

Supplemental Benefits for

Winning Wheels

Administered by Assurity and American Public Life



Winning Wheels offers supplemental benefits through Assurity and American Public Life (APL). These benefits are designed to address financial vulnerabilities that may arise due to injuries, life-threatening illnesses, or death affecting you or a covered loved one. Assurity provides accident, critical illness, and APL provides term life insurance benefits to team members. All these benefits offer cash payments directly to you or a beneficiary, which can be used for various purposes such as deductibles, everyday living expenses, childcare, treatment-related travel expenses, final expenses, or any other needs you may have.

You can find your benefit summaries at the URL provided below, along with a URL and QR code to access an educational video about these plans. If you have any questions, please reach out to your agent. For filing a claim, please contact your claims advocate, whose details are also listed below.

To locate your education video visit link below or scan the QR code http://bit.ly/winningwheelssupplementalbenefits

Contact Information

Agent
MATT REDNOUR
563-265-0122

Claims Advocate
JADE WOOD
855-535-4231 Ext. 213



To locate your benefit summaries please visit: http://bit.ly/winningwheelssupplementalbrochures

Assurity Accident Expense Overview

OVERVIEW

Accident insurance provides a cash benefit that can be used for any purpose, not limited to deductibles, out-of-pocket maximums, or everyday living expenses, when an employee or their covered loved one experiences an injury due to an off-the-job accident. There are many examples such as sports injuries, slips and falls, burns, dislocations, and more. To qualify for benefits, seek treatment at a physician's office, urgent care, or emergency room; thereafter, it pays cash benefits for the specific injury, treatments, services, and more. Please contact your claims advocate for assistance with filing a claim. This plan is portable, meaning you can take it with you upon leaving employment, and it does not require any networks; benefits will be paid directly to you. Please refer to your benefit summaries for full plan details.

The below benefits show ranges for the two plan options you may choose from.

| The below benefits show ranges for the two plan options you may choose from. | | | | | | | | | | |
|--|---|--|--|--|--|--|--|--|--|--|
| EMERGENCY CARE | Physician's Office for Accident: \$150-\$200 Urgent Care for Accident: \$150-\$200 Emergency Room for Accident: \$300-\$400 Telemedicine Treatment: \$60-\$80 Ambulance Ground/Air: \$300/\$900-\$400/\$1,200 | X-Ray: \$300-\$400 Diagnostic Exams: \$150-\$200 Blood/Plasma/Platelets: \$900- \$1,200 ER Observation: \$75/\$150- \$100/\$200 | | | | | | | | |
| SUPPORTIVE & SPECIFIC INJURY CARE | Follow-Up Treatment: \$100-\$200 Physical/Occup./Speech Therapy: \$60-\$120 Chiropractic/Acupuncture: \$60-\$120 Epidural Pain Management: \$100-\$200 Medication or Medical Supplies: \$10-\$20 | Appliance: \$250-\$500 Prosthetic Devices: \$1,000-\$2,000 Residence or Vehicle Modification: \$1,000-\$2,000 Transportation Ground/Air: \$200/\$500-\$400/\$1,000 Lodging: \$200-\$400 | | | | | | | | |
| SPECIFIC INJURY CARE | Burns: \$1,125-\$2,000 Burns Skin Graft: 50% of Burn Benefit Child Organized Sports: Up to \$1,000 Coma: \$22,500-\$40,000 Concussion: \$56.25-\$100 Dental Emergency Crown/Extraction: \$225/\$67.50-\$400/\$120 Dislocation/Fracture Closed/Open Reduction: \$2,250/\$4,500-\$4,000/\$8,000 | Ear/Eye Injury: \$225-\$400 Gunshot Wound: \$1,125-\$2,000 Laceration: \$113-\$200 Paralysis: \$16,875/\$33,750- \$30,000/\$60,000 Poisoning: \$56.25-\$100 PTSD: \$450-\$800 Traumatic Brain Injury: \$675-\$1,200 | | | | | | | | |
| HOSPITAL ADMISSION CARE | Hospital Admission: \$1,000-\$2,000 Hospital Confinement: \$150-\$200 Intensive Care Unit: \$400-\$800 | Sub-Acute Intensive Care Unit: \$300-\$600 Rehabilitation Unit: \$200-\$400 Hospital Confinement-Child Care: \$40-\$80 | | | | | | | | |

Assurity Accident Expense Overview

Open Abdominal/Thoracic/Cranial Surgery: Hernia Surgery: \$375-\$1,000 \$1,500-\$4,000 Exploratory Surgery: \$375-\$1,000 **SURGICAL CARE** Tendon/Ligament/Rotator Cuff/Knee Cartilage Misc Outpatient Surgery: \$150-\$400 Surgery: \$750-\$2,000 Anesthesia: \$150-\$400 Ruptured Disc Surgery: \$750-\$2,000 ACCIDENT, Employee: \$40,000-**DEATH &** Spouse: \$20,000-\$40,000 Child(ren): \$10,000-\$20,000 \$80,000 **DISMEMBERMENT**

| Semi-Monthly Rates | Plan 1 | Plan 2 | | |
|-----------------------|---------|---------|--|--|
| EMPLOYEE | \$5.38 | \$9.51 | | |
| EMPLOYEE + SPOUSE | \$9.31 | \$16.39 | | |
| EMPLOYEE + CHILD(REN) | \$10.20 | \$17.59 | | |
| FAMILY | \$15.30 | \$26.40 | | |

Assurity Critical Illness Benefits Overview

| OVERVIEW | Critical illness insurance provides a cash benefit for a range of covered serious illnesses such as cancer, stroke, and heart attack, in addition to the conditions your medical insurance may cover. Payments can be used for any purpose, not limited to deductibles, out-of-pocket maximums, or everyday living expenses. If you or a covered loved one is diagnosed with one of the covered illnesses listed below while coverage is in force, please contact your claims advocate to assist you in filing a claim. This plan is portable, meaning you can take it with you upon leaving employment, and it does not require any networks; benefits will be paid directly to you. Please refer to your benefit summaries for full plan details. | | | | | | | | |
|--|---|--|---|--|--|--|--|--|--|
| | Employee Coverage Options | Child(ren) Coverage | | | | | | | |
| MULTIPLES OF MINIMUM ELECTION GUARANTEE ISSUE MAXIMUM ELECTION | \$10.000 \$10,000 \$30,000 \$30,000 | 50% of Employee's Amount | 25% of Employee's Amount (coverage is automatically included when employee coverage is elected) | | | | | | |
| COVERED CRITICAL ILLNESSES | Heart Attack: 100% Stroke: 100% Invasive Cancer: 100% Non-Invasive Cancer: 25% Skin Cancer: \$250/cal yr Kidney Failure: 100% | Loss of Sight: 100% Loss of Speech: 100% Loss of Hearing: 100% Parkinson's Disease: 100% | Bone Marrow Transplant: 100% Multiple Sclerosis: 50% Coronary Bypass Surgery: 25% Sudden Cardiac Arrest: 25% | | | | | | |

*Percents Shown **Reflect Percent of Lump Sum Benefit** Major Organ Transplant: 100% Alzheimer's Disease:

100% Coma: 100% Paralysis: 100%

ALS: 100% Benign Brain Tumor: 100% Occupational HIV: 100%

Severe Burns: 100%

Angioplasty: 10%

Loss of Independent Living:

25%

Schizophrenia: 10%

TIA: 10%

Cardiopulmonary Rider

Cardiopulmonary Rider and Childhood **Critical Illness Rider**

*Percents Shown **Reflect Percent of Lump Sum Benefit** Mitral Valve Replacement or Repair 50% Aortic Valve Replacement or Repair 50% Surgical Treatment of Abdominal Aortic Aneurysm 50% Pulmonary Embolism 25% Idiopathic Pulmonary Fibrosis 25% Angio Jet Clot Busting 10%

Cardiopulmonary Rider

Atherectomy 10% Stent Implementation 10% Cardiac Catheterization 10% Automatic Implantable Cardioverter Defibrillator 10% Pacemaker Placement 10% Valvuloplasty 10%

Childhood Critical Illness Rider

Cystic Fibrosis 100% Phenylalanine Hydroxylase Deficiency 100% Cerebral Palsy 100% Spina Bifida 100% Cleft Lip or Palate 100% Type 1 Diabetes 100% Down Syndrome 100% Complex Congenital Heart Disease 100%

Assurity Critical Illness Benefits Overview

PRE-EXISTING CONDITIONS

Assurity will not pay benefits for a specified critical illness that is caused by a pre-existing condition unless the specified critical illness starts after the coverage has been in force for 12 months from the issue date. Pre-existing condition means a sickness or physical condition for which, during the 12 months before the issue date, the insured person had symptoms which would cause an ordinary prudent person to seek diagnosis, care of treatment, or received medical consultation, advice or treatment from a physician or had taken prescribed medication.

The pre-existing condition clause will be waived during the initial enrollment for new hires. Late entrant employees enrolling during the annual reenrollment will be subject to the normal pre-existing condition clause.

Semi-Monthly Attained Age Rates Employee Only and Employee + Children Rates Below Employee + Spouse and Employee + Family Rates Below

| | - | | | | | | | |
|-----------------|----------|----------|----------|----------|----------|----------|--|--|
| Benefit Amounts | \$10,000 | \$20,000 | \$30,000 | \$10,000 | \$20,000 | \$30,000 | | |
| 18-24 | \$2.18 | \$4.36 | \$6.53 | \$2.80 | \$5.60 | \$8.37 | | |
| 25-29 | \$2.56 | \$5.10 | \$7.62 | \$3.32 | \$6.60 | \$9.90 | | |
| 30-34 | \$3.11 | \$6.21 | \$9.29 | \$4.17 | \$8.29 | \$12.40 | | |
| 35-39 | \$3.91 | \$7.80 | \$11.67 | \$5.38 | \$10.68 | \$15.97 | | |
| 40-44 | \$4.96 | \$9.89 | \$14.80 | \$6.97 | \$13.83 | \$20.69 | | |
| 45-49 | \$6.81 | \$13.54 | \$20.24 | \$9.77 | \$19.34 | \$28.93 | | |
| 50-54 | \$10.09 | \$20.05 | \$30.00 | \$14.72 | \$29.16 | \$43.60 | | |
| 55-59 | \$15.72 | \$31.24 | \$46.76 | \$23.22 | \$46.03 | \$68.84 | | |
| 60-64 | \$19.93 | \$39.62 | \$59.31 | \$29.53 | \$58.60 | \$87.69 | | |
| 65-69 | \$27.15 | \$54.05 | \$80.95 | \$40.35 | \$80.23 | \$120.09 | | |
| 70+ | \$77.34 | \$154.13 | \$230.91 | \$115.73 | \$230.34 | \$344.95 | | |

American Public Life (APL) Supplemental 20 Year Term Life

| OVERVIEW | Supplemental 20-Year Term Life Insurance allows you to choose between \$50,000 and \$150,000 in coverage for yourself, with the option to place coverage on your dependent spouse and children. This plan offers issue age rates, which means you will be locked in at your age of entry without rates increasing over time. It is portable, meaning you can take it with you upon leaving employment at your same term rates. This plan is guaranteed issue and does not require any health questions or exams. Coverage does not reduce or terminate at a particular age and will continue for the duration of the term (20 years), which you can take with you post-employment. Benefits will be paid to your named beneficiary or, in the event of a spouse or child passing away, will be paid directly to you. Please refer to your benefit summaries for full plan details. | | | | | | | |
|-------------------------|--|--|--|--|--|--|--|--|
| | Employee Coverage Options | Child(ren) Coverage | | | | | | |
| VOLUMES & AGE LIMITS | \$50,000 \$100,000 \$150,000 Issue Ages 17-70 | (Amount is based on the employee election must insure both employee and spouse) \$25,000 \$50,000 \$75,000 No age limit on Spouse | (Amount is based on the employee election must insure both employee and child(ren)) \$10,000 Ages 0-25 | | | | | |

Portable Term Life Insurance Rates

with Waiver of Premium Rider



| 20 YR Term | | | | | 20 YR Term | | | | 20 YR Term | | | | | |
|---|--------------------|--------------------|---|--------------------|-----------------------|---------------------------------------|---|--------------------|--------------------|-----------|--------------------|----------------------|--------------------|---------------------|
| Employee Benefit Amount = \$50,000 | | | Employee Benefit Amount = \$100,000 | | | Employee Benefit Amount = | | | \$150,000 | | | | | |
| Benefit Amount, if coverage is selected | | | Benefit Amount, if coverage is selected | | | | Benefit Amount, if coverage is selected | | | | | | | |
| Spouse = | \$25,000 | Child(r | ld(ren) = \$10,000 | | Spouse = | ouse = \$50,000 Child(ren) = \$10,000 | | Spouse = | \$75,000 | Child(r | (ren) = \$10,000 | | | |
| | Semi-M | onthly | Premiun | ns | Semi-Monthly Premiums | | ns | Semi-Monthly | | | Premiums | | | |
| Issue Age | EE Only | EE + SP | EE + CH | Family | Issue Age | EE Only | EE+SP | EE + CH | Family | Issue Age | EE Only | EE+SP | EE + CH | Family |
| 17 - 22 | \$5.62 | \$7.64 | \$8.19 | \$10.21 | 17 - 22 | \$9.10 | \$13.14 | \$11.66 | \$15.71 | 17 - 22 | \$12.57 | \$18.64 | \$15.14 | \$21.21 |
| 23 24 | \$5.62 \$5.62 | \$7.64 \$7.67 | \$8.19 \$8.19 | \$10.21 \$10.24 | 23 24 | \$9.10 \$9.10 | \$13.14 \$13.20 | \$11.66 \$11.66 | \$15.71 \$15.77 | 23 24 | \$12.57 \$12.57 | \$18.64 \$18.74 | \$15.14 \$15.14 | \$21.21 \$21.30 |
| 25 | \$5.62 | \$7.67 | \$8.19 | \$10.24 | 25 | \$9.10 | \$13.20 | \$11.66 | \$15.77 | 25 | \$12.57 | \$18.74 | \$15.14 | \$21.30 |
| 26 | \$5.67 | \$7.73 | \$8.24 | \$10.29 | 26 | \$9.20 | \$13.31 | \$11.77 | \$15.88 | 26 | \$12.73 | \$18.90 | \$15.30 | \$21.46 |
| 27 | \$5.67 | \$7.73 | \$8.24 | \$10.29 | 27 | \$9.20 | \$13.31 | \$11.77 | \$15.88 | 27 | \$12.73 | \$18.90 | \$15.30 | \$21.46 |
| 28 | \$5.67 | \$7.76 | \$8.24 | \$10.33 | 28 | \$9.20 | \$13.38 | \$11.77 | \$15.94 | 28 | \$12.73 | \$18.99 | \$15.30 | \$21.56 |
| 29 | \$5.67 | \$7.91 | \$8.24 | \$10.48 | 29 | \$9.20 | \$13.69 | \$11.77 | \$16.25 | 29 | \$12.73 | \$19.46 | \$15.30 | \$22.03 |
| 30 | \$5.72 | \$8.03 | \$8.29 | \$10.60 | 30 | \$9.31 | \$13.92 | \$11.88 | \$16.49 | 30 | \$12.89 | \$19.81 | \$15.46 | \$22.38 |
| 31 | \$5.99 | \$8.45 | \$8.56 | \$11.02 | 31 | \$9.84 | \$14.77 | \$12.41 | \$17.33 | 31 | \$13.70 | \$21.08 | \$16.26 | \$23.65 |
| 32 | \$6.10 | \$8.75 | \$8.67 | \$11.32 | 32 | \$10.06 | \$15.35 | \$12.63 | \$17.92 | 32 | \$14.02 | \$21.96 | \$16.59 | \$24.53 |
| 33 | \$6.37 | \$9.20 | \$8.93 | \$11.77 | 33 | \$10.59 | \$16.26 | \$13.16 | \$18.83 | 33 | \$14.82 | \$23.33 | \$17.39 | \$25.89 |
| 34 | \$6.69 | \$9.71 | \$9.26 | \$12.28 | 34 | \$11.24 | \$17.28 | \$13.80 | \$19.85 | 34 | \$15.78 | \$24.85 | \$18.35 | \$27.42 |
| 35 | \$7.01 | \$10.25 | \$9.58 | \$12.82 | 35 | \$11.88 | \$18.36 | \$14.45 | \$20.93 | 35 | \$16.75 | \$26.47 | \$19.31 | \$29.04 |
| 36 | \$7.33 | \$10.91 | \$9.90 | \$13.48 | 36 | \$12.52 | \$19.69 | \$15.09 | \$22.26 | 36 | \$17.71 | \$28.46 | \$20.28 | \$31.03 |
| 37 | \$7.70 | \$11.63 | \$10.27 | \$14.20 | 37 | \$13.27 | \$21.12 | \$15.84 | \$23.69 | 37 | \$18.83 | \$30.61 | \$21.40 | \$33.18 |
| 38 | \$8.29 | \$12.47 | \$10.86 | \$15.04 | 38 | \$14.45 | \$22.80 | \$17.01 | \$25.37 | 38 | \$20.60 | \$33.13 | \$23.17 | \$35.70 |
| 39 | \$8.88 | \$13.59 | \$11.45 | \$16.16 | 39 | \$15.62 | \$25.04 | \$18.19 | \$27.61 | 39 | \$22.36 | \$36.49 | \$24.93 | \$39.06 |
| 40 | \$9.31 | \$14.42 | \$11.88 | \$16.99 | 40 | \$16.48 | \$26.71 | \$19.05 | \$29.28 | 40 | \$23.65 | \$38.99 | \$26.22 | \$41.56 |
| 41 | \$10.22 | \$15.89 | \$12.79 | \$18.46 | 41 | \$18.30 | \$29.65 | \$20.87 | \$32.22 | 41 | \$26.38 | \$43.40 | \$28.94 | \$45.97 |
| 42 | \$10.91 | \$17.18 | \$13.48 | \$19.75 | 42 | \$19.69 | \$32.23 | \$22.26 | \$34.80 | 42 | \$28.46 | \$47.27 | \$31.03 | \$49.84 |
| 43 | \$11.88 | \$18.86 | \$14.45 | \$21.43 | 43 | \$21.61 | \$35.59 | \$24.18 | \$38.16 | 43 | \$31.35 | \$52.31 | \$33.92 | \$54.88 |
| 44 | \$12.89 | \$20.47 | \$15.46 | \$23.04 | 44 | \$23.65 | \$38.81 | \$26.22 | \$41.38 | 44 | \$34.40 | \$57.14 | \$36.97 | \$59.71 |
| 45 | \$14.12 | \$22.42 | \$16.69 | \$24.99 | 45 | \$26.11 | \$42.70 | \$28.68 | \$45.27 | 45 | \$38.09 | \$62.99 | \$40.66 | \$65.55 |
| 46 | \$15.14 | \$24.19 | \$17.71 | \$26.76 | 46 | \$28.14 | \$46.23 | \$30.71 | \$48.80 | 46 | \$41.14 | \$68.28 | \$43.71 | \$70.85 |
| 47 | \$16.37 | \$26.17 | \$18.94 | \$28.73 | 47 | \$30.60 | \$50.19 | \$33.17 | \$52.76 | 47 | \$44.83 | \$74.22 | \$47.40 | \$76.79 |
| 48 | \$17.66 | \$28.39 | \$20.22 | \$30.96 | 48 | \$33.17 | \$54.63 | \$35.74 | \$57.20 | 48 | \$48.69 | \$80.88 | \$51.25 | \$83.45 |
| 49 | \$18.94 | \$30.54 | \$21.51 | \$33.11 | 49 | \$35.74 | \$58.95 | \$38.31 | \$61.51 | 49 | \$52.54 | \$87.35 | \$55.11 | \$89.92 |
| 50 51 | \$20.54 | \$33.08 | \$23.11 | \$35.65 | 50 | \$38.95 | \$64.03 | \$41.52 | \$66.60 | 50 | \$57.35 | \$94.97 | \$59.92 | \$97.54 \$105.21 |
| 52 | \$22.04 \$23.65 | \$35.64 \$38.31 | \$24.61 \$26.22 | \$38.21 \$40.87 | 51 52 | \$41.94 \$45.15 | \$69.14 \$74.47 | \$44.51 \$47.72 | \$71.71 \$77.04 | 51 52 | \$61.85 \$66.66 | \$102.65 \$110.64 | \$64.41 \$69.23 | \$113.21 |
| 53 | \$25.47 | \$41.37 | \$28.03 | \$43.94 | 53 | \$48.79 | \$80.60 | \$51.36 | \$83.17 | 53 | \$72.12 | \$119.83 | \$74.69 | \$122.40 |
| 54 | \$27.29 | \$44.62 | \$29.85 | \$47.19 | 54 | \$52.43 | \$87.11 | \$55.00 | \$89.68 | 54 | \$77.58 | \$129.59 | \$80.14 | \$132.16 |
| 55 | \$29.43 | \$48.32 | \$31.99 | \$50.89 | 55 | \$56.71 | \$94.50 | \$59.28 | \$97.07 | 55 | \$84.00 | \$140.68 | \$86.56 | \$143.25 |
| 56 | \$31.89 | \$52.53 | \$34.45 | \$55.09 | 56 | \$61.63 | \$102.91 | \$64.20 | \$105.48 | 56 | \$91.38 | \$153.30 | \$93.95 | \$155.87 |
| 57 | \$34.56 | \$57.22 | \$37.13 | \$59.79 | 57 | \$66.98 | \$112.31 | \$69.55 | \$114.88 | 57 | \$99.40 | \$167.39 | \$101.97 | \$169.96 |
| 58 | \$37.56 | \$62.31 | \$40.13 | \$64.87 | 58 | \$72.97 | \$122.47 | \$75.54 | \$125.04 | 58 | \$108.39 | \$182.64 | \$110.96 | \$185.21 |
| 59 | \$41.03 | \$68.43 | \$43.60 | \$70.99 | 59 | \$79.93 | \$134.71 | \$82.50 | \$137.28 | 59 | \$118.82 | \$201.00 | \$121.39 | \$203.57 |
| 60 | \$44.62 | \$74.87 | \$47.19 | \$77.44 | 60 | \$87.10 | \$147.61 | \$89.67 | \$150.17 | 60 | \$129.58 | \$220.34 | \$132.15 | \$222.91 |
| 61 | \$45.95 | \$77.28 | \$48.35 | \$79.68 | 61 | \$89.90 | \$152.55 | \$92.30 | \$154.95 | 61 | \$133.85 | \$227.83 | \$136.25 | \$230.23 |
| 62 | \$50.55 | \$85.25 | \$52.95 | \$87.65 | 62 | \$99.10 | \$168.49 | \$101.50 | \$170.89 | 62 | \$147.65 | \$251.74 | \$150.05 | \$254.14 |
| 63 | \$55.80 | \$94.27 | \$58.20 | \$96.67 | 63 | \$109.60 | \$186.54 | \$112.00 | \$188.94 | 63 | \$163.40 | \$278.81 | \$165.80 | \$281.21 |
| 64 | \$61.60 | \$103.82 | \$64.00 | \$106.22 | 64 | \$121.20 | \$205.63 | \$123.60 | \$208.03 | 64 | \$180.80 | \$307.45 | \$183.20 | \$309.85 |
| 65 | \$68.10 | \$114.47 | \$70.50 | \$116.87 | 65 | \$134.20 | \$226.93 | \$136.60 | \$229.33 | 65 | \$200.30 | \$339.40 | \$202.70 | \$341.80 |
| 66 | \$74.55 | \$125.36 | \$76.95 | \$127.76 | 66 | \$147.10 | \$248.71 | \$149.50 | \$251.11 | 66 | \$219.65 | \$372.07 | \$222.05 | \$374.47 |
| 67 | \$81.70 | \$137.50 | \$84.10 | \$139.90 | 67 | \$161.40 | \$272.99 | \$163.80 | \$275.39 | 67 | \$241.10 | \$408.49 | \$243.50 | \$410.89 |
| 68 | \$89.35 | \$150.69 | \$91.75 | \$153.09 | 68 | \$176.70 | \$299.37 | \$179.10 | \$301.77 | 68 | \$264.05 | \$448.06 | \$266.45 | \$450.46 |
| 69 | \$97.95 | \$165.23 | \$100.35 | \$167.63 | 69 | \$193.90 | \$328.46 | \$196.30 | \$330.86 | 69 | \$289.85 | \$491.69 | \$292.25 | \$494.09 |
| 70 | \$107.50 | \$181.31 | \$109.90 | \$183.71 | 70 | \$213.00 | \$360.61 | \$215.40 | \$363.01 | 70 | \$318.50 | \$539.92 | \$320.90 | \$542.32 |
| EE = Employ | ee SP = So | ouse CH: | = Child(ren) | | | | | | | | | | | |

EE = Employee SP = Spouse CH = Child(ren)

Underwritten by American Public Life Insurance Company. Must be used in conjunction with APS8-22520 series and/or APS8-22525 series. Rates are guaranteed not to increase during the initial term period.