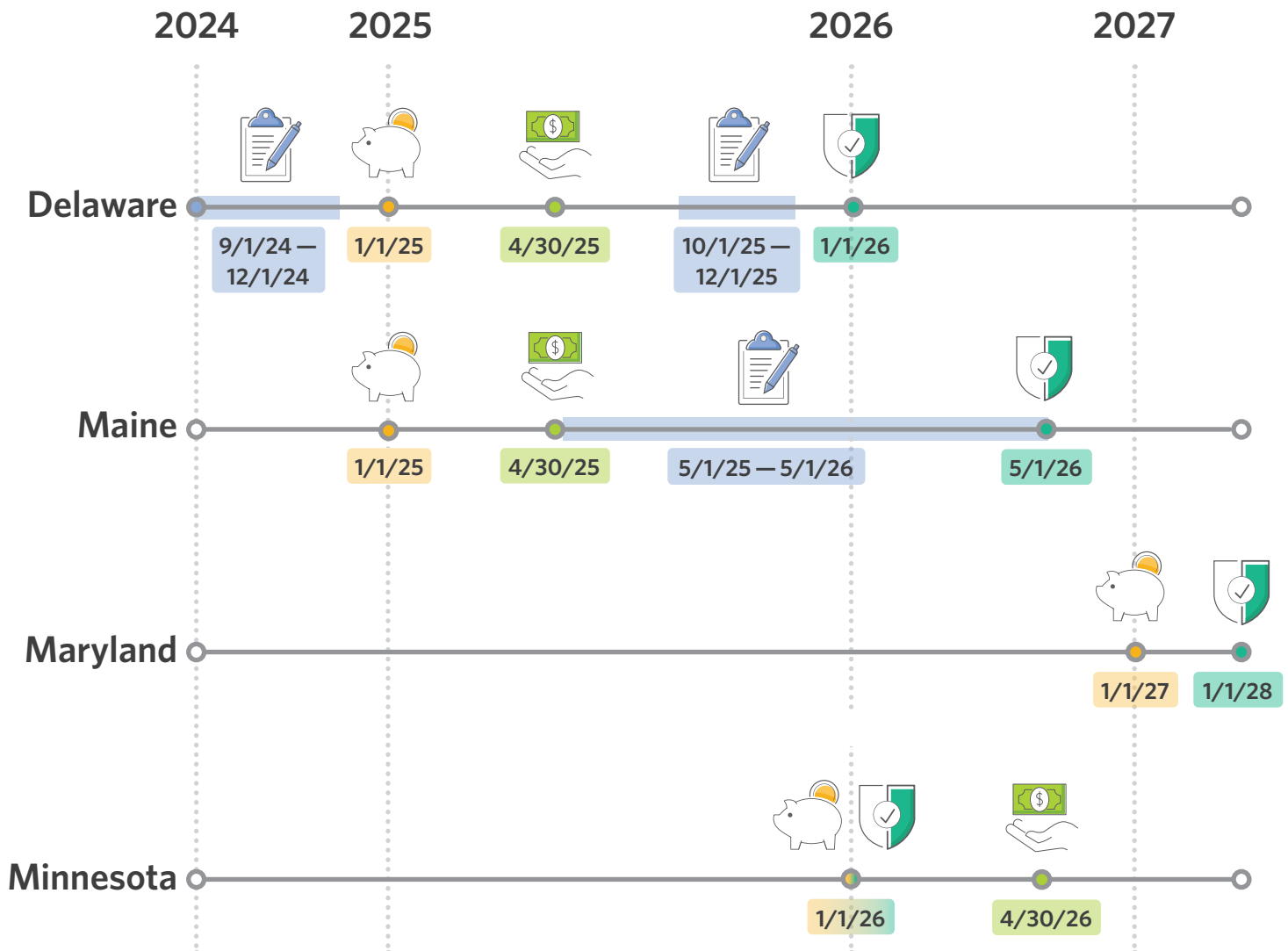


PAID LEAVE PROGRAM MILESTONES

Delaware, Maine, Maryland and Minnesota



Private Plan
Application
Window



Private Plan
Declaration of
Intent Window



First
Contributions
Due



Payroll
Deductions
Begin



Benefits
Begin



Underwritten by
United of Omaha Life Insurance Company
A Mutual of Omaha Company