



Metropolitan Life Insurance Company
200 Park Avenue, New York, New York 10166

CERTIFICATE RIDER

Group Policy No.: 91938-1-G

Policyholder: Helmerich & Payne Management, LLC

Effective Date: July 23, 2024

The certificate is changed as follows:

Applicable to Disability Income Insurance: Long Term Benefits for Full-Time hourly employees, excluding hourly professionals, temporary, seasonal and part-time employees

In the **ELIGIBILITY PROVISIONS: INSURANCE FOR YOU**, replace **Reinstatement of Disability Income Insurance** with the following:

“Reinstatement of Disability Income Insurance

If Your insurance ends, You may become insured again as follows:

1. If Your insurance ends because:

- You cease to be in an eligible class; or
- Your employment ends; and

You become a member of an eligible class again within 3 months of the date Your insurance ended, You will not have to complete a new Waiting Period or provide evidence of Your insurability.

2. If Your insurance ends because you cease making the required premium while on an approved Family and Medical Leave Act (FMLA) or other legally mandated leave of absence, and you become a member of an eligible class within 45 days of the earlier of:

- The end of the period of leave You and the Policyholder agreed upon; or
- The end of the eligible leave period required under the FMLA or other similar legally mandated leave of absence law,

You will not have to complete a new Waiting Period or provide evidence of Your insurability.

3. In all other cases where Your insurance ends because the required premium for Your insurance has ceased to be paid, You will be required to provide evidence of Your insurability.

If You become insured again as described in either item 1 or 2 above, the limitation for Pre-existing Conditions will be applied as if Your insurance had remained in effect with no interruption.”

This rider is to be attached to and made part of the certificate.

CR2000

Certificate Number 2.1