contributions that you can receive. For 2025, the annual addition limit is \$70,000. This means that the sum of your pre-tax, Roth and after-tax contributions to the Plan for 2025 plus the Company matching contributions on your 2025 pre-tax and Roth contributions cannot exceed \$70,000. The annual additional limit is also periodically adjusted for cost-of-living increases.

## Selecting Your Investment Funds

Assurant offers you a choice of investment tiers, making it easier to choose funds for your retirement savings. No matter your level of investing experience, you can create a portfolio that fits your investment objective, time horizon and comfort with risk.

The Welcome Kit that Vanguard mails to you when you first become eligible to participate in the Plan contains detailed descriptions of these funds. In addition, you can get detailed descriptions of these funds by logging onto Vanguard's website under Manage my money > Investments > *Research My Funds* or by contacting Vanguard.

If you do not elect specific funds for investment, your contributions will be invested in the default *investment fund*. The default investment fund is the Target Retirement Trust that is closest to your age 65. You may change your investment election by contacting Vanguard.

Your investment results will depend on the performance of the fund(s) you choose. You will not be taxed on any investment gains on your account until they are paid to you.

## When Your Elections Become Effective

Vanguard will process your enrollment and any changes you make in your contribution level, annual increase, or investments as soon as administratively possible.

After you complete a transaction over the phone or online, Vanguard will either mail a written confirmation to your home address or will contact you by email if you have elected to receive electronic communications from Vanguard.

## Tracking Your Savings

Once you begin participating, you will receive a detailed statement from Vanguard with a record of all your account activity and your end-of-quarter balance. The statement should arrive to your home address, or be delivered to you electronically, a few weeks after the end of each calendar quarter.

## NAMING YOUR BENEFICIARY

If you are married, your *spouse* automatically is your *beneficiary*. If you would like to name someone other than your spouse as your beneficiary, you will need your spouse's written, notarized consent and submit the beneficiary form to Vanguard. If you later marry someone else and you want to maintain your prior beneficiary designation, you must obtain your new spouse's written, notarized consent.

If you are married and either you fail to name a beneficiary or your designated beneficiary dies before you do, all the benefits payable from the Plan upon your death will be paid to your spouse. If your spouse does not survive you, the benefits will be paid in equal shares to your surviving children. If you have no children, or none of your children survives you, your parents will receive the benefit in equal shares. If neither of your parents survives you, the benefits will be paid to your estate.

If you are single and either you fail to name a beneficiary or your designated beneficiary dies before you do, all the benefits payable from the Plan upon your death will be paid in equal shares to your surviving children. If you have no children, or none of your children survives you, your parents will receive the benefit in equal shares. If neither of your parents survives you, the benefits will be paid to your estate.

It is important to note that your plan beneficiary designation will supersede any beneficiary named in your will with respect to the Plan should there be a conflict. You can designate your beneficiary by going to [Vanguard.com/retirementplans](https://www.vanguard.com/retirementplans), Menu, My Profile, Beneficiaries.

## HOW YOUR PLAN BALANCE CAN GROW

Your Plan account may consist of the following:

- Pre-tax (including catch-up), Roth (including catch-up) and after-tax contributions
- Company matching contributions
- Profit Sharing contributions
- Dividends
- Gains and losses
- Rollovers from a previous employer's plan

### **Pre-tax (including Catch-up), Roth (including Catch-up) and After-tax Contributions**

If you are eligible, you can make pre-tax (including catch-up), Roth (including catch-up) and after-tax contributions to your account. For more information regarding these contributions, please see the section titled "Joining the Plan."

## Company Matching Contributions

Your Employer will make company matching contributions to the Plan on your behalf for each payroll period during which you make pre-tax, Roth and catch-up contributions to the Plan. The Company matching contributions will be equal to 100 percent of the first 6 percent of eligible pay you contributed as pre-tax, Roth or catch-up contributions each payroll period.

In addition, if necessary to ensure that the total amount of company matching contributions made to the Plan on your behalf during a calendar year equals 100 percent of the first 6 percent of eligible pay you contributed to the Plan as pre-tax contributions, Roth and catch-up contributions during the calendar year, the Employer will make a “true-up” matching contribution to the Plan on your behalf as soon as administratively feasible following the close of the calendar year to fund the difference.

## Profit Sharing Contributions

Your Employer has the discretion to make a Profit Sharing contribution to the Plan on your behalf.

## Gains and Losses

The money in your account grows with investment earnings when the funds in which you are invested increase in value. Keep in mind, however, that if the investment funds in which you have invested your account decrease in value, your account balance may decrease as well.

## Rollover Contributions

You can roll over contributions from other qualified retirement plans and from a conduit IRA to this Plan. Your *rollover contributions* will be held in your *rollover contribution account*. By rolling money over, you can continue to defer taxation (or its tax-deferred status) until you ultimately receive it. If you want to arrange a rollover, call Vanguard’s 24-hour automated VOICE Network at 800.523.1188 or go to [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans).

# INVESTING YOUR ACCOUNT

## Changing Your Investments

You control and can change the allocation of your account balance among the Plan's various investment options. So, whether you are pursuing an aggressive strategy or taking a conservative approach or something in between, your investing needs can be met. And, if your investment strategy changes, you can change your investment choices

at any time. (Some funds may have exchange limitations. Refer to individual fund prospectus for details.)

Unlike the other investment funds, you can only allocate up to 25 percent of future contributions to the Assurant, Inc. Stock Fund or reallocate up to 25 percent of your existing account balance into the Assurant, Inc. Stock Fund.

All requests made by the closing time of the New York Stock exchange, typically 4 p.m. EST on any business day, will take effect that day. Transactions made after market close, or on weekends or holidays, will be valued at the next business day's closing price.

After you complete a transaction over the phone or online, you will either receive a written confirmation statement from Vanguard in about a week or Vanguard will contact you by email if you have elected to receive electronic communications.

## **Directing the Investment of Your Existing Account Balance**

You decide the percentages (in 1 percent increments) of your existing account balance to be invested in the investment fund(s) that you choose. Vanguard will then determine the specific amount of money to be transferred. Unlike the other investment options, you can only reallocate up to 25 percent of your existing account balance into the Assurant, Inc. Stock Fund. Your election percentages must always add up to 100 percent.

After you complete a transaction over the phone or online, Vanguard will mail a written confirmation to your home address or Vanguard will contact you by email if you have elected to receive electronic communications.

## **Directing the Investment of your Future Contributions**

You can change how your future contributions are to be invested. Unlike the other investment options, you can only allocate up to 25 percent of future contributions to the Assurant, Inc. Stock Fund. Your new election percentages must always add up to 100 percent of your future contributions.

Directing how your future contributions are invested will not affect how your current account balance is invested. For example, you may invest your existing balance in three funds, but future contributions in all available funds.

After you complete a transaction over the phone or online, Vanguard will mail a written confirmation to your home address or Vanguard will contact you by email if you have elected to receive electronic communications.

## **Frequent-Trading Policy**

Vanguard has implemented a Frequent-Trading Policy. The policy is known as the 30-day exchange limit. This means that if you transfer money out of a fund (excluding



money market and short-term bond funds), you must wait 30 calendar days before transferring money back into the same fund. The policy does not apply to new money contributed through payroll deductions, Company matching contributions, loan repayments, and dividend or capital gains distributions. The policy is intended to protect participants by discouraging short-term trading, which can drive up fund costs. You will not be prevented from transferring out of a fund or redeeming fund shares at any time. The Frequent-Trading Policy does not apply to exchange requests submitted by mail to Vanguard. Exchange requests can be mailed to:

The Vanguard Group  
P.O. Box 982902  
El Paso, TX 79998-2902

## **How Your Account Is Valued**

Account balances are valued each day of the year on which the stock market is open.

## **Insider Trading Rules**

Please read the “Insider Trading Policy” in Assurant’s Code of Ethics to understand how the policy applies to the buying and selling of Company stock under the Plan. Assurant’s Code of Ethics can be found on the home page of Connect, the corporate Intranet site.

## **Stopping Your Contributions**

You can stop your contributions at any time by contacting Vanguard. Your contributions will end as soon as administratively feasible after Vanguard receives your request.

If you take an *authorized leave of absence* without pay, your pre-tax, Roth and after-tax contributions will automatically be suspended beginning with the first pay period you begin the unpaid leave.

## **Investment Options**

The Plan offers a wide range of professionally managed investment options selected by the Plan fiduciaries, in addition to an option to invest in Assurant Common Stock. Except for the Assurant, Inc. Stock Fund, each investment option is a mutual fund or other pooled account in which money from many investors is pooled. The investment objectives range from low-risk conservative funds to higher-risk, more aggressive funds. All investments carry risk – some more than others. You need to understand the potential risks and rewards associated with each fund before investing. Neither the Trustee, the Plan fiduciaries, nor the Company in any way guarantees any funds from loss.

In addition to considering investment risk, you may want to consider each fund’s fees. The fund expenses and management fees for each of the funds may be charged against your investment returns or in another manner. The fees may, in effect, reduce your return.

For more complete information on your investment options, including fees and expenses, you should read the prospectus or offering statement for the fund or funds you are considering. In addition, you will receive a notice that describes the fees of each investment option as well as other fees that may be charged to your account. Special additional information about investing in Assurant stock is provided below.

The availability of funds, as well as any funds that may be offered in the future, is subject to a number of factors. Therefore, the investment options may change from time to time, and Assurant cannot guarantee that any fund will continue to be offered on an unchanged or ongoing basis.

## **Effect of Participant-Directed Investment**

This Plan is intended to be a plan described in Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended (“ERISA”), and the applicable Department of Labor regulations. This means that the Trustee, the Plan Administrator, and other fiduciaries of the Plan may be relieved of liability for any investment losses that are the direct and necessary result of your investment instructions regarding your account balance.

In other words, the Plan fiduciaries are responsible for choosing what investment options are available under the Plan, and you are responsible for choosing how to invest your account among those various investment options. You must decide what is the best investment mix given your own situation, and the Plan fiduciaries are not responsible for your investment choices.

## **The Assurant, Inc. Stock Fund**

The Assurant, Inc. Stock Fund invests primarily in Company stock. The Assurant, Inc. Stock Fund uses unit accounting for record keeping purposes, which means that investments in the Assurant, Inc. Stock Fund will be in units of the fund. These units represent the value of both the Company stock and any cash held in the Assurant, Inc. Stock Fund. The cash portion will be used to accommodate daily Plan transactions such as investment transfers, loans, and distributions.

Unlike the other investment funds, you cannot allocate more than 25 percent of any new contributions you make or that are made on your behalf under the Plan for investment in the Assurant, Inc. Stock Fund. Also, at any time, you cannot elect to reallocate the investment of your account in such a way that, after the reallocation, more than 25 percent of your account will be invested in the Assurant, Inc. Stock Fund. You may change the investment of any portion of your account that is invested in the Assurant, Inc. Stock Fund into one or more other investment funds at any time in accordance with the usual rules under the Plan for changing investment funds.

If you have invested any portion of your account in the Assurant, Inc. Stock Fund, you may elect either to have any dividends paid on the Company stock attributable to your

account paid to you in cash or to have those dividends reinvested in the Assurant, Inc. Stock Fund. If you do not make this election, you will be considered to have elected to have these dividends reinvested in the Assurant, Inc. Stock Fund.

You will be able to change your dividend election at any time. However, you will not be able to change your dividend election within three business days before or after a dividend payment date. And your dividend election that is in place immediately prior to three business days before a dividend payment date will be the election used by the Plan for governing the disposition of the dividends payable to you on that dividend payment date. The amount of the dividends payable to you on a dividend payment date will be based upon the amount of your account that was invested in the Assurant, Inc. Stock Fund at the close of trading on the business day preceding the ex-dividend date associated with that dividend payment date.

Any cash dividends that you elect to have reinvested in the Assurant, Inc. Stock Fund will be allocated to a separate subaccount maintained on your behalf under the Plan called your *dividend account*. You will always be 100 percent vested in your dividend account in the Plan.

If you have any portion of your account invested in the Assurant, Inc. Stock Fund on the record date for a shareholders meeting, you will be entitled to direct the *Trustee* of the Plan how to vote the shares of Company stock (including fractional shares) attributable to your account on all corporate matters submitted to shareholders at that shareholders meeting. In this regard, you will have the right to direct the Trustee on how to vote (including not to vote) or tender the number of shares of Company stock reflecting your proportional interest (both vested and nonvested) in the Assurant, Inc. Stock Fund. You may provide these directions to the Trustee in writing or by such other means as is agreed upon by the Trustee, and those directions will not be divulged to the Company or any affiliate of the Company, to any officer or employee of the Company or any affiliate of the Company, or to any other person (except to the extent that the consequences of such directions are reflected, in the aggregate, in reports regularly communicated to such a person in the ordinary course of the performance of the Trustee's services under the Plan).

Upon the Trustee's receipt of the voting directions, the Trustee will vote the shares of Company stock for which it does not receive directions from participants in the same proportion on each issue as it votes the shares for which it has received directions from participants. This means that not only will you direct the Trustee as to the voting of the shares of Company stock attributable to your account, but you will also direct the Trustee as to the voting of a portion of the shares of Company stock for which the Trustee does not receive instructions from other participants.

In a tender offer situation, the Trustee will interpret a participant's silence as a direction not to tender the shares. In other words, the Trustee will not tender any shares (or fractional shares) of Company stock for which it does not receive timely directions to tender the shares.

The Trustee is the Plan fiduciary responsible for ensuring that procedures are maintained by the Plan to safeguard the confidentiality of the information relating to the purchase, holding, and sale of the shares of Company stock held in the Assurant, Inc. Stock Fund and the exercise of voting, tender and similar rights with respect to those shares of Company stock by participants and that those procedures are sufficient to maintain confidentiality (except to the extent necessary to comply with federal law or state laws not preempted by *ERISA*). The Company has appointed the Trustee, which is independent from the Company, to safeguard against situations where there may be a potential for undue employer influence concerning the exercise of shareholder rights. In addition, the Trustee is responsible for ensuring that an independent fiduciary is appointed to carry out activities relating to any situations where the Trustee is unable to apply sufficient safeguards to protect against the potential for undue employer influence concerning the exercise of shareholder rights.

## VESTING

Vesting is earning a non-forfeitable right to the amounts held in your account or a sub-account under the Plan. In other words, if you are 100 percent vested in a sub-account, you are entitled to receive 100 percent of the value of that sub-account.

### Sub-accounts in Which You Are Always 100 Percent Vested

You are always 100 percent vested in the following sub-accounts under the Plan:

- *pre-tax contribution account* (including catch-up contributions);
- *Roth contribution account (including catch-up contributions)*;
- *after-tax contribution account*;
- *rollover contribution account*; and
- *dividend account*

### Company Matching Contribution Sub-accounts

You become vested in your Company matching contribution sub-accounts based upon your years of *vesting service*.

You will become 100 percent vested in your *Company matching contribution account* when you have completed two years of vesting service. Before you have completed two years of vesting service, you will be 0 percent vested in this subaccount.

In addition, you will become 100 percent vested in your Company matching contribution sub-accounts when you:

- Reach your *normal* or *early retirement date* while employed by an Employer;
- Terminate employment on account of being *totally disabled* while employed by an Employer; or
- Die while employed by an Employer;

For details on the vesting schedules under certain merged plans, refer to the *Appendix*.

## **Profit Sharing Contribution Sub-account**

You will become 100 percent vested in your Profit Sharing contribution account when you have completed two years of vesting service. Before you have completed two years of vesting service, you will be 0 percent vested in this subaccount.

## **Terminating Employment without Being Vested**

If you terminate employment before you are fully vested in your Company matching contribution and Profit Sharing contribution sub-accounts, you will forfeit the non-vested portion of those sub-accounts when you receive a distribution of your total vested account under the Plan or, if earlier, when you incur a break in service. However, if the non-vested portion of your Company matching contribution and Profit Sharing contribution sub-accounts were forfeited when you received a distribution of your total vested account under the Plan and you are rehired before you incur a break in service following the distribution, then the non-vested portion of your Company matching contribution and Profit Sharing Contribution sub-accounts will be restored on the date you are rehired.

# **WITHDRAWING MONEY FROM YOUR ACCOUNT**

The Plan is designed for long-term savings. However, you may need to withdraw part of your savings early. Withdrawals may be in the form of loans, discretionary withdrawals, or hardship withdrawals.

Keep in mind that there may be tax implications if you withdraw money from your account early. For details, see the section titled "Taxes."

## **In-Service Withdrawals**

Long-term savings are most effective when you leave your money in your account to grow through investment performance. Making a withdrawal from the Plan will reduce the amount available to you when you retire.

The IRS restricts withdrawals from your account prior to retirement. However, in limited circumstances, withdrawals may be available. But be aware, there may be tax consequences to taking a withdrawal.

If you have considered your situation carefully and decide you need to take a withdrawal, you can explore the options available online by logging on to your account at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) or phone by contacting Vanguard at 800.523.1188.

## **After-tax Contributions**

You may withdraw all or part of your after-tax contribution account at any time. The only exception is if this money is being used as security on a loan you took from the Plan.

## **Age 59 ½ Distribution**

You are eligible to receive an in-service distribution of all or a portion of your vested account balance at age 59 ½. You will owe income taxes in the year in which you receive the distribution for the portion of the distribution that represents your pre-tax contributions (including catch-up contributions), Company matching contributions, Profit Sharing contributions and investment earnings. You will also owe income taxes on investment earnings on your Roth contributions if they haven't been in the plan for at least 5 years.

## **QVEC (Qualified Voluntary Employee Contribution) Account**

You may request a withdrawal from contributions made to your QVEC account prior to January 1, 1987, at any time. However, the Plan only allows one distribution from your QVEC account per *plan year*.

## **Qualified Disaster Recovery Distribution**

You are eligible to withdraw up to \$22,000 from your Plan account as an in-service distribution if you are affected by a federally declared disaster. This withdrawal is taxable, but you can spread the taxes over three years, and you have up to three years to return the money to your account if you wish. Amounts withdrawn for this distribution are not subject to the 10% federal penalty tax for distributions taken prior to attaining age 59 ½.

## **Taking a Loan**

If your vested account balance is \$1,000 or more, including money you may have rolled over to your account, you may borrow from your account for any reason and pay yourself back with interest. To take a loan, you must be an active employee. However, you are not eligible to request a loan if you are on an authorized leave of absence or if you are Disabled and are absent from work due to such Disability. You can have two outstanding loans under the Plan at a time, including a maximum of one principal residence loan.

## **Maximum Loan Amount**

You may borrow a minimum of \$500, up to a maximum of the lesser of:

- 50 percent of your vested account balance; or

- \$50,000, reduced by your highest outstanding loan balance during the preceding 12 months.

**Example:** Michelle has a vested account balance of \$100,000. She takes out a \$15,000 loan on June 1, 2022, and repays it in full by Sept. 1, 2022. If she wants to take another loan before June 1, 2023, her maximum loan amount is \$35,000 (\$50,000 minus \$15,000.)

## **Interest Rate**

The interest rate is 1 percent above the prime rate (as reported by Reuters) in effect when you request the loan.

## **Term of the Loan**

Generally, you may take up to five years to repay the loan. However, if you use the loan to purchase your principal residence, you may take up to 10 years to repay.

## **Fees**

You will pay a one-time origination fee and an annual maintenance fee. Contact Vanguard for the current fee rates.

## **Loan Security and Impact on Ability to Direct Investments**

Loans must be secured. You will be required to “pledge” 50 percent of your vested balance in your account as security for your loan and you will not be able to direct the investment of that portion of your account among the various investment funds until that portion of your account is released as you pay off the loan. The portion of your account used to secure your loan will be withdrawn from your account in the order determined by the *Committee*.

## **Applying for a Loan**

You must contact Vanguard to request a loan. You can reach a Vanguard Participant Services Associate or the VOICE network, Vanguard's automated telephone line, at 800.523.1188. You can also access Vanguard's Web site at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans). Vanguard will determine your eligibility for a loan pursuant to the Plan.

If you are requesting a general-purpose loan (one not used for the purchase of your principal residence), you can use Vanguard's Express Loan program. You may contact Vanguard using one of the three methods outlined above and apply for the loan at that time. Vanguard will determine your eligibility and process your loan for the lesser of the amount you requested or the current amount available in your account. Vanguard will mail the loan check, Confirmation of Loan Transaction, and Truth-In-Lending Act

Disclosure Statement to your home address. By signing the loan check, you agree to the terms of the loan.

If you prefer (or if you are applying for a loan to purchase your principal residence), Vanguard will mail a loan application kit to your home. The kit includes instructions, a loan application form, and a promissory note. The loan application packet will become void 30 business days after the date you request the package for general purpose loan (45 days for a Principal Residence loan). You must complete the application and the promissory note and return them, along with any other required documentation, to Vanguard. Vanguard will process the loan for the lesser of the amount you requested or the current amount available in your account. The money will be sent to you along with a repayment schedule.

## **Repaying Your Loan**

Loan payments shall generally be made by payroll deduction. However, you may make loan payments by cashier's check, electronic bank transfer (EBT), money order or any other approved form of payment if you wish to make your repayment in part or in full. If you have an outstanding loan and go on an unpaid *leave of absence*, your loan payments will be suspended. (see Leave of Absence section below for additional details).

## **How Repayments Are Invested**

Your repayments are invested in the same manner as your future contributions. For example, if you elected to have 25 percent of your future contributions invested in Fund A and 75 percent invested in Fund B, 25 percent of each of your bi-weekly repayments will be allocated to Fund A and 75 percent will be allocated to Fund B.

## **Defaulting on Your Loan**

If you fail to make a loan repayment by its due date while employed, you will have 90 days to make up the missed payment. If you fail to do so, your entire outstanding loan balance will be reported to the IRS as a taxable distribution in the year in which the 90-day period expires. You will receive an IRS Form 1099-R for that year reporting the taxable distribution amount.

If you *terminate employment* with an outstanding loan balance and your Plan balance is \$7,000 or less, you will have 90 days to pay the outstanding loan balance in full. If you fail to make the full payment within 90 days, your outstanding loan balance will be reported to the IRS as a taxable distribution in the year in which the 90-day period expires. You will receive an IRS Form 1099-R for that year reporting the taxable distribution amount. You may have to pay a 10 percent excise tax on this distribution if you receive it before age 59½.



If you terminate employment with an outstanding loan balance and your vested balance is more than \$7,000 and you leave your money in the Plan, you can set up automatic electronic loan repayments directly through Vanguard from your personal bank account.

If you are an active employee and you default on your loan, you will not be eligible to request any future loans from the Plan if you also have an outstanding balance on another loan or have another defaulted loan. In certain circumstances, such as a divestiture, the Company may permit you to rollover your outstanding balance to another qualified plan.

## **Hardship Withdrawals**

You may request to receive all or part of your vested account balance due to certain financial hardships. Generally, you cannot request a hardship withdrawal unless you have exhausted all in-service withdrawals available under the Plan.

You cannot repay hardship withdrawals.

## **Permissible Reasons for Hardship Withdrawals**

If you have an immediate and heavy financial hardship that cannot be met from other reasonably available sources, you may request a hardship withdrawal for the following reasons:

- Expenses of any accident to, or sickness of, you, your spouse, a primary beneficiary under the Plan, your children, or your dependents, or expenses needed to provide medical care for you, your spouse, a primary beneficiary under the Plan, your children, or your dependents, provided that those expenses are not reimbursable through employer-provided medical coverage;
- The payment of tuition and related educational fees (including room and board) for the next twelve months of post-secondary education for you, your spouse, a primary beneficiary under the Plan, your children, or your dependents.
- Costs directly related to your purchase of your principal residence (excluding mortgage payments).
- Payments necessary to prevent your eviction from your principal residence or foreclosure on your principal residence.
- The payment of burial or funeral expenses for your deceased parent, spouse, spouse's deceased parent, primary beneficiary under the Plan, child or dependent; or
- Expenses for the repair of damage to your principal residence that would either qualify for the casualty deduction under Section 165 of the Internal Revenue Code (determined without regard to whether the loss exceeds 10 percent of your adjusted gross income) or that would qualify under Section 165 of Code but for the requirement that the casualty losses incurred be caused by a federally declared disaster. These expenses are generally for the repair of damages caused by natural

disasters, such as earthquakes, tornadoes, hurricanes or floods or federal declared disaster areas.

- Expenses and losses incurred by you on account of a federal declared disaster if your principal residence or place of employment is located in the disaster area.

## **Amounts Available for Hardship Withdrawal**

You can find out the amount available to you for a hardship withdrawal via your [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) account or by contacting a Vanguard Participant Services Associate at 800.523.1188.

No more than four hardship distributions are allowed in a single calendar year. The minimum amount of any hardship distribution is \$200. The maximum amount you can receive as a hardship withdrawal, subject to your vested account availability, is the amount needed to meet the hardship, including any taxes and penalties on the withdrawal. The amount you request for a hardship withdrawal cannot be reasonably available from your other resources.

## **Requesting a Hardship Withdrawal**

Contact Vanguard to initiate a hardship withdrawal. This request can be made via [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) or Participant Services, at 800.523.1188. You will be asked the reason for the requested hardship withdrawal. Vanguard's Hardship Determination Unit will determine whether your hardship request is approved based on IRS guidelines and, if it is approved, Vanguard will mail the check to your home or send an electronic bank transfer.

## **Proof of Hardship Required**

On your application, you must certify the financial need to Vanguard's Hardship Determination Unit to demonstrate:

- That a financial hardship exists;
- Total cost of the event causing hardship (e.g., total cost of medical care, total cost of funeral/burial expenses, payment needed to avoid foreclosure or eviction);
- The dollar amount of the hardship distribution requested; and
- That the financial need cannot be relieved through reasonable liquidation of your assets or another in-service distribution.

You do not need to submit documentation to Vanguard substantiating that financial hardship exists, but you will need to maintain the documentation for your records and provide it upon request to Vanguard, Assurant, and/or the Internal Revenue Service.

## **Qualified Reservist Distributions**

If you were/are: (i) a reservist or national guardsman; (ii) called to active duty after September 11, 2001; and (iii) called to duty for at least 180 days or for an indefinite period, you may take a distribution of your pre-tax and or Roth contributions under the Plan while you are on active duty, regardless of your age. You will owe income tax on the taxable portion of your distribution but the 10% excise tax penalty, normally applicable to Plan distributions made before you reach age 59 1/2 will not apply to the distribution. You also may repay the distribution to an IRA, without limiting amounts you otherwise could contribute to the IRA, provided you make the repayment within 2 years following your completion of active duty.

## **LEAVES OF ABSENCE**

There are several types of leaves of absence. (See MyHR for more information about leaves of absence.) The type and the length of a leave of absence will have an impact on how it is handled under the Plan.

### **Military Leave of Absence**

Special provisions may apply if you go on an authorized leave of absence due to service in the United States armed forces. To be eligible for these special provisions, you must return to work for an Employer within the period allowed under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

Generally, absent special circumstances, if your leave of absence exceeds five years, no special provisions apply and your employment will be terminated after five years. Vanguard will mail a termination letter to your home.

### **Heart Act**

If a Participant dies while performing qualified military service, the beneficiary, beneficiaries, or surviving spouse, subject to the Code, shall be entitled to any additional benefits provided under the Plan as if the Participant had resumed employment and then terminated employment on account of death.

For years beginning after December 2008, an individual shall be treated as having severed from employment during any period the individual is performing service in the uniformed services. If the Participant elects to receive a distribution by reason of such severance from employment, the Participant may not make an elective deferral or employee contribution during the six (6)-month period or such other period as required by law beginning on the date of such distribution.

## **Vesting**

If you are rehired following a military leave of absence, your leave of absence while serving in the armed forces will apply toward vesting service.

## **Contributions**

You can continue to contribute to the Plan while you are on a paid leave of absence.

If you are on an unpaid leave, your contributions to the Plan will be suspended during the period of your leave. If you return to work for an Employer within five years of the start of your leave, (or later, if required under USERRA) you can make up contributions that were suspended during your period of military service. These "make-up contributions" must be contributed to the Plan within a period of time equal to three times the length of your military service, up to five years. Make-up contributions are subject to the IRS dollar limit and Plan limits in effect for each of the calendar years when contributions were suspended.

The Employer will also provide the Company matching contributions on your make-up contributions. However, the Employer will not provide earnings on your make-up contributions or on the matching contributions.

Contact a People Experience Center representative if you are interested in making up contributions that were suspended during a military leave of absence.

## **Loan Repayments**

If you are on an authorized leave of absence due to service in the United States armed forces, your loan repayments will be suspended during the period of your military service. When you return from your leave, your loan will be re-amortized using the original interest rate. The term of the loan will be extended by the period of your military service.

You also have the option to continue your loan repayments. You must send a check each pay period to Vanguard. Additional information about this process and where to send out the payments will be provided to you.

If you elect to continue your loan repayments and the interest rate on your loan is higher than 6 percent, you can request that the interest rate be reduced to 6 percent. This reduction in the interest rate is only available during the period of your military service.

## **Non-Military Leaves of Absence**

Non-military leaves of absence include leaves such as disability, Family and Medical Leave Act and personal leaves.

## **Vesting**

You will continue to earn up to 501 *hours of service* toward vesting while you are on a non-military leave of absence.

## **Contributions**

You can continue to contribute to the Plan while you are on a paid, non-military leave of absence. If you take an unpaid leave, your contributions to the Plan will be suspended during the period of your leave.

## **Loan Repayments**

If you have an outstanding loan and go on a non-military leave of absence without pay, or at a rate of pay insufficient to make your scheduled loan repayments, your loan repayments will be suspended until the earliest of the following: (i) twelve months after the date your leave of absence begins; (ii) the end of the maximum loan term for your loan type under the Plan; or (iii) the date you return to full pay status.

When your loan repayment suspension ends, your loan will be re-amortized using the original interest rate. Once your loan repayment suspension ends, if you fail to make any payment by its due date, you will have 90 days to make up the missed payment. If you fail to do so, your entire outstanding loan balance will be reported to the IRS as a taxable distribution in the year in which the 90-day period expires. At year-end, you will receive an IRS Form 1099-R from Vanguard reporting the taxable distribution amount. If you are an active employee who defaults on your loan, you will not be eligible to request a future loan if you also have an outstanding balance on another loan, or have another defaulted loan.

## **WHAT FEES AND PLAN EXPENSES APPLY?**

Costs for maintaining the qualified status of the Plan are paid by the Company. However, each quarter, a small administrative fee will be deducted from your Assurant 401(k) Plan account to cover the cost of operating the Plan, including expenses associated with the call center and recordkeeping your account.

You may also be individually charged for services directly related to your Plan account. These fees may be for services such as the administration of a qualified domestic relations order or the processing of a loan or an in-service withdrawal (non-hardship) to you from your account. Any individual fees deducted from your account balance will be shown on your account statement.

You may also be charged investment management fees which vary based upon the investment funds you select. Investment management fees are allocated as a percentage of the assets invested in the particular fund and are deducted from the investment return prior to being allocated to your account. Some funds may be subject to a short-term

trading fee. You will find more information on these fees in the prospectus for each investment fund.

A summary of the investment management fees applicable to each fund available for investment under the Plan will be provided to you annually and is available on or by contacting Vanguard at 800.523.1188 any business day from 8:30a.m. to 9:00p.m.

## **TERMINATION OF EMPLOYMENT**

### **Termination of Employment (Including Retirement and Total Disability)**

When you terminate employment, Vanguard will mail a termination letter to your home within approximately 45 days of your termination date. The letter will outline your options.

You (or if applicable, your beneficiary) will be entitled to receive your vested account balance if you terminate employment for any reason (including *retirement*, death or *total disability*).

All distributions to you or your beneficiary will be made in either (i) a single lump-sum, (ii) in partial payments, if the Participant's vested Account exceeds \$7,000, subject to procedures established by the Plan Administrator, or (iii) in at least annual periodic installments, if the Participant's vested Account exceeds \$7,000, subject to procedures established by the Plan Administrator. You can elect to receive (1) your entire vested account in cash, or (2) the amount of your vested account invested in the Assurant, Inc. Stock Fund at the time of the distribution in whole shares of Company stock (with any fractional shares being distributed to you in cash) and the remainder of your vested account in cash. Similarly, in the case of death benefits, each of your beneficiaries can elect to receive either (1) his or her entire interest in cash, or (2) the amount of his or her interest invested in the Assurant, Inc. Stock Fund at the time of the distribution in whole shares of Company stock (with any fractional shares being distributed in cash) and the remainder of his or her interest in cash.

Please refer to the section titled "Taxes" for information on the tax implications of each of your distribution options.

All requests made by market close (generally 4 p.m. EST) on any business day will take effect that day. Transactions made market close, or on weekends or holidays, will be valued at the next business day's closing price.

### **Account Balance Greater than \$7,000**

If your vested account balance is greater than \$7,000, you can leave your account in the Plan. However, you will be subject to the required minimum distribution rules. A

required minimum distribution is the minimum amount that you must withdraw annually per IRS rules generally starting with April 1 of the calendar year following the year you reach age 73 or when you retire, whichever is later. Following your termination of employment, you will still be able to make changes in the way your account is invested. However, you will no longer be able to request a loan.

If you want to receive your distribution prior to age 73 you must request it by logging into your account at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) or speaking with a Vanguard associate at 800.523.1188 any business day from 8:30 a.m. to 9:00 p.m.

### **Account Balance of \$1,000 or Less**

If your vested account balance is \$1,000 or less and Vanguard receives your completed election within the time period specified in the termination letter, then your request will be processed accordingly.

If your vested account balance is \$1,000 or less and Vanguard does not receive your completed election within the time period specified in the termination letter, your benefit will automatically be distributed to you as a lump sum cash distribution as soon as administratively feasible thereafter.

### **Account Balance of More than \$1,000 but Not More than \$7,000**

If your vested account balance is more than \$1,000 but not more than \$7,000 and Vanguard receives your completed election within the time period specified in the termination letter, then your request will be processed accordingly.

If your vested account balance is more than \$1,000 but not more than \$7,000 and Vanguard does not receive your completed election within the time period specified in the termination letter, your benefit will automatically be rolled over to an individual retirement account (IRA) with the Vanguard Group as soon as administratively feasible.

The IRA established at Vanguard on your behalf will automatically be invested in the Vanguard Cash Reserves Federal Money Market Fund, which is a fund designed to preserve principal and provide a reasonable rate of return consistent with liquidity.

You will be responsible for paying any fees charged by Vanguard with respect to your IRA. For more information on the annual fees, please contact Vanguard.

For additional information on the Plan's automatic rollover rules, the IRA provider (Vanguard), Vanguard IRAs, or the fees and expenses associated with a Vanguard IRA, please call Vanguard at 800.523.1188 any business day from 8:30 a.m. to 9:00 p.m. or write to Vanguard at the following address:

The Vanguard Group  
P.O. Box 982902  
El Paso, TX 79998-2902

## **Outstanding Loan Balance**

If you terminate employment with an outstanding loan balance and your Plan balance is \$7,000 or less, you will have 90 days to pay the outstanding loan balance in full. If you fail to make the full payment within 90 days, your outstanding loan balance will be reported to the IRS as a taxable distribution in the year in which the 90-day period expires. You will receive an IRS Form 1099-R for that year reporting the taxable distribution amount. You may have to pay a 10 percent excise tax on this distribution if you receive it before age 59½.

If you terminate employment with an outstanding loan balance and your vested balance is more than \$7,000 and you leave your money in the Plan, you can set up electronic loan repayments directly through Vanguard from your personal bank account.

In certain circumstances, such as a divestiture, the Company may permit you to rollover your outstanding balance to another qualified plan.

## **Death**

If you die, a People Experience Center representative will contact your beneficiary regarding the distribution of your account balance. Your account balance will generally be distributed to your beneficiary within 90 days after your death unless the particular facts and circumstances require a longer waiting period.

If you die while you are an active employee, your account will automatically become 100 percent vested (if it is not already 100 percent vested) and your beneficiary will be entitled to your entire account balance.



# DETERMINING BENEFITS FOR REHIRES

The determining benefits for rehires section include the following topics:

## Pre-Tax Contributions

If you are rehired special rules will apply to your automatic enrollment depending on (i) whether you were gone for one full Plan Year or more prior to being rehired, and (ii) the type of election in effect on your prior termination date. Please refer to the chart below for those special rules.

<b>Election in Effect on your Termination Date</b>	<b>Rehired Within Less One Full Plan year</b>	<b>Rehired After One Full Plan Year</b>
You were automatically enrolled with a 3% pre-tax contribution rate and did not elect to change your pre-tax contribution rate or to opt out of the automatic annual increase program (also called an automatic election).	You will be automatically enrolled at the pre-tax rate in effect at termination, plus any annual increases that would have occurred during your absence, unless you elect otherwise. In addition, unless you elect otherwise, this rate will be increased each March until you reach a 15% pre-tax contribution rate.	You will be automatically enrolled at a 3% pre-tax contribution rate with 1% annual increases each March until you reach a 15% pre-tax contribution rate unless you elect otherwise.
You actively enrolled, opted out of participation in the plan, opted out of the automatic increase program at any time, or changed your pre-tax contribution rate after being automatically enrolled (also called an affirmative election).	You will be automatically enrolled at 3% with 1% annual increases each March until you reach a 15% pre-tax contribution rate unless you elect otherwise.	You will be automatically enrolled at 3% with 1% annual increases each March until you reach a 15% pre-tax contribution rate unless you elect otherwise.

Please note that if your pre-tax contributions and/or catch-up contributions are suspended because you are no longer an eligible employee, the special rules described above will also apply to you. In order to determine how they apply, substitute your suspension date for the termination date and the day you return to eligible employee status for the rehire date.

If your pre-tax contributions and/or catch-up contributions are suspended because you take an authorized leave of absence without pay, your pre-tax contribution and/or catch-up contributions will be reinstated once you begin receiving eligible pay again.

## **Roth Contributions**

Your Roth contributions will stop when you cease to be an eligible employee for any reason, including a termination of employment. If you subsequently become an eligible employee again, your prior election with regard to Roth contributions will not be automatically reinstated.

## **Company Matching Contributions**

You will be eligible to receive Company matching contributions on the pre-tax contributions, Roth contributions and/or catch-up contributions you make after you are rehired.

## **After-tax Contributions**

Your after-tax contributions will stop when you cease to be an eligible employee for any reason, including a termination of employment. If you subsequently become an eligible employee again, your prior election with regard to after-tax contributions will not be reinstated.

If your after-tax contributions are suspended because you take an authorized leave of absence without pay, your after-tax contributions will not be reinstated once you begin receiving eligible pay again.

## **Vesting**

If you are rehired before you incur a break in service, your prior years of vesting service will be counted as vesting service for purposes of determining your vested status in your Company matching contribution accounts, and your Profit Sharing contributions. If you are rehired after you incur a break in service, your prior years of vesting service will be counted for purposes of determining the vested amount in your Company matching contribution and your Profit Sharing contribution as of the date you terminated employment, but your years of vesting service earned after your rehire will not be counted for purposes of determining the vested amount in the portions of the sub-accounts attributable to Company matching contributions and Profit Sharing contributions (and the earnings and losses on those contributions) made before you terminated employment.

## **Forfeitures**

If you are not fully vested in your Company matching contribution accounts and/or your Profit Sharing contribution account when you terminate employment, you will forfeit the non-vested portion(s) of those sub-account(s) when you receive a distribution of your total vested account under the Plan or, if earlier, when you incur a break-in-service.

If the non-vested portion(s) of your Company matching contribution accounts and/or your Profit Sharing contribution account were forfeited when you incurred a break in service, then that non-vested amount(s) will not be restored when you are rehired. However, if the non-vested portion(s) of your Company matching contribution accounts and/or your Profit Sharing contribution account were forfeited when you received a distribution of your total vested account under the Plan and you are rehired before you incur a break in service following the distribution, then the non-vested portion(s) of your Company matching contribution accounts and/or your Profit Sharing contribution account will be restored when you are rehired.

Any forfeitures under the Plan will be applied first to restore previously forfeited amounts of rehired participants (as described in the preceding paragraph). Any remaining forfeitures will be applied, at the discretion of the Committee, either to pay for administrative expenses of the Plan, fund the Company matching contributions or to fund a Profit Sharing contribution under the Plan.

## **TAXES**

The Taxes section includes the following topics:

### **Not Tax Advice**

Any tax information provided is for general information only and to serves as a guide for employees, not tax advice. Tax laws are complex and continually changing. Each employee is advised to consult a tax advisor as to the federal, state, and local tax effects of participation in the plan.

### **Hardship Withdrawals**

Taxable amounts you receive in a hardship withdrawal are subject to regular federal income tax and, if you make a withdrawal before age 59½, your withdrawal may also be subject to a 10 percent excise tax. A hardship withdrawal will be subject to the 10 percent nonperiodic federal income tax withholding rate unless you elect out of withholding. Your withdrawal request may include the amount needed to cover these taxes plus the financial hardship. You may wish to consult your tax advisor for more information.

Hardship withdrawal distributions cannot be rolled over into an eligible employer plan or an IRA.

## **In-Service Withdrawals**

In general, in-service withdrawals at age 59½ are subject to the 20 percent withholding for federal income tax and other applicable federal, state, and local income taxes. However, they are not subject to the 10 percent excise tax penalty for early withdrawal.

You may roll over your distribution directly to an eligible employer plan or an IRA by contacting Vanguard.

## **Rollovers**

With the exception of a hardship withdrawal or a required minimum distribution you receive after reaching age 73 you can continue to defer taxes on a distribution if you choose to have it rolled over into an IRA or an eligible employer plan. You will not owe tax until you take the money out of the IRA or eligible employer plan.

In the event of your death, if your surviving spouse is your beneficiary, he or she may choose to roll over the distribution to an IRA or an eligible employer plan as described in the preceding paragraph. If your beneficiary is someone other than your spouse, your beneficiary can elect to have the distribution transferred directly to an IRA established for the purpose of receiving such death benefits.

# PLAN ADMINISTRATION

This section contains important information about the administration and funding of the Plan, as well as your rights and protections as a Plan participant. While you may not need this information on a daily basis, it is important to understand your rights under the Plan and the procedures you will need to follow when certain situations arise.

## Administrative Information at a Glance

<b>Plan Name:</b>	Assurant 401(k) Plan
<b>Plan Identification Number:</b>	002
<b>Plan Sponsor:</b>	Assurant, Inc. P.O. Box 16368 Atlanta, GA 30321 770-763-1000
<b>Employer Identification Number (Assigned by the Internal Revenue Service to Assurant, Inc.):</b>	39-1126612
<b>Type Of Plan:</b>	Participant-directed defined contribution plan with 401(k) and ESOP features
<b>Plan Administrator:</b>	Assurant, Inc. Benefit Plans Committee Assurant, Inc. P.O. Box 16368 Atlanta, GA 30321 770-763-1000
<b>Trustee:</b>	Vanguard Fiduciary Trust Company P.O. Box 1101 Valley Forge, PA 19482-1101 800. 523.1188
<b>Legal Process:</b>	Legal process can be served on the Plan Administrator
<b>Plan Funded By:</b>	Participant contributions and Employer contributions
<b>Plan Year</b>	January 1 - December 31

## Assignment of Benefits

Your account in the Plan cannot be assigned, sold, transferred, garnished or pledged as collateral. In addition, a creditor cannot attach your account in the Plan as a means of collecting a debt owed by you.

Exceptions exist, however, to satisfy a federal tax levy or pursuant to the terms of a *Qualified Domestic Relations Order (QDRO)* issued by a state court. A QDRO requires

that your benefits be paid to someone other than you or your named beneficiary in connection with child support, alimony payment or marital property rights.

The Plan Administrator determines whether a domestic relations order is a QDRO. To facilitate the process, the Plan Administrator will provide you and your potential alternate payee with a copy of the Plan's QDRO procedures and a model domestic relations order without charge.

The Company encourages parties to submit a draft domestic relations order (an order not yet signed by the judge) to the Plan Administrator so that any deficiencies or defects in the order can be corrected before it is submitted to the court.

Once the Plan Administrator has determined that the domestic relations order is a QDRO, your account will be split as soon as administratively feasible according to the terms of the QDRO.

## **Claims Procedure**

### **Filing a Claim**

If you (or your beneficiary) believe that you are entitled to Plan benefits that you are not receiving, you may file a written claim with the Benefit Plans Committee (the "Committee").

### **Response to Your Claim**

In the usual course, you will receive a response to your claim from the Committee within 90 days after your claim is submitted. However, if special circumstances require an extension of time for processing, the Committee may extend this period for up to an additional 90 days. If the Committee does so, it will notify you of the extension prior to the expiration of the initial 90-day period.

### **Claim Denial**

If all or part of your claim is denied, you will receive written notification explaining the reasons for the denial (and the related Plan provisions), information about additional material you can submit to substantiate your claim, as well as information about the Plan's appeal procedure.

### **Appealing a Denied Claim**

If your claim is denied and you want to appeal, you must file your appeal with the Committee within 60 days of the date of the denial notice. Your appeal should include any additional information supporting your claim that you want the Committee to consider.

In the usual course, the Committee will review its determination and the reasons for its denial and notify you of its final decision within 60 days of the date it receives your request for further review. However, if special circumstances require an extension of time for processing, the Committee may extend this period for up to an additional 60 days. If the Committee does so, it will notify you of the extension prior to the expiration of the initial 60-day period.

### **Limitation on Actions**

Any suit for benefits must be brought within one year after the date the Committee has made a final denial of a claim for benefits.

In addition, any suit for benefits must be brought within two years after the date on which:

- The payment was made, in the case of any lump-sum payment;
- The first payment in the series of payments was made, in the case of an annuity payment or installment payment; or
- The action complained of occurred, for all other claims.

### **Future of the Plan**

Although the Company intends to continue the Plan indefinitely, the Company reserves the right to change or terminate the Plan at any time.

However, the Plan cannot be amended to deprive you of any benefits to which you are entitled at the time of the amendment. If the Company terminates the Plan, all affected participants will become 100 percent vested in their accounts under the Plan (to the extent they are not already 100 percent vested in their accounts).

### **Inability to Receive Payment**

If a Plan benefit is payable to a minor or to a person incapable of making decisions, the payment will be made for the benefit of that person in one of the following ways (chosen by the Committee):

- By payment to the person's legal representative;
- By payment directly to the person; or
- As direct payment to cover bills incurred by the person for the benefit of the person.

### **Plan Documents**

In preparing this document, every effort has been made to provide a clear, concise description of your benefits, and to avoid contract language and legal terms wherever

possible. Our goal is to present a simplified overview of essential information about the Plan in words that will not obscure meaning or likely be misunderstood.

A complete description of the Plan is set forth in the various legal documents governing the Plan. These documents include the official Plan document and the *Trust Agreement*. Should any question arise about your benefits, the formal language of these documents (and not the informal wording of the summary contained in this guide) will govern in all cases.

## **Plan Interpretation**

The Committee has full and discretionary authority to construe the terms of the Plan and to administer the Plan, including but not limited to, the power to determine eligibility for benefits and the amount of benefits.

## **Reporting Address Changes**

If you have a change of address, you can update the information in Workday. Login to Workday, select the Personal Information application. Click on Contact Information under the Change section. Select the Edit button at top left of the screen then Change my Home Contact Information. Once you've completed and submitted these tasks, a confirmation screen with your new address will be displayed.

Terminated employees can now update their address with Vanguard by logging into your account at [www.vanguard.com/retirementplans](http://www.vanguard.com/retirementplans) or speaking with a Vanguard associate at 800.523.1188 any business day from 8:30 a.m. to 9:00 p.m. This will allow you to continue receiving Plan information. For security purposes, a confirmation letter will be sent to both your new address and your old address.

## **Your Rights under ERISA**

As a participant in the Plan, you have certain rights and protections under ERISA. ERISA provides that all Plan participants are entitled to:

### **Receive Information about Your Plan and Benefits**

Examine, without charge, at the Plan Administrator's office and at other specified locations such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest Form 5500 annual report filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefit Security Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest Form 5500 annual report and updated Summary Plan Description. The Plan Administrator may make a reasonable charge for the copies.



Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

## **Prudent Actions by Plan Fiduciaries**

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the 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, your union, 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 under ERISA.

## **Enforce Your Rights**

If your claim for a benefit under the Plan is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees. For example, this may happen if the court finds your claim is frivolous.

## **Assistance with Your Questions**

If you have any questions about the Plan, contact People Experience Center. If you have any questions about your rights under ERISA or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, D.C. 20210. You may also obtain certain publications about your

rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

# GLOSSARY

Certain terms are used throughout this summary. Unless the context indicates otherwise, the following terms have the meanings listed in this section.

**ACCOUNT** – The account maintained on your behalf under the Plan containing the total amount of pre-tax contributions, Roth contributions, after-tax contributions, Company matching contributions, rollover contributions (if any) together with the earnings and losses on those contributions, reduced by any withdrawals you make from the Plan. Your account may be composed of a number of sub-accounts.

**AFFILIATE** – The Company and (i) any corporation that is a member of a controlled group of corporations that includes the Company, (ii) any trade or business that is under common control with the Company, and (iii) any organization that is a member of an affiliated service group with the Company.

**AFTER-TAX CONTRIBUTIONS** - The contributions you make to the Plan by payroll deduction after your pay has been taxed.

**AFTER-TAX CONTRIBUTION ACCOUNT** - The portion of your account containing your after-tax contributions, and the earnings or losses on those contributions.

**ASSURANT, INC. STOCK FUND** - An investment fund offered under the Plan that invests primarily in Company stock. The fund uses unit accounting for record keeping purposes. This means that the Assurant, Inc. Stock Fund is divided into fund units rather than shares of stock. The fund itself consists of Company stock and a small cash holding invested in a money market investment. This cash position gives the fund enough liquidity to make daily transactions without waiting the three days usually required to settle a stock trade.

**AUTHORIZED LEAVE OF ABSENCE** - Any temporary layoff or absence authorized by the Employer's personnel practices, as long as you return within the period of authorized absence. An absence due to service in the Armed Forces of the United States will be considered an Authorized Leave of Absence to the extent required by federal law.

**BENEFICIARY** - The individual or entity you designate to receive your distribution if you die.

If you are married, your spouse will be your beneficiary unless you designate another beneficiary in writing, with your spouse's written, notarized consent.

If you are married and either you fail to make a beneficiary designation or your designated beneficiary dies before you do, all of the benefits payable from this Plan upon death will be paid to your spouse. If your spouse does not survive you, the benefits will be paid in equal shares to your surviving children. If you have no children, or if none of

your children survive you, your parents will receive the benefit in equal shares. If neither of your parents survives you, the benefits will be paid to your estate.

If you are single and either you fail to make a beneficiary designation or your designated beneficiary dies before you do, all of the benefits payable from this Plan upon your death will be paid in equal shares to your surviving children. If you have no children, or if none of your children survives you, your parents will receive the benefit in equal shares. If neither of your parents survives you, the benefits will be paid to your estate.

Your beneficiary designation will be void if you revoke it or if you marry (if you are single) or you marry someone else (if you are married at the time of the beneficiary designation). It can also be voided if it conflicts with the terms of a *qualified domestic relations order*.

**BREAK IN SERVICE** - Five consecutive one-year breaks in service. A one-year break in service is any plan year during which you are credited with fewer than 501 hours of service. Time spent on an authorized leave of absence will not count for purposes of determining whether you have a break in service as long as you resume employment immediately after your leave of absence ends.

**CATCH-UP CONTRIBUTIONS** - Contributions you can make to the Plan on a pre-tax and or Roth basis by payroll deduction in excess of the annual IRS pre-tax and Roth limit (\$23,500 in 2025) if you are age 50 or older by the last day of the plan year. The maximum amount of catch-up contributions you can make for 2025 is \$7,500. In addition, if you will be between the ages of 60 and 63 as of the last day of the 2025 plan year, you will be able to contribute a maximum of \$11,250 in catch-up contributions for 2025.

**COMMITTEE** - The Assurant, Inc. Benefit Plans Committee that administers the Plan. This term is interchangeable with the Plan Administrator.

**COMPANY** - Assurant, Inc. (also known as Fortis, Inc. prior to February 4, 2004) and its successors and assigns that adopt the Plan.

**COMPANY MATCHING CONTRIBUTIONS** – Contributions made by your Employer that match a certain portion of your pre-tax contributions, Roth contributions and/or your catch-up contributions under the Plan.

**COMPANY STOCK** - The common stock of the Company (NYSE symbol AIZ).

**DIVIDEND ACCOUNT** - The portion of your Plan account that contains dividends you elected to have reinvested in the Assurant, Inc. Stock Fund, and the earnings and losses on those dividends.

**EARLY RETIREMENT DATE** - The date on which you have both attained age 55 and completed at least ten (10) years of vesting service.

**ELIGIBLE EMPLOYEE** – Any employee of an Employer who is not:

- Covered by a collective bargaining agreement, unless the agreement provides for Plan participation;
- A non-citizen of the United States who is covered under a retirement plan maintained by a foreign affiliate that includes an employee contribution feature;
- A leased employee;
- Deemed to be an Employee of an Employer pursuant to regulations under Code Section 414(o);
- Hires on a short-term basis as an intern;
- Working for an affiliate in Puerto Rico;
- Providing services solely as a member of the Board of Directors; or
- A consultant, independent insurance agent or independent contractor, including any person who later becomes reclassified as an Employee.

**ELIGIBLE PAY** – Your gross annual earnings reported on Form W-2, Box 1, plus any amounts you contribute on a pre-tax basis toward the cost of any Company-provided health and welfare benefits and any contributions you make on a pre-tax basis to the Company’s qualified transportation fringe benefit plan, to the Dependent Care Reimbursement Account or to this Plan. Your eligible pay does not include (i) reimbursements or other expense allowances, (ii) fringe benefits (both cash and noncash); (iii) moving expenses, (iv) deferred compensation, and (v) welfare benefits, including but not limited to short-term disability benefits.

Your eligible pay will be limited to the period during which you were an eligible employee.

By law, for any plan year, the Plan cannot take into account any eligible pay in excess of the IRS limit for the plan year. This IRS limit, which is \$350,000 for 2025, will be adjusted from time to time for increases in the cost of living.

**EMPLOYEE** - Any person who is employed by an Affiliate for purposes of the Federal Insurance Contributions Act, any person on an authorized leave of absence or any person who is a leased employee.

**EMPLOYER** - Assurant, Inc. and any affiliate that has adopted or is deemed to have adopted this Plan on behalf of its eligible employees.

**EMPLOYMENT** - Active service of an employee with the Company or any other affiliate. If you were employed by a company before it became an affiliate, your service with that company will be counted as employment only to the extent provided for in the Plan.

**ERISA** - The Employee Retirement Income Security Act of 1974, as amended. This law entitles you, as a participant in the Plan, to certain rights and protections and imposes specific obligations on the individuals who administer the Plan.

**FUND or TRUST FUND** - The money and other properties held and administered by the Trustee in accordance with the Plan and the Trust Agreement.

**HOUR OF SERVICE** - You are credited with an Hour of Service:

- For each hour for which you are paid or entitled to payment for your service with an affiliate.
- For each hour for which you are paid, or entitled to payment, by an affiliate for the time when no service is performed due to vacation, holiday, illness, incapacity, layoff, jury duty, military duty or authorized leave of absence. No more than 501 hours of service will be credited for any single continuous period of non-working time and no hours will be credited for any severance period after you incur a termination of employment. However, if you incur a total disability while employed by an affiliate, you will be credited with 95 hours of service for each bi-weekly period prior to the date on which you terminate employment due to your total disability.
- For each hour for which back pay is either awarded or agreed to by an affiliate.
- Only for the purpose of determining whether you have a one-year break in service (as described in the definition of break in service above), if you are absent from work because of your pregnancy, the birth of your child, the placement of a child with you for adoption, or your caring for your newly born or newly adopted child, you will be credited with 95 hours of service for each bi-weekly period during your absence, for a total of up to 501 hours of service. These hours of service will be credited during the plan year in which the leave of absence begins if necessary to prevent a one-year break in service during that year. If not, these hours of service will be credited in the immediately following plan year if necessary to prevent a one-year break in service during that year.
- In general, you will be credited with 95 hours of service for each bi-weekly period in which you would be credited with an hour of service. However, this method of computing your hours of service will not be used if you are an employee whose hours of service are required to be counted or recorded by any federal law, such as the Fair Labor Standards Act.

The same hour of service will only be counted once under any of the "bullets" above.

**INVESTMENT FUNDS** - The investment funds offered under the Plan, which are distinguished by their investment objectives.

**LEASED EMPLOYEE** - Any person (other than a common law employee of the Employer) who, according to an agreement between the Employer and any other person (such as leasing organization), has performed services for the Employer on a substantially full-time basis for a period of at least one year, and such services are performed under primary direction of or control by the Employer.

**LEAVE OF ABSENCE** - See *AUTHORIZED LEAVE OF ABSENCE*.

**NORMAL RETIREMENT DATE** - The later of (a) the date you attain your 65th birthday or (b) the earlier of the date you complete two years of vesting service or the fifth anniversary of the date that you commenced participation in the Plan.

**PARTICIPANT** - An employee who becomes eligible to participate in the Plan and who has not incurred a termination of employment.

**PLAN ADMINISTRATOR** - The Assurant, Inc. Benefit Plans Committee established to administer the Plan. This term is interchangeable with the Committee.

**PLAN YEAR** - The calendar year.

**PRE-TAX CONTRIBUTIONS** - The contributions you make to the Plan by payroll deduction before your eligible pay has been taxed.

**PRE-TAX CONTRIBUTION ACCOUNT** - The portion of your account containing your pre-tax contributions, and the earnings or losses on those contributions.

**PROFIT SHARING CONTRIBUTION** – An Employer Contribution made at the discretion of the Committee.

**PROFIT SHARING CONTRIBUTION ACCOUNT** - The portion of your account containing your Profit Sharing contributions, and the earnings or losses on those contributions.

**QUALIFIED DOMESTIC RELATIONS ORDER (QDRO)** - A judgment, decree or order that creates or recognizes the existence of an alternate payee's right to receive all or a portion of a participant's benefits under the Plan.

**RETIREMENT**- The date on which you terminate employment after reaching your early or normal retirement date.

**ROLLOVER CONTRIBUTION** - Amounts you transfer to your Plan account from a previous employer's eligible employer plan or from an IRA.

**ROLLOVER CONTRIBUTION ACCOUNT**- The portion of your account containing your rollover contributions, and the earnings and losses on those contributions.

**ROTH CONTRIBUTIONS** -The contributions you make to the Plan by payroll deductions that are includible in your current income but have been irrevocably designated by you as Roth contributions. Earnings on Roth contribution are distributed tax free if they meet the IRS criteria of being held in your account for at least five years and you are at least age 59 ½.

**ROTH CONTRIBUTIONS ACCOUNT** – The portion of your account containing your Roth contributions, and the earnings and losses on those contributions.

**SPOUSE** – The person to whom you are married (in a civil or religious ceremony recognized under the laws of the state where the marriage occurred) immediately before the date you are paid your benefits from the Plan. If you die before you are paid your benefits from the Plan, your spouse is the person to whom you were married (as defined in the preceding sentence) on the date you die.

**TERMINATION OF EMPLOYMENT or TERMINATE EMPLOYMENT** - Your voluntary resignation or discharge from employment with all affiliates, your death while employed by an affiliate, or, if you incur total disability, the first anniversary of the date you are first absent from work (i) on account of a disability and receiving benefits under an Employer's salary continuation or short-term disability plan or (ii) on account of total disability.

**TOTAL DISABILITY or TOTALLY DISABLED** - Disability as determined by the Company's long-term disability insurance carrier.

**TRUST or TRUST AGREEMENT**- The separate trust agreement (and amendments) entered into between the Company and the Trustee that governs the creation of the Fund.

**TRUSTEE** - The persons or entity acting as Trustee under the Trust Agreement. The current Trustee is Vanguard Fiduciary Trust Company.

**VESTING SERVICE** - The service used to determine your non-forfeitable right to your Company matching contribution accounts, and your Profit Sharing contribution. You are credited with a year of vesting service for each plan year during which you complete 1,000 or more hours of service.



# APPENDIX

If you were an employee of one of these companies prior to their acquisition by the Company, different rules may apply to the balance of your account as of the acquisition date. Rules that differ are listed in this section.

- American Financial & Automotive Services, Inc.;
- EPG Insurance, Inc.;
- HYLA, Inc.
- Mutual Benefit Life Insurance Company;

## American Financial & Automotive Services, Inc.

On March 17, 2020, the Company acquired 100% of the issued and outstanding shares of capital stock of American Financial and Automotive Service, Inc. (“AFAS”), a Texas corporation. The Company has determined that AFAS can adopt this Plan on behalf of its eligible employees effective as of January 1, 2021.

### Past Service Credit

For purposes of the Plan, if you were employed by AFAS immediately prior to March 17, 2020 and you remained employed by AFAS after March 17, 2020, then your service with AFAS prior to March 17, 2020 was treated as though it were service with an Employer for purposes of eligibility service and vesting service under the Plan.

### Vesting

If you were employed by AFAS immediately prior to the March 17, 2020 and you remained employed by AFAS after March 17, 2020, then you shall continue to vest in your AFAS Employer matching contributions and discretionary profit sharing contributions under the American Financial & Automotive Services, Inc. 401(k) Profit Sharing Plan (“AFAS Plan”) pursuant to the following schedule:

<b>Years of Service</b>	<b>Vested Percentage</b>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years and thereafter	100%

For the avoidance of doubt, if you were employed by AFAS immediately prior to March 17, 2020 and you remained employed by AFAS after March 17, 2020, your safe harbor matching contributions accrued under the AFAS Plan prior to the March 17, 2020 shall always be 100% vested and non-forfeitable.

Safe harbor matching contributions accrued under the AFAS Plan will also be 100% vested for prior participants in the AFAS Plan whose AFAS balances were transferred to the Plan on January 1, 2021.

## **Early and Normal Retirement Ages**

This section also applies to prior participants in the AFAS Plan whose AFAS balances were transferred to the Plan on January 1, 2021. If you were employed by AFAS immediately prior to March 17, 2020 and such individual remained employed by AFAS after March 17, 2020, then your early retirement age shall be age 60 and your normal retirement age shall be age 65 with respect to any benefits accrued under the AFAS Plan prior to the March 17, 2020.

## **EPG**

On December 17, 2020, the Company acquired 100% of the outstanding shares of common stock of EPG Insurance, Inc. (“EPG”), a Delaware corporation. The Company has determined that EPG can adopt this Plan on behalf of its eligible employees effective on January 1, 2022.

## **Past Service Credit**

For purposes of this Plan, if you were employed by EPG immediately prior to December 17, 2020 and you remained employed by EPG after December 17, 2020, then your service with EPG prior to December 17, 2020 will be treated as though it were service with an Employer for purposes of eligibility service and vesting service under the Plan.

## **Vesting**

If you were employed by EPG immediately prior to December 17, 2020 and you remained employed by EPG after December 17, 2020, then you shall continue to vest in your EPG discretionary employer matching and discretionary profit sharing contributions under the EPG Insurance, Inc. Profit Sharing Plan (“EPG Plan”) pursuant to the following schedule:

<b>Years of Service</b>	<b>Vested Percentage</b>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years and thereafter	100%

For the avoidance of doubt, if you were employed by EPG immediately prior to December 17, 2020 and you remained employed by EPG after December 17, 2020, your safe harbor

non-elective contributions accrued under the EPG Plan prior to December 17, 2020 shall always be 100% vested and non-forfeitable.

Safe harbor non-elective contributions accrued under the EPG Plan will also be 100% vested for prior participants in the EPG Plan whose EPG balances were transferred to the Plan on January 1, 2022.

### **Special Rollover Provision**

If you had a loan outstanding under the EPG Plan on December 17, 2020, you shall be permitted to directly roll over the promissory note evidencing such loans (together with the remainder of his account in EPG Plan) from the EPG Plan to this Plan.

## **HYLA**

On December 1, 2020, the Company acquired 100% of the outstanding shares of common stock of Hyla, Inc. (“HYLA”), a Delaware corporation. The Company has determined that Hyla can adopt this Plan on behalf of its Eligible Employees effective on January 1, 2022.

### **Past Service Credit**

For purposes of this Plan, if you were employed by HYLA immediately prior to December 1, 2020 and you remained employed by HYLA after December 1, 2020, then your service with HYLA prior to December 1, 2020 was treated as though it were service with an Employer for purposes of eligibility service and vesting service under the Plan.

### **Vesting**

If you were employed by HYLA immediately prior to December 1, 2020 and you remained employed by HYLA after December 1, 2020, then you shall continue to vest in your HYLA discretionary employer matching contributions under the Hyla, Inc. 401(k) Plan (“HYLA Plan”) pursuant to the following schedule:

<b>Years of Service</b>	<b>Vested Percentage</b>
Less than 1 year	0%
1 year	25%
2 years	50%
3 years	75%
4 years	100%

### **Special Rollover Provision**

If you had a participant loan outstanding under the HYLA Plan on December 1, 2020, you were permitted to directly roll over the promissory note evidencing such loans (together with the remainder of his account in HYLA Plan) from the HYLA Plan to this Plan.

## **Early and Normal Retirement Ages**

If you were employed by HYL A immediately prior to December 1, 2020 and remained employed by HYL A after December 1, 2020, then your early retirement age shall be age 59 1/2 and your normal retirement age shall be age 65 with respect to any benefits accrued under the HYL A Plan prior to December 1, 2020.

## **Mutual Benefit Life Insurance Company**

### **MBL Accounts**

Plan assets allocated to MBL employees under the MBL Plan were transferred to the Plan. These transferred accounts are accounted for separately under the Plan, and are called the "MBL Accounts."

### **In-service Withdrawals**

After you have taken a distribution of all your after-tax contributions, you will be allowed to withdraw all or any part of your MBL Account that consists of employer contributions (and earnings) made to your MBL Account prior to Jan. 1, 1987. The minimum withdrawal is the lesser of \$300 or the amount available for withdrawal.