

Summary of Material Modifications to the SAMBA Federal Employee Benefit Association (“SAMBA”) Long Term Disability Program SPD

Effective July 1, 2020

This is a Summary of Material Modifications (“SMM”) for the SAMBA Long Term Disability (“LTD”) Program which informs you about Program changes that take effect on July 1, 2020. Because the SMM provides information only about those changes, it must be read together with the Summary Plan Description (“SPD”) dated April 1, 2018. If you do not have a copy of the SPD, you may request a copy at no charge from Us by calling (800) 638-6589 or downloading a copy from our website at *sambaplans.com*.

We, Us, and Our means the SAMBA Federal Employee Benefit Association or Our authorized representative. This is true whenever the word “We”, “Us,” or “Our” is used in this SPD, even when those words are not capitalized.

You, Your, Employee, Member, or Participant means an Employee of a SAMBA Eligible Employing Agency who has enrolled in this Program. This is true whenever the word “You”, “Your”, “Employee”, “Member”, or “Participant” is used in this SPD, even when those words are not capitalized.

Modifications

SPD, page 6

The Estimated Benefit Offset section is revised in its entirety to read as follows:

Estimated Benefit Offsets

When calculating Your Monthly Benefit, we will estimate Your Benefit Offsets until You receive written confirmation of Your actual entitlement under the FERS, CSRS, or Social Security Act. We will adjust Your Monthly Benefit when We receive written proof of (a) the amount awarded or (b) that the other income benefits have been denied and no further appeals are possible. If We underpaid You, We pay the full amount of the underpayment in a lump sum.

Due to the risk of an Overpayment when estimating Benefit Offsets, we also may request that you sign a Reimbursement Agreement.

SPD, page 15

We are adding a definition of Reimbursement Agreement to the Definitions Section to read as follows:

Reimbursement Agreement means a contract between You and Us under which You promise (a) to apply for all of the benefits for which You are eligible, (b) to appeal any denial of such benefits until all possible appeals have been made, and (c) to repay Us in a lump sum for any amount We overpaid due to an award of such benefits.