

PENSION PLAN FOR EMPLOYEES

Summary Plan Description





NATIONAL LIFE GROUP
PENSION PLAN FOR EMPLOYEES
SUMMARY PLAN DESCRIPTION

Introduction

The National Life Group Pension Plan for Employees is a retirement plan designed to assist you in providing financially for your retirement. In this booklet it is referred to as the “Plan” and the National Life Group company that employs you is referred to as the “Company.”

The booklet describes the benefits earned for service with the National Life Group by eligible employees who participate in the Plan, who are referred to as “you” or as a “participant.”

The benefits of this Plan are offered under certain rules and provisions outlined in this booklet. Please read it carefully so you understand this important information. Direct any questions you may have to the Administrator of the Plan. If any information included in this Summary Plan Description is in conflict with the Plan provisions, the provisions of the Plan are controlling.

The Plan’s “Sponsor” NLV Financial Corporation, reserves the right to change the provisions of the Plan or to terminate the Plan. Neither of these changes would reduce any of your Plan benefits that had already vested. If the Sponsor terminates the Plan, you will receive a distribution of your Plan benefits, to the extent there are sufficient Plan assets to pay benefits and to the extent that your benefit is guaranteed by the Pension Benefit Guaranty Corporation, as described later in this booklet.

Participation in the Plan

You will be eligible to participate in the Plan as soon as you become an eligible employee of the Company. An eligible employee is a Company employee who is classified in the Company’s books as being in a “with benefits” category. Generally the “with benefits” category includes regular full-time and certain regular part-time employees. It does not include Company employees who are full-time life insurance agents, employees who are attached to an insurance agency selling the Company’s products, employees working on a temporary full or part-time basis, employees who are on most types of leaves of absence, and individuals who are classified by the Company as independent contractors. You can contact the Administrator with any questions about whether or not you are in a “with benefits” category.

Your status as a participant will end when you are no longer an eligible employee and the Plan does not owe you any benefits.

Retirement Benefits

This is a defined benefit pension plan. The benefit to which you are entitled is defined by formula and will not vary depending on the Plan’s investment experience.

There are two different formulas used to determine Plan benefits.

If you most recently became an eligible employee after June 30, 2001, (generally including former employees who returned to employment after June 30, 2001), or if you were employed by Life Insurance Company of the Southwest at the time you became an eligible employee, your retirement benefit will be determined under the “Cash Balance” formula.

If you most recently became an eligible employee prior to July 1, 2001 and have continuously remained an eligible employee, your retirement benefit will be determined under the “Annuity Benefit” formula.

If you are a former employee who returned to employment, your benefit may be a combination of a Cash Balance benefit and an Annuity Benefit.

Under both benefit formulas, benefits depend on your years of participation in the Plan and your monthly compensation. Your years of participation are the number of years measured from the time you joined the Plan.

Your monthly compensation is the amount you are paid in a month made up of your salary (determined before any reductions to pay for items such as medical benefits, before-tax 401(k) contributions, and contributions to your healthcare flexible spending account and/or dependent care spending account), plus any overtime payments, plus any “eligible bonus amounts.” Generally an “eligible bonus amount” is an annual bonus received under a Company bonus plan, and this term also includes regular periodic performance-based bonuses for certain internal sales personnel. There is a legal limit on the compensation the Plan can recognize. This limit is \$270,000 in 2017. The limit is increased to reflect increases in the cost of living.

Limitation on Your Benefit. There is a legal limit on the amount of the retirement benefit the Plan can pay to you. The limit in 2017 for the amount of the payments that could be made in a year, if your benefit were paid as a life annuity and you were at least age 62 when payments began, is 100% of your 3-year average compensation, but not more than \$215,000. The \$215,000 figure is adjusted to reflect increases in the cost of living.

If your benefit is paid in some other form (for instance as a lump sum) or at some other age, this limit will be adjusted under IRS rules. The benefit statement provided to you by the Administrator will reflect the application of this limitation.

Vesting. You will have a fully vested interest in your pension benefit once you have been a National Life Group employee for at least 3 years. You will become fully vested earlier than that if, while you are an eligible employee, you attain age 55 or above, you die, or you become totally and permanently disabled. You will become fully vested if the Plan is terminated. If you terminate from service prior to being vested, your pension benefit will be forfeited. (See the section titled “Effect of Terminating from Service and Later Returning” for more information about vesting.)

Cash Balance Benefit. A participant's Cash Balance benefit at any time is the current value of the participant's vested account.

For each plan year while you are an eligible employee who is earning a Cash Balance benefit, an amount calculated under the cash balance formula will be credited to your account. The amount added to your account each year under that formula will annually be credited with interest until your plan benefit begins to be paid. Generally the interest rate will be based on the current annual interest rate for 30-year Treasury bonds, determined as of the preceding September. For amounts credited in plan years beginning in 2017, the rate for the year will be the greater of that rate and 2.80%.

Cash Balance Formula

The amount credited to a participant's account for the plan year equals the sum of (a) + (b).

- (a) participant's compensation up to 50% of the Social Security Taxable Wage Base *multiplied by* the applicable percentage from column (2), plus
- (b) participant's compensation above 50% of the Social Security Taxable Wage Base, if any, *multiplied by* the applicable percentage from column (3).

The compensation used in the formula is limited to the year's monthly compensations for months while you are an eligible employee. *Social Security Taxable Wage Base* means the maximum amount of W-2 compensation upon which Social Security "OASDI" taxes are levied (the "Medicare" portion of Social Security taxes is levied on 100% of W-2 compensation). This amount, which was \$127,200 in 2017, is adjusted periodically to reflect increases in national average wages.

Table of Applicable Percentages – Years Before 2017

A participant's "points" in column (1) equal the sum of the participant's attained age and completed years of participation in the Plan, determined as of each December 31, or if earlier, the day during the year when the participant ceased to be an eligible employee (for example, the day the employee terminated or retired).

(1) Points	(2) Percentage Applied to Compensation Below 50% of SSTWB	(3) Percentage Applied to Compensation Above 50% of SSTWB
Less than 30	2.00%	4.00%
30 – 39	2.75%	5.50%
40 – 49	3.50%	7.00%
50 – 59	4.50%	9.00%
60 – 69	5.50%	11.00%
70 or more	6.50%	13.00%

Table of Applicable Percentages – Years After 2016

A participant's "points" in column (1) equal the sum of the participant's attained age and completed years of participation in the Plan, determined as of each December 31, or if earlier, the day during the year when the participant ceased to be an eligible employee (for example, the day the employee terminated or retired).

(1) Points	(2) Percentage Applied to Compensation Below 50% of SSTWB	(3) Percentage Applied to Compensation Above 50% of SSTWB
Less than 30	2.75%	5.50%
30 – 39	3.25%	6.50%
40 – 49	3.75%	7.50%
50 – 59	4.50%	9.00%
60 – 69	5.50%	11.00%
70 or more	6.50%	13.00%

Transition Benefit. If you are an eligible employee who on July 1, 2001 was an employee of Life Insurance Company of the Southwest, the amount credited to your account for any plan year will not be less than 3% of your compensation and, for 2001, \$40,200 was substituted for the Social Security Taxable Wage Base in the cash balance formula.

Payments Beginning After Your Normal Retirement Date. If you continue to be an eligible employee after your normal retirement date of age 65, your pension payments will not begin until you retire. Unless your benefit has reached a maximum, as long as you continue as an eligible employee, an amount will be credited to your account for this service. The amount will be the amount determined under the cash balance formula, or if larger, the actuarial adjustment because your benefit starts a year later. If you continue to work after age 70½, however, subject to those maximums, the amount credited to your account will be the amount determined under the cash balance formula plus the actuarial adjustment because your benefit starts a year later.

When Your Benefit Will Be Paid. When you terminate from service (including retirement), if the value of your vested benefit is not more than \$1,000, it will be paid to you at that time in a lump sum. If it is more, then your benefit will be paid to you as of the first day of the month coinciding with or following your 65th birthday, your "normal retirement date" (or when you retire, if later) unless you elect to receive it earlier.

Form in Which Your Benefit is Paid. If the value of your benefit is \$5,000 or less, it will be paid as a cash lump sum. If the value is greater than \$5,000, then:

- If you are married when the benefit is paid, it will be paid in the form of a joint and survivor annuity providing level monthly payments as long as you or your spouse is alive, *unless* you and your spouse both elect in writing to waive this form of payment
- If you are not married when the benefit is paid, it will be paid in the form of a life annuity providing level monthly payments as long as you are alive, *unless* you elect in writing to waive this form of payment
- If the above form of payment is waived, you will receive your retirement benefit as

- A lump sum payment that you can take in cash or instruct the Administrator to roll over to an IRA or other eligible retirement plan
- Or if you elect it, a joint and survivor annuity with level monthly payments continuing for your life, and monthly payments for the life of the second annuitant, if he or she survives you, at a level of either 100% or 50% of the amount paid while you were alive.

Certain legal limitations may apply to the percentage benefit for a second annuitant. The Administrator can provide you with more information about how those limitations apply in your specific situation.

Annuity Benefit. A participant's Annuity Benefit is the monthly amount payable for your lifetime if your pension begins at your normal retirement date – this is called your “normal monthly pension.” Your normal retirement date is the first day of the month coinciding with or following your 65th birthday. Your Annuity Benefit may be paid in some other form, and it may begin before or after your normal retirement date, and in either case the benefit amount will be adjusted to reflect the change. In some cases, this adjustment is described as an “actuarial adjustment” or as the amount being “adjusted actuarially.” This means that, in order to reflect the changed form of payment or timing of payments, the amount of the payment is adjusted so that it has the same value based on specified interest rate assumptions and mortality assumptions. You may ask the Administrator to tell you what the amount of your benefit would be if you receive it as other than monthly payments for life.

Annuity Benefit Formula

Your normal monthly pension benefit is calculated under the following formula:

1.6% of final average salary up to your covered compensation,
Plus
 2.25% of final average salary over your covered compensation
Both multiplied by
 Your years of plan participation, up to 35 years,
Plus
 1.6% of final average salary
Multiplied by
 Your years of plan participation over 35 years

The maximum normal monthly pension you can earn under the Annuity Benefit formula is 60% of final average salary.

Final average salary is the average of the highest 60 consecutive monthly compensations you earned during your most recent 10 years of participation in the Plan.

Covered compensation is the average of the Social Security Taxable Wage Bases in effect for each calendar year during the 35-year period ending with the last day of the year in which you attain Social Security retirement age, as calculated under the Internal Revenue Service's rules.

Transition Benefit for Pre-1989 Participants

If you were an active participant in the Plan on December 31, 1988, you are entitled to an addition to the normal monthly pension benefit calculated under the above formula. This additional benefit equals .3% of final average salary for each year of plan participation with which you were credited as of December 31, 1988, up to a maximum of 10% of final average salary.

Payments Beginning After Your Normal Retirement Date. If you continue to be an eligible employee after your normal retirement date, your pension payments will not begin until you retire. Unless your benefit has reached a maximum, your normal monthly pension benefit will increase by the formula amount for each year of participation after age 65, or if larger, the actuarial adjustment because your benefit starts a year later. If you continue to work after age 70½, however, subject to those maximums your normal monthly pension benefit will increase by both the formula amount for another year of participation and by the actuarial adjustment because your benefit starts a year later.

Payments Beginning Before Your Normal Retirement Date. If you have terminated from service and payments begin before your normal retirement date, your normal monthly pension benefit is reduced by one-third of one percent for each of the first 60 months and by one-half of one percent for each of the next 60 months that your payment date comes before your normal retirement date. If payments begin before your 55th birthday, your normal monthly pension benefit is actuarially adjusted from the age 55 amount to reflect the earlier payment date.

Matrix Benefit. If you terminate from service after attaining age 55, and you have at least 20 years of service as an employee of the National Life Group, the adjustment to your normal monthly pension may be calculated in a different way. It will be calculated by the normal method just described, and it will be calculated as described in this paragraph. You will be entitled to the larger of the two amounts. The benefit calculated as described in this paragraph is often referred to as the "Matrix Benefit." Under this alternative, you add your attained age (expressed in whole years) and your years of service (rounded down to the nearest whole year), both determined as of the date payments begin. This sum, expressed as a percentage (but not more than 100%), is multiplied by your normal monthly pension benefit.

For example, if you terminated from service at age 60 with 30 years of service, and you planned to start pension payments immediately, you would multiply your normal monthly pension by $[60 + 30 = 90\%]$ to determine the Matrix Benefit adjustment to your pension benefit for starting your payments before age 65. Under the normal method, the adjustment percentage to your normal monthly pension for starting your payments at age 60 is 80%. Since the Matrix Benefit adjustment produces the larger benefit, that is the benefit you would receive.

When Your Benefit Will Be Paid. When you terminate from service (including retirement), if the value of your vested benefit is not more than \$1,000, it will be paid to you at that time in a lump sum.

If it is more, then your benefit will be paid to you at your normal retirement date (or when you retire, if later) unless you elect to receive it earlier. If the value of your benefit is not more than \$25,000 and you have elected to receive it as a lump sum, you may elect to receive it at any time after termination from service. If the value of your benefit is more than \$25,000, you may not elect to begin receiving until after you have both terminated from service and reached at least age 55.

Form in Which Your Benefit is Paid. If the value of your benefit is \$5,000 or less, it will be paid as a cash lump sum. If the value is greater than \$5,000, then:

- If you are married when the benefit is paid, it will be paid in the form of a joint and survivor annuity providing level monthly payments as long as you or your spouse is alive, *unless* you and your spouse both elect in writing to waive this form of payment
- If you are not married when the benefit is paid, it will be paid in the form of a life annuity providing level monthly payments as long as you are alive, *unless* you elect in writing to waive this form of payment
- If the above form of payment is waived, you may elect the form in which your benefit will be paid from among the following options.
 - *Lump Sum* - If the value of your benefit is not more than \$25,000, a lump sum payment that you can take in cash or instruct the Administrator to roll over to an IRA or other eligible retirement plan
 - *Life Annuity* – Level monthly payments as long as you are alive
 - *Life Annuity with Payments Guaranteed for 5 or 10 Years* – Level monthly payments for as long as you are alive; if you die before the end of the guarantee period, the level monthly payments will continue to your beneficiary for the remainder of the period
 - *Joint and Survivor Annuity Option 1* – Monthly payments for as long as you and a second annuitant are alive. You may elect that if you are the first to die, the payments to the second annuitant will be 100%, 66 2/3%, or 50% of the amount payable while you were alive
 - *Joint and Survivor Annuity Option 2* – Monthly payments for as long as you and a second annuitant are alive. You may elect that upon the first death, the payments to the survivor will be 100%, 66 2/3%, or 50% of the amount payable while you both were alive
 - *Joint and Survivor Annuity Option 3* – You may elect either Joint and Survivor Annuity Option 1 or Option 2, and elect that payments at the 100% level will continue for a minimum of 10 years, regardless of whether one or both joint annuitants die before the end of the guarantee period

Certain legal limitations may apply to the guaranteed period and/or the percentage benefit for a second annuitant. The Administrator can provide you with more information about how those limitations apply in your specific situation.

Effect of Terminating from Service and Later Returning as an Eligible Employee.

If you terminate from service and later are rehired and reenter the Plan, this could affect the service and participation with which you are credited, and the amount of your pension benefit.

If you were not vested when you terminated from service, and the period from then until you are rehired is at least 5 years, and is longer than your period of service prior to the time you terminated, then your prior period of service will not count for vesting purposes.

If you received a distribution of your entire vested benefit after you terminated from service, you will lose credit for that benefit and for your prior years of participation unless you pay the amount of the distribution back into the Plan by the earlier of: (1) 5 years after you received the distribution, or (2) 5 years after you again become an eligible employee.

If you received a distribution after you terminated from service, but it was less than your entire vested benefit, the benefit you are entitled to under the Plan will be reduced by the amount you received.

If you are receiving monthly pension payments from the Plan as a result of your termination from service, and you again become an eligible employee prior to your normal retirement date, those payments will cease. When you again terminate from service, your prior payment elections will be disregarded and you will have an opportunity to make any payment elections available to other comparable terminating eligible employees. The benefit you are entitled to under the Plan will be reduced by the amount you previously received.

Other Benefits

Preretirement Death Benefit. If you die prior to beginning to receive benefit payments, the Plan provides a preretirement death benefit equal to the value of your vested pension benefit. If you are an eligible employee at the time of your death, you will have a 100% vested interest in your pension benefit.

If you are survived by a spouse, your spouse will be entitled to a preretirement survivor annuity benefit. If the present value of your accrued benefit is not more than \$5,000, this amount will be paid as a lump sum; otherwise this benefit will provide level monthly payments for the life of your spouse. The amount of the benefit will be based on the amount that would have been paid if you had terminated from service at your date of death, you had begun to receive payments in the form of a joint and survivor annuity providing level monthly payments as long as you or your spouse were alive at your date of death (but in the case of an Annuity Benefit, this payment will not be deemed to have begun earlier than age 55), and you died the next day. This benefit will be paid beginning when you would have reached age 65, unless your spouse elects to have it begin earlier.

If you do not have a surviving spouse or if you and your spouse elected to waive this benefit, so that no preretirement survivor annuity benefit is payable, or if the value of your vested pension benefit is more than the value of the preretirement survivor annuity benefit, the value of your vested pension benefit (or the value in excess of the preretirement survivor annuity, as applicable) will be paid to your designated beneficiary. If at the time of your death you have not designated a beneficiary, or if no beneficiary whom you designated survives you, your beneficiary will be your surviving spouse, if any, and otherwise your estate. This benefit will be

paid in cash unless your beneficiary elects to have it paid as level monthly payments for life. This benefit will normally be paid within 3 months after your date of death.

Disability Benefit. If you terminate from service on account of a total and permanent disability, you will be 100% vested in your pension benefit.

If you are earning benefits under the Cash Balance formula at the time, the regular rules for receiving benefits upon a termination from service will apply to you.

If you are earning benefits under the Annuity Benefit formula, and you are determined to be eligible for benefits under the National Life Group Long Term Disability Plan for Employees, you will continue to be credited with years of participation while you are eligible for benefits under that plan. At the time that benefits are not payable to you under that plan, the regular rules for receiving benefits upon a termination of service will apply to you, *except that* you may elect to begin receiving benefits even though you have not yet attained age 55.

Rollovers

If you or, in the case of a preretirement death benefit, your spouse or your beneficiary are to receive your benefit payment as a lump sum, the recipient may elect to have that amount directly paid to another eligible retirement arrangement.

Limitations That Apply in Specific Circumstances

If you are to receive benefit payments, the amount of the payment you may receive in any year may be limited to no more than the amount which you would receive if the benefit were being paid as a level monthly income for your life. This limitation could arise if the Plan's funding level, that is, its assets in relation to its liability to pay benefits, falls below certain levels specified in the law and regulatory guidance.

In addition, if the Plan's funding level falls below certain other levels specified in the law and regulatory guidance, no additional benefits will be credited under the Plan.

Plan Contributions

The Plan is funded by contributions from National Life Group companies with employees participating in the Plan. Contributions by employees are neither required nor permitted, except to repay benefits previously distributed.

Benefits are provided from the assets in the Plan's Trust. These assets include a group annuity contract issued by National Life Insurance Company.

Taxation

Generally any distribution from the Plan that is not transferred to an IRA or other eligible retirement arrangement will be included in your gross income for income tax purposes. Distributions prior to age 59½ may also be subject to a penalty tax, although exceptions exist for distributions made in the form of payments over your lifetime, made after death, or made after termination from service after age 55.

Other Information

Military Service

Special rules apply to those who notify the Company that they are leaving employment with the Company to enter military service and who then return to employment with the Company after the military service ends. If you qualify, you will receive pension benefits under the Plan as though you had been an eligible employee during the period of your military service. If you are entering military service, or if you are a former employee returning from military service, please consult the Administrator for how those rules apply to you.

Qualified Domestic Relations Order

The procedures that the Plan will follow if your benefit is subject to a qualified domestic relations order are available from the Administrator upon request. The Plan will make a distribution required by the court order even if it specifies a time earlier than that ordinarily permitted by the Plan. Generally a qualified domestic relations order is an order issued by a court in a divorce situation dividing an employee's interest in the pension benefit between the former spouses.

Claims Procedures

The Administrator will normally administer the Plan in order to provide benefits without waiting for them to be claimed. However the procedure to be used by a participant or beneficiary to make a claim for benefits is available from the Administrator upon request. The following is a summary of the Plan's claims procedure.

A claim for benefits by a participant or beneficiary, to be effective under this procedure, must be made to the Administrator in writing and contain the information specified by the Administrator.

If an effective claim is wholly or partially denied, the Administrator shall furnish the participant or beneficiary with written notice of the denial within 90 days after the original claim was filed. Additional time might be needed for special circumstances. If such an extension of time is required, the Administrator shall notify the participant or beneficiary within 90 days after the original claim was filed and the Administrator shall make a determination no later than 180 days after the original claim was filed.

This notice of denial shall be written to clearly provide (1) the reason or reasons for the denial, (2) specific reference to pertinent Plan provisions on which the denial was based, (3) a description of any additional information needed to perfect the claim and an explanation of why such information is necessary, and (4) an explanation of the Plan's claims procedure.

The participant or beneficiary shall have 60 days from the receipt of the denial notice to make a written application for review by the Administrator. The participant or beneficiary shall have the rights (1) to review pertinent Plan documents and records and (2) to submit comments in writing.

The Administrator shall issue a decision on its review following its next regularly scheduled meeting after receipt of an application for review, unless the application is received less than 30 days prior to the date of that meeting. In that case, the decision on the Administrator's review will be issued no later than the date of the 2nd regularly scheduled meeting after the date the application is received. However, if special circumstances require a longer period, then the

decision on the application will be made no later than the date of the 3rd regularly scheduled meeting after the date the application is received. A decision denying the claim shall be in writing and shall include the specific reasons for the denial, reference to the Plan provisions on which the denial was based, a statement that the claimant is entitled to receive, upon request and free of charge, access to and copies of documents and records relevant to the claim for benefits, and a statement of the claimant's right to bring an action under ERISA.

Pension Benefit Guaranty Corporation

Your pension benefits under this plan are insured by the Pension Benefit Guaranty Corporation (PBGC), a federal insurance agency. If the plan terminates (ends) without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits.

The PBGC guarantee generally covers: (1) Normal and early retirement benefits; (2) disability benefits if you become disabled before the plan terminates; and (3) certain benefits for your survivors.

The PBGC guarantee generally does not cover: (1) Benefits greater than the maximum guaranteed amount set by law for the year in which the plan terminates; (2) some or all of benefit increases and new benefits based on plan provisions that have been in place for fewer than 5 years at the time the plan terminates; (3) benefits that are not vested because you have not worked long enough for the company; (4) benefits for which you have not met all of the requirements at the time the plan terminates; (5) certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the plan's normal retirement age; and (6) non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay, and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money your plan has and on how much the PBGC collects from employers.

For more information about the PBGC and the benefits it guarantees, ask your plan administrator or contact the PBGC's Technical Assistance Division, 1200 K Street N.W., Suite 930, Washington, D.C. 20005-4026 or call 202-326-4000 (not a toll-free number). TTY/TDD users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 202-326-4000. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at <http://www.pbgc.gov>.

Statement of your rights under the Employee Retirement Income Security Act of 1974 (ERISA)

As a participant in this Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to the following:

Examine, without charge, at the Plan Administrator's office, copies of all documents governing the Plan, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the

U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Get copies of all Plan documents and other Plan information upon written request to the Plan Administrator. The 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.

Get a statement telling you whether you have the right to receive a benefit at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit Plan. The people who operate your 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, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA. If your claim for a benefit is denied in whole or in part you have a right to know why this was done, to obtain 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 Plan's latest annual report and do not receive them within 30 days, you may file suit in 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 Administrator. If you have a claim for benefits which 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 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, if it finds your claim is frivolous.

If you have any questions about your Plan, you should contact the Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the administrator, you should contact the nearest Area 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 N.W., 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.

Plan Facts

Plan Name: National Life Group Pension Plan for Employees

Plan Number: 001

Type of Plan: The Plan is a defined benefit pension plan.

Plan Sponsor: NLV Financial Corporation
One National Life Drive
Montpelier, Vermont 05604

Identification Number: 03-0359222

Employer: National Life Insurance Company
One National Life Drive
Montpelier, Vermont 05604

Administrator: National Life Group Benefits Investment & Administration Committee
One National Life Drive
Montpelier, Vermont 05604
(802) 229-3177

The Plan uses a third party company, Prudential Retirement Services, to assist it in its administrative functions

Trustee: Prudential Trust Company
Prudential Retirement
280 Trumball St. H07E
Hartford, CT 06103

Agent for Service of Legal Process:
Secretary, National Life Insurance Company
One National Life Drive
Montpelier, Vermont 05604

Legal process may also be served upon the Administrator.

Plan Fiscal Year: The calendar year



National Life Group® is a trade name of National Life Insurance Company, Montpelier, VT, Life Insurance Company of the Southwest (LSW), Addison, TX, and their affiliates. Life Insurance Company of the Southwest is not an authorized insurer in New York and does not conduct insurance business in New York. Equity Services, Inc. is a Broker-Dealer and Registered Investment Adviser affiliate of National Life Insurance Company. Each company of National Life Group is solely responsible for its own financial condition and contractual obligations.

Centralized Mailing Address: One National Life Drive, Montpelier, VT 05604 | www.NationalLife.com