



BENEFITS GUIDE
PARTNERS

2023-2024

quinn emanuel trial lawyers
quinn emanuel urquhart & sullivan, llp



**Plan Year
September 1st, 2023
to August 31, 2024**

**FOCUSING ON YOUR BENEFITS
SO YOU CAN FOCUS ON YOUR
LIFE AND HEALTH**

YOUR BARKLEY HEALTH ADVOCATES




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WELCOME!

As part of the team at Quinn Emanuel Urquhart & Sullivan, LLP, you are offered a wide variety of employee benefits. In this guide, you'll find detailed information on the benefits available to you and your dependents. Review the following information and if you have any questions about your benefits, contact the Benefits Department or the appropriate carrier listed at the end of this guide.

HELPFUL HINTS

If you are enrolling during the firm's annual open enrollment period, any changes you make will begin on September 1st.

ELIGIBILITY

You are eligible for Quinn Emanuel Urquhart & Sullivan, LLP benefits on your date of hire.

You may enroll eligible dependents such as a legal spouse/registered domestic partner (same sex or opposite sex) and/or eligible dependents up to age 26.

WHEN TO ENROLL

You can enroll for coverage within 30 days of your eligibility date or during the firm's Annual Open Enrollment period. Enrollment elections can be made by logging into your ADP portal.

If you do not enroll into coverage within 30 days of your eligibility date, you will not receive health coverage during the plan year, unless you have experienced a qualifying life event (see Making Changes for details).

MAKING CHANGES

Elections made during enrollment will be effective until the end of the plan year on August 31, 2024. Once enrolled, you will be unable to make benefit changes or add/remove dependents until the next enrollment period or unless you have a qualifying life event.

Here are some examples of Qualifying Events:

- Marriage, divorce, legal separation, annulment, or death of spouse
- Birth, adoption, or placement for adoption
- Change in your residence or workplace (if your benefit options change)
- Loss of other health coverage
- Change in your dependent's eligibility status because of age, student status or any similar circumstance

If you have experienced a qualifying life event, **you will have 30 days** from the date of the event to make changes to your benefits coverage.

If you do not meet the deadline then you will be unable to make changes until the next open enrollment period in Fall 2024.

MEDICAL COVERAGE

For your convenience and flexibility, you have a choice of several Cigna medical plans. Review this table and choose the plan that's right for you and your dependents. Premiums are paid by the firm and reflected on partner's K-1 as taxable income.

PLAN FEATURES	CIGNA CHOICE FUND HDHP OPEN ACCESS PLUS PPO		CIGNA OPEN ACCESS PLUS (OAP) PPO		CIGNA OPEN ACCESS-IN HMO (ALL STATES EXCEPT CA & FL)	CIGNA HMO (CA ONLY)
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK ONLY	IN-NETWORK ONLY
Calendar Year Deductible	\$2,000 Individual \$4,000 Family	\$4,000 Individual \$8,000 Family	\$500 Individual \$1,000 Family	\$750 Individual \$1,500 Family	None	None
Calendar Year Out-of-Pocket Maximum	\$5,850 Individual \$11,700 Family	\$11,700 Individual \$23,400 Family	\$2,000 Individual \$4,000 Family	\$2,000 Individual \$4,000 Family	\$1,500 Individual \$3,000 Family	\$1,500 Individual \$3,000 Family
Primary Care Visit	20% after deductible	40% after deductible	\$25 copay	30% after deductible	\$25 copay	\$25 copay
Specialist Visit	20% after deductible	40% after deductible	\$25 copay	30% after deductible	\$25 copay	\$25 copay
Preventive Care	Covered in full	Not covered	Covered in full	30% after deductible	Covered in full	Covered in full
Emergency Room	20% after deductible	20% after deductible	\$100 copay (waived if admitted)		\$100 copay (waived if admitted)	\$100 copay (waived if admitted)
Urgent Care	20% after deductible	40% after deductible	\$50 copay (waived if admitted)		\$50 copay (waived if admitted)	\$50 copay (waived if admitted)
Outpatient Hospital Services	20% after deductible	40% after deductible	10% after deductible	30% after deductible	\$100/facility visit	\$100/facility visit
Inpatient Hospital Services	20% after deductible	40% after deductible	\$250/admission, plus 10% after deductible	\$250/admission, plus 30% after deductible	\$240/admission	\$240/admission
Outpatient Mental Health <i>Physician's Office</i>	20% after deductible	40% after deductible	\$25 copay	30% after deductible	\$25 copay	\$25 copay
Inpatient Mental Health	20% after deductible	40% after deductible	\$250/admission, plus 10% after deductible	\$250/admission, plus 30% after deductible	\$240/admission	\$240/admission
Prescription Drugs: Retail (up to a 30-day supply)						
Generic	\$15	50% up to \$250	\$15	30% after \$250	\$10	\$10
Brand Formulary	\$30	50% up to \$250	\$30	30% after \$250	\$20	\$20
Non-Formulary	\$45	50% up to \$250	\$45	30% after \$250	\$40	\$40
Prescription Drugs: Mail Order (up to a 90-day supply)						
Generic	\$30		\$30		\$20	\$20
Brand Formulary	\$60	Not covered	\$60	Not covered	\$40	\$40
Non-Formulary	\$90		\$90		\$80	\$80

This is only a brief summary of the plans. For more details, including limitations and exclusions, please review on the Intranet or contact the Benefits Department for a Summary Plan Description.

DENTAL COVERAGE

California partners have a choice of two Cigna dental plan options. The Cigna dental plans cover a portion of approved dental procedures.

PLAN FEATURES	TOTAL CIGNA DENTAL PPO	
	IN-NETWORK	OUT-OF-NETWORK*
Calendar Year Deductible <i>(waived for Preventive Services)</i>	\$50 per person \$150 per family	
Calendar Year Maximum	\$5,000 per person	
Diagnostic and Preventive Services <i>(e.g., X-rays, cleanings, exams)</i>	Covered in full	Covered in full
Basic and Restorative Services <i>(e.g., fillings, extractions, root canals)</i>	80%	80%
Major Services <i>(e.g., dentures, crowns, bridges)</i>	50%	50%
Orthodontia <i>(deductible waived)</i>	50%	50%
Orthodontia Lifetime Maximum <i>(dependent children to age 19)</i>	\$1,000	\$1,000

*Note: If you visit an out-of-network provider, you are responsible for charges above usual, customary and reasonable (UCR) limits.

DENTAL COVERAGE CONTINUED

The Patient Charge Schedule for the Cigna DHMO (CA Only) dental plan applies only when covered dental services are performed by your Network Dentists, unless otherwise authorized by Cigna Dental as described in your plan documents. Not all Network Dentists perform all listed services. Check with your Network Dentist in advance of receiving services.

TOTAL CIGNA DENTAL HMO (CA ONLY) NETWORK ONLY		
CODE	PROCEDURE	PATIENT CHARGE
D9310	Consultation	\$0
D9430	Office visit	\$5
D0210	X-rays intraoral - complete series of radiographic images (limit 1 every 3 years)	\$0
D0431	Oral cancer screening	\$50
D1110	Cleaning (2 per calendar year)	\$0
D2140/50/60-1	Fillings: Amalgam 1-4 surface(s)	\$0
D2391-4	Fillings: Resin-based composite (posterior) 1-4 surface(s)	\$35/\$45/\$65/\$80
D2710	Crown - Resin, laboratory	\$40
D2720	Crown - Resin with high noble metal	\$60
D3330	Molar Root Canal	\$100
D4260	Osseous Surgery - 4 or more teeth per quadrant	\$150
D6110	Implant/abutment supported removable denture for completely edentulous arch	\$375
	Periodic orthodontic treatment visit (contract)	
	Children (up to age 19):	
	24-month treatment fee =	\$1,608
D8670	Charge per month for 24 months =	\$67/month
	Adults:	
	24-month treatment fee =	\$1,800
	Charge per month for 24 months =	\$75/month

This is only a brief summary. See the complete Cigna DHMO Patient Charge Schedule for complete details. These can be found on your ADP Benefits Portal.

VISION COVERAGE

Protect your eyesight with EyeMed vision coverage. Visit in-network doctors to save on out-of-pocket expenses. You can find in-network providers at eyemed.com. EyeMed also offers the following perks just for being a member.

- **Discounts on sunglasses:** \$20 off, or \$50 off your purchase of \$200 or more at Sunglass Hut.

EYEMED VISION

Member Login:

<https://member.eyemedvisioncare.com/member/en>

Provider Locator:

<https://eyedoclocator.eyemedvisioncare.com/member/en/>

Vision PPO Network Name:

"Insight"

PLAN FEATURES	EYEMED	
	IN-NETWORK	OUT-OF-NETWORK
	YOU PAY:	PLAN REIMBURSES YOU:
Exam - every 12 months	\$10 copay	Up to \$40
Frames - every 12 months	No copay; \$190 allowance, 20% off balance over \$190	Up to \$133
Lenses - every 12 months		
Single Vision	\$10 copay	Up to \$30
Bifocal	\$10 copay	Up to \$50
Trifocal	\$10 copay	Up to \$70
Lenticular	\$10 copay	Up to \$70
Contact Lenses - every 12 months <i>(in lieu of lenses and frames)</i>	No copay; \$200 allowance	Up to \$200
Elective	15% off balance over \$200	Up to \$200
Medically Necessary	Covered in full	Up to \$210
LASIK OR PRK from U.S. Laser Network	15% off retail or 5% off promo; Call 1-800-988-4221	Not covered
OTHER: Hearing Care from Amplifon Network	Up to 64% off hearing aids; Call 1-877-203-0675	Not covered

YOUR COST FOR HEALTH COVERAGE

The Firm advances the monthly cost of health care to partners and the annual costs will appear on your Partner K-1 statements as earned income.

BENEFIT PLAN	EMPLOYEE ONLY	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	FAMILY
Medical				
Cigna HMO <i>(CA Only)</i>	\$799.83	\$1,861.14	\$1,443.06	\$2,287.30
Cigna Open Access Plus IN (EPO)	\$971.38	\$2,266.63	\$1,756.38	\$2,786.66
Cigna "Open Access Plus (PPO)"	\$1,168.46	\$2,702.73	\$2,301.44	\$3,835.74
Cigna HDHP (PPO)	\$793.82	\$1,846.81	\$1,433.29	\$2,273.18
Dental				
Cigna DPPO	\$59.96	\$122.77	\$136.49	\$200.32
Cigna DHMO <i>(CA Only)</i>	\$14.89	\$29.44	\$25.37	\$41.96
Vision				
EyeMed	\$6.87	\$13.05	\$13.73	\$20.19

KEEP TRACK OF YOUR HEALTH WITH MYCIGNA

ORGANIZE YOUR HEALTH PLAN INFORMATION WITH MYCIGNA

<https://my.cigna.com> is a simple way to personalize, organize, and access your important plan information. Register at <https://my.cigna.com> and login anytime to:

- Manage and track claims
- View ID Card information
- Find doctors and compare costs and quality ratings
- Review your coverage
- Track your account balances and deductibles
- Refill your prescription drugs online and check order status with Cigna Home Delivery Pharmacy

Get started today! Register at <https://my.cigna.com> or download the myCigna Mobile App for Apple, Android, Kindle or Fire.

WHAT MATTERS MOST? YOUR HEALTH

Finding your way on your health journey can be challenging, but Cigna is here to help.

Cigna offers personalized support to meet you where you are on your health journey and get you where you need to be. You'll receive the information, tools, and inspiration you need to take greater charge of your health. It's easy, fun, and available at no additional cost to you!

- Take a simple, game-like online assessment that helps you identify your health goals
- Keep track of all your important health information – BMI, blood pressure, cholesterol, and more
- Discover popular health & wellness apps that work best for you – then track your progress
- Find fun new ways to better manage your health

Your health matters. Cigna is here to make your journey easier. Visit [myCigna.com](https://my.cigna.com) from your desktop, smartphone, or tablet to get started.

MOTIVATEME REWARDS YOUR HEALTHY ACTIONS

(plan participation is limited to employees, not dependents)

Being healthy doesn't happen overnight; it takes consistency in making good choices every day. To encourage you on your health journey, Cigna's MotivateMe program allows you to earn gift card rewards by participating in a variety of activities, including:

- Health assessment
- Annual preventive exams

Getting started is easy! Visit <https://my.cigna.com> and select Incentive Awards Program or call 800-244-6224 to:

- Review detailed instructions on how the MotivateMe program works
- View a list of eligible goals and matching rewards
- Check and track your completed goals and earned rewards

HEALTH CARE THAT'S THERE FOR YOU WHEN AND WHERE YOU NEED IT

Head-to-toe virtual care¹ from MDLIVE.[®]



It's not always easy to find time for the health care you need. After all, doctors' appointments traditionally involve time and travel. That can lead to putting off care until problems become more serious, and potentially more expensive.

That's why Cigna has partnered with MDLIVE to offer a comprehensive suite of convenient virtual care options — available by phone or video whenever it works for you. MDLIVE board-certified doctors, dermatologists, psychiatrists and licensed therapists have an average of over 10 years of experience, and provide personalized care for hundreds of medical and behavioral health needs.

Now you don't have to wait — or travel — for the care you need.

Connect with video or phone, whenever it's convenient for you. Best of all, virtual care from MDLIVE board-certified doctors is available to you and your eligible dependents as part of your health benefits.

MDLIVE[®]

Primary Care

Preventive care, routine care, and specialist referrals

- Preventive care checkups/wellness screenings available at no additional cost² to identify conditions early
- Routine care visits allow you to build a relationship with the same primary care provider (PCP) to help manage conditions
- Prescriptions available through home delivery or at local pharmacies, if appropriate
- Receive orders for biometrics, blood work and screenings at local facilities³

Urgent Care

On-demand care for minor medical conditions

- On-demand 24/7/365, including holidays
- Care for hundreds of minor medical conditions
- A convenient and affordable alternative to urgent care centers and the emergency room
- Prescriptions available, if appropriate

Behavioral Care

Talk therapy and psychiatry from the privacy of home

- Access to psychiatrists and therapists
- Schedule an appointment that works for you
- Option to select the same provider for every session
- Care for issues such as anxiety, stress, life changes, grief and depression

Dermatology⁴

Fast, customized care for skin, hair and nail conditions — no appointment required

- Board-certified dermatologists review pictures and symptoms; prescriptions available, if appropriate
- Care for common skin, hair and nail conditions including acne, eczema, psoriasis, rosacea, suspicious spots and more
- Diagnosis and customized treatment plan, usually within 24 hours

3 easy steps to connect to care

Virtual care visits are convenient and easy.
To schedule an appointment:



Access MDLIVE by logging into myCigna.com and clicking on “Talk to a doctor.” You can also call MDLIVE at 888.726.3171. (No phone calls for virtual dermatology.)

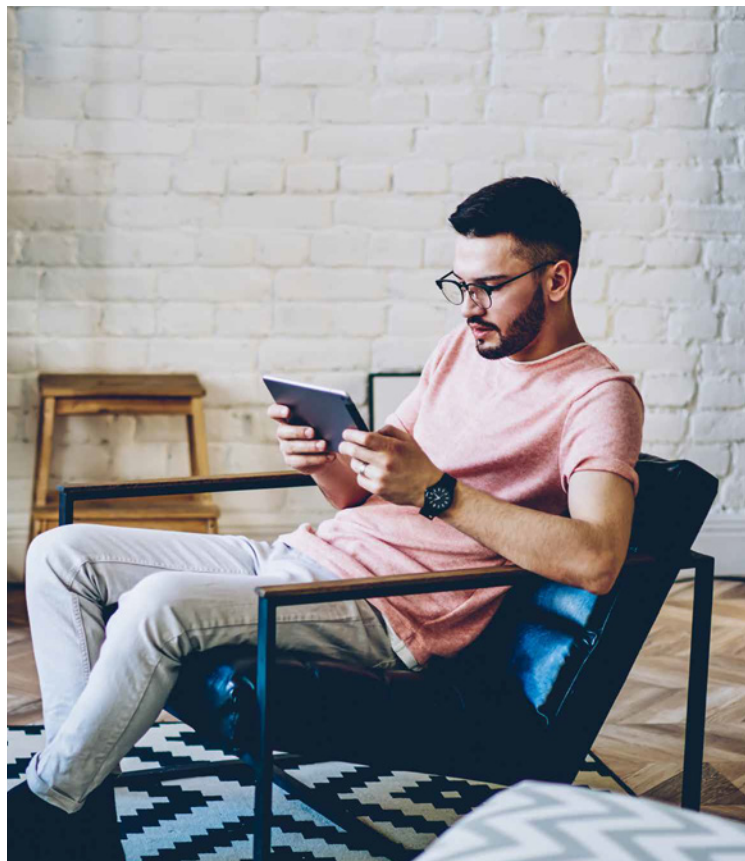


Select the type of care you need: medical care or counseling; cost will be displayed on both myCigna.com and MDLIVE



Follow the prompts for an on-demand urgent care visit, to make an appointment for primary or behavioral care, or to upload photos for dermatology care

Appointments are available via video or phone, whenever it's most convenient for you. Virtual dermatology does not require an appointment.



Visit myCigna.com to make an appointment for virtual care today.

Together, all the way.®



1. Cigna provides access to virtual care through national telehealth providers as part of your plan. This service is separate from your health plan's network and may not be available in all areas or under all plans. Referrals are not required. Video may not be available in all areas or with all providers. Refer to plan documents for complete description of virtual care services and costs. Virtual primary care through MDLIVE is only available for Cigna medical members aged 18 and older.
2. For customers who have a non-zero preventive care benefit, MDLIVE virtual wellness screenings will not cost \$0 and will follow their preventive benefit.
3. Limited to labs contracted with MDLIVE for virtual wellness screenings.
4. Virtual dermatological visits through MDLIVE are completed via asynchronous messaging. Diagnoses requiring testing cannot be confirmed. Customers will be referred to seek in-person care. Treatment plans will be completed within a maximum of 3 business days, but usually within 24 hours.

WHERE DO YOU START?

Each woman's journey to motherhood is unique. Enrolling in the Cigna Healthy Pregnancies, Healthy Babies® program is an important first step toward a healthy future for you and your baby.



Get started now

We can help you stay healthy before and during your pregnancy and in the days and weeks following your baby's birth. Call **800.615.2906** to enroll today.

Plan for a healthy pregnancy

When you enroll before becoming pregnant, we can help you be as healthy as possible. You'll have access to preconception planning tools and resources, including information from the March of Dimes on:

- › Eating right
- › Maintaining a healthy weight
- › Taking prenatal vitamins
- › Stopping alcohol and tobacco use
- › Controlling any medical conditions you may have

Have questions? Call the toll-free number on the back of your ID card anytime to speak with a Cigna maternity specialist who has nursing experience and can help you find in-network health care providers.

Learn about infertility support

If you're facing difficulty becoming pregnant, your case manager can help you find a Center of Excellence for infertility in your area. We can also answer any questions about your infertility benefits, which depend on your specific plan.

Find pregnancy support early and often

During your pregnancy:

- › Tell us about you and your pregnancy so we can get to know you and understand how we can help you.

- › Ask us anything - your maternity specialist, who has a nursing background, is there to support you during your whole pregnancy.

Learn as much as you want

Get live support 24 hours a day, seven days a week. Just call the number on your ID card to:

- › Get help with everything from tips on how to handle your discomfort during pregnancy to birthing classes and maternity benefits.
- › Access an audio library of health topics.

You can also visit **myCigna.com** for tools to help you track your pregnancy week by week, prepare for delivery and care for your baby.

The **Cigna Healthy Pregnancy™ app** is another resource available to you. The app is designed to help you and your baby stay healthy during pregnancy. This valuable resource offers you an easy way to track and learn about your pregnancy. It also provides support for baby's first two years!

Download the app now,* available on Google Play™ or the App Store®.



All Cigna Healthy Pregnancies, Healthy Babies services are confidential.

HEALTHIER PREGNANCIES EVERY STEP OF THE WAY.

Download the Cigna Healthy Pregnancy app today.

The Cigna Healthy Pregnancy® app is designed to help you and your baby stay healthy during pregnancy. This valuable resource offers you an easy way to track and learn about your pregnancy. It also provides support for baby's first two years!

Use this app to:

- ▶ Enroll in the Cigna Healthy Pregnancies, Healthy Babies® program.*
- ▶ Click to call a Cigna maternity specialist or case manager.*
- ▶ Learn about available incentives for program completion.*
- ▶ Keep a list of things to talk about with your health care provider, and set reminders.
- ▶ Watch educational videos about your baby's weekly development.
- ▶ Connect with your baby with the Baby Boost relaxation tool.
- ▶ Link to Cigna benefits and resource pages.
- ▶ Get personalized notifications on developmental milestones and to-dos for baby's first two years.
- ▶ View our expanded content library with helpful information on topics such as, behavioral health, loneliness, gun safety, coping with loss and pediatrics for baby's first two years.
- ▶ Add toddlers (from birth to two) to your profile and receive new specific content just for them.

There's a lot to keep track of when you're pregnant. The Cigna Healthy Pregnancy app can help make it simple. The app can guide you in talking with your provider about an issue, track your weight, help provide support and resources to actively manage your pregnancy and even promote a relaxing minute for you and your baby.

Download the Cigna Healthy Pregnancy app now.**

It's easy to use. Just enter your due date and **myCigna®** user ID and password.***

The content for Cigna Healthy Pregnancy was developed in conjunction with a board-certified OB-GYN who has over 15 years' experience caring for pregnant women and their babies. Other contributors include nurse midwives and other medical experts. Our content follows national clinical guidelines and is updated annually.



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Together, all the way.®



* If provided by your employer.

** The downloading and use of the app is subject to the terms and conditions of the app and the online stores from which it is downloaded. Standard mobile phone carrier and data usage charges apply. This app is for educational purposes only. Medical advice is not provided. Do not rely on information in this app as a tool for self-diagnosis. Always consult your provider for appropriate examinations, treatment, testing and care recommendations. In an emergency, dial 911 or visit the nearest hospital.

*** To register for myCigna go to myCigna.com.

CIGNA BEHAVIORAL EXPANDS ITS NETWORK TO INCLUDE NEW VIRTUAL PROVIDERS IN CALIFORNIA.

UTILIZE YOUR BEHAVIORAL BENEFITS TO ACCESS CARE.



CONTACT YOUR CIGNA REPRESENTATIVE FOR DETAILS AND INFORMATION.

TALKSPACE

Available nationwide

Connect with a licensed therapist or psychiatrist online, by video or text using Talkspace, available for Cigna Behavioral customers, ages 13 and up.

To schedule an assessment, go to <https://www.talkspace.com/Cigna>.

MERU HEALTH

Only available to customers in CA, CO and AZ

This 12-week virtual counseling program offers support for people suffering from depression, anxiety or burnout. The program includes live virtual counseling and private texting with licensed therapists, as well as an online peer support community and other educational resources for ages 18 and above.

To schedule your free screening session, go to <https://www.meruhealth.com/sign-up/cehealth/>.

NOCD

Only available to customers in CA, MI and NC

Get personalized treatment for obsessive compulsive disorder (OCD) through virtual live therapy and app-based digital tools, including texting with a therapist. Available to Cigna Behavioral customers ages 6 and up.

For a free assessment, go to <https://www.treatmyocd.com>.

THE HEALTH INFORMATION LINE IS HERE FOR YOU 24/7

It can be a fever in the middle of the night or a question about a popular medication. Whether you're looking for general information or have a specific health concern, the health information line is open 24 hours a day, seven days a week.

Dial 800.Cigna24 and you'll be connected with a nurse who is ready to help answer your health questions.

AND THERE'S MORE.

You can also listen to hundreds of podcasts in English and Spanish on almost any health topic to be better informed about your health. To listen:

- Select a topic and listen via livestream. Visit <https://my.cigna.com> for more information.
- Call the health information line, follow the voice prompts, enter a code for the audio library, and you will be listening in seconds.



FOR MORE INFORMATION, VISIT MYCIGNA.COM OR CALL 800.CIGNA24



401(k)

You are eligible to participate in a Merrill Lynch 401(k) plan after six months of employment on the first day of the next calendar quarter. Enrollments are effective on a quarterly basis. Once enrolled, you may drop contributions to zero at any time, but can only adjust up or down on the calendar quarter. An employer match is not available.

Merrill Lynch offers Benefits OnLine® to help plan for your future. Use this online resource to:

- Enroll in your 401(k) plan
- Check your balance
- Track investment performance
- Review transactions and account statements
- Chart your rate of return
- Change your elections and contribution rate
- Find tips and tools about investing in retirement

Visit <https://www.benefits.ml.com> (desktop) or <https://m.benefits.ml.com> (mobile) for more information.

PROFIT SHARING PLAN

You are eligible to participate in the Profit Sharing Plan after three consecutive months of employment. If projected income is less than \$600,000, estimated annual contribution will be \$20,000. If projected income is greater than \$600,000, estimated annual contribution will be \$37,500. You must also be employed on December 31 to receive the contribution.

Employer contribution is a fixed percentage contingent upon the firm's profitability and discretion. Employees are fully vested upon funding.

The contribution is made into the 401(k) plan. If you are not participating in the voluntary portion of the 401(k), the firm will open an account in your name for the purposes of the Profit-Sharing Plan.

PARTNER BENEFITS

DEFINED BENEFIT RETIREMENT PLAN

Eligible to participate after 12 consecutive months of service. Must be employed on December 31.

DRAWS

Draws will be paid on the 15th and last day of the month (if either of these days fall on a weekend, per period day will be the proceeding business day).

DISTRIBUTIONS

There are four distributions annually. Distribution dates are: April 15, June 15, September 15, and January 15 (final for previous calendar year).

MEMBERSHIPS

Paid for by Partner.

LIFE AND DISABILITY INSURANCE

BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE

As an active partner, you are eligible for up to \$1.5 million Life coverage and automatically enrolled in Basic Life insurance with a life benefit of \$750,000 and AD&D benefit of \$2,500,000 provided by the firm at no cost to you. The additional \$750,000 (totaling \$1.5 million) in life insurance is available at the cost of \$128 per month subject to approval following an Evidence of Insurability medical questionnaire and medical evaluation.

ADDITIONAL VOLUNTARY LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

You may purchase additional life and AD&D insurance coverage for yourself at group rates. Consider costs such as funeral expenses, legal expenses, and general living expenses for your surviving family members when determining an appropriate amount of additional coverage.

Employee: You may choose amounts up to 5x your base salary in increments of \$10,000 to a maximum of \$500,000. The guaranteed issue amount for employees is \$200,000 during initial enrollment only. Unum's Lock-In Feature: If the minimum of \$10,000 is selected at initial enrollment, the benefit amount may be increased up to the full guaranteed issue amount during future open enrollments.

If you enroll in additional coverage for yourself, you may choose to elect coverage for your spouse and/or your child(ren) in the following amounts:

Spouse: \$5,000 increments up to 100% of additional employee life and AD&D insurance. The guaranteed issue amount is \$50,000.

Child(ren): Amounts in \$2,000 increments up to \$10,000.

Please note: Evidence of Insurability is required prior to approval for coverage above guaranteed issue amounts and for late entrants.

LONG TERM DISABILITY (LTD)

You're automatically covered under the LTD plan at no cost to you. Premiums are reported as taxable income on K-1 statements.

LTD coverage will replace 60% of your base salary to a monthly maximum of \$100,000 if you are disabled for more than 90-days and are unable to work. The benefit is broken down by three benefit tiers.

LTD benefits are offset with other sources of income, such as Social Security and workers' compensation.

BENEFIT TIER	LTD BENEFIT																																				
Tier 1 Unum	International Partners 60% of salary up to \$30k/month benefit, whichever is less. U.S. Partners 60% of salary up to \$25k/month benefit, whichever is less. Up to age 61 = Benefits continue to Social Security Retirement Age. (See table below)																																				
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Tier 2 Unum <i>(if applicable U.S. Partners Only)</i>	If eligible, benefit is up \$20k/month in coverage for U.S. Partners. No underwriting or medical exams. Before age 61 = Benefits continue to age 65.																																				
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Tier 3 Lloyd's of London <i>(if applicable)</i>	If eligible, benefit is \$55K/ \$740K/month in coverage. This is guaranteed coverage with no underwriting required.																																				
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LONG TERM DISABILITY (LTD) CONTINUED

YEAR OF BIRTH	SOCIAL SECURITY NORMAL RETIREMENT AGE
On or before 1937	65 years
1938	65 years, 2 months
1939	65 years, 4 months
1940	65 years, 6 months
1941	65 years, 8 months
1942	65 years, 10 months
1943-1954	66 years
1955	66 years, 2 months
1956	66 years, 4 months
1957	66 years, 6 months
1958	66 years, 8 months
1959	66 years, 10 months
On or after 1960	67 years

EXCESS LIABILITY

CHUBB

Umbrella policies provide an extra layer of insurance (including unlimited defense costs) beyond homeowner or automobile liability insurance in the event of a suit for a variety of claims – including auto or boating accidents or accidents that occur on your property. Partners may purchase coverage at the group rates listed below:

BENEFIT AMOUNT	ANNUAL PREMIUM
\$5 million	\$787
\$10 million	\$1,406
\$15 million*	\$2,284
\$20 million*	\$3,513
\$25 million*	\$4,421

*Requires Underwriting Questionnaire

CONTACT TRAVEL ASSISTANCE ANYWHERE IN THE WORLD, DAY OR NIGHT:

Within U.S.: (800) 872-1414

Outside U.S.: +609-986-1234

Email: medservices@assistamerica.com



HELPFUL HINTS

Access useful resources online at <https://www.unum.com/support/employees/life-balance>



EMPLOYEE ASSISTANCE PROGRAM

The Employee Assistance Program (EAP) through Unum is available to you and your household family members 24 hours a day, seven days a week at (800) 854-1446. All calls are completely confidential and there is no cost to you for using the service.

The professionals at the EAP will help by assessing, advising, and recommending options to help you or your family members deal with problems. In addition to unlimited telephonic counseling, you are eligible for 3 face-to-face counseling sessions per incident per year.

THE EAP CAN HELP WITH MANY ISSUES INCLUDING:

- Locating childcare or eldercare services
- Financial or legal problems
- Personal or work relationships
- Depression or grief
- Substance abuse
- Identity theft protection



TRAVEL ASSISTANCE

Whenever you travel 100 miles or more from home, make sure to bring the travel assistance phone number! Travel assistance helps both you and your family have access to medical and other important travel services 24 hours a day.

USE UNUM TRAVEL ASSISTANCE FOR QUICK ACCESS TO:

- Emergency medical evacuation
- Prescription replacement assistance
- Care and transport of unattended minor children
- Emergency message service
- Emergency trauma counseling
- Referrals to Western-trained, English-speaking medical providers
- Passport replacement assistance



Help, when you need it most

With your Employee Assistance Program and Work/Life Balance services, confidential assistance is as close as your phone or computer.



EMPLOYEE ASSISTANCE PROGRAM (EAP)

Your EAP is designed to help you lead a happier and more productive life at home and at work. Call for confidential access to a Licensed Professional Counselor* who can help you.

A Licensed Professional Counselor can help you with:

- Stress, depression, anxiety
- Relationship issues, divorce
- Anger, grief and loss
- Job stress, work conflicts
- Family and parenting problems
- And more

WORK/LIFE BALANCE

You can also reach out to a specialist for help with balancing work and life issues. Just call and one of our Work/Life Specialists can answer your questions and help you find resources in your community.

Ask our Work/Life Specialists about:

- Child care
- Elder care
- Financial services, debt management, credit report issues
- Identity theft
- Legal questions
- Even reducing your medical/dental bills!
- And more

Who is covered?

Unum's EAP services are available to all eligible partners and employees, their spouses or domestic partners, dependent children, parents and parents-in-law.

Always by your side

- Expert support 24/7
- Convenient website
- Short-term help
- Referrals for additional care
- Monthly webinars
- Medical Bill Saver™ — helps you save on medical bills

Help is easy to access:

Phone support: 1-800-854-1446

Online support: unum.com/lifebalance

In-person: You can get up to three visits, available at no additional cost to you with a Licensed Professional Counselor. Your counselor may refer you to resources in your community for ongoing support.

QUESTIONS? ASK HERE

All Summary Plan Descriptions, Claim Forms, and Enrollment Forms can be found on the Intranet.

BENEFIT	CONTACT	TELEPHONE	WEBSITE OR EMAIL
General information	QE Benefits Department: Kathy Starr	(213) 443-3637	http://intranet.quinnemanuel.com Email: benefitsdepartment@quinnemanuel.com Email: kathystarr@quinnemanuel.com Member Login ADP Payroll Portal
Medical	Cigna	(800) 244-6224	https://my.cigna.com
Telehealth Services	Cigna	MDLive for Cigna 888-726-3171	http://mdliveforcigna.com Mobile app search: MDLive for Cigna
Dental	Cigna	(800) 244-6224	https://my.cigna.com
Vision	EyeMed	(888) 439-3633	Member Login: https://eyemedvisioncare.com/member/en Provider Locator: http://eyedoclocator.eyemedvisioncare.com/member/en/
401(k)	Merrill Lynch	(800) 228-4015	https://www.benefits.ml.com (desktop)
Basic Life and AD&D	Unum	(800) Ask-UNUM	Email: askunum@unum.com
Voluntary Life	Unum	(800) Ask-UNUM	Email: askunum@unum.com
Long-Term Disability	Unum	(800) Ask-UNUM	Email: askunum@unum.com
Employee Assistance Program (EAP)	Unum	(800) 854-1446	https://www.unum.com/support/employees/life-balance
Travel Assistance	Unum	U.S. (800) 872-1414 Outside U.S. +(609) 986-1234	Email: medservices@assistamerica.com

This communication highlights your Quinn Emanuel Urquhart & Sullivan, LLP benefit plans. Your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this communication and the official plan documents, the plan documents will prevail. Quinn Emanuel Urquhart & Sullivan, LLP reserves the right to change any benefit plan without notice. Benefits are not a guarantee of employment.