



ERISA Consent Form for Electronic Distribution of Benefit Materials and Notices

Under the Employee Retirement Income Security Act of 1974 (ERISA) and related regulations, employee consent must be given in order to receive electronic copies of employee benefits materials.

The purpose of this notice is to inform you that Fronteer Professional Services is offering you the opportunity to receive electronically all notices about your employee benefits. Such notices will include (but not limited to):

- **Summary Plan Description (SPD):** Summary of all benefit plans offered by the company including information regarding all the benefit plans offered, the Plan Administrator’s contact information, how to appeal a claim and who to notify in case of a complaint.
- **Open Enrollment Announcement & Open Enrollment Guides:** Provides pamphlets, guides, benefit summaries, applications, and announcements.
- **Summary of Material Modifications (SMM):** Describes material modifications to the plan and changes to information required to be included in the plan’s Summary Plan Descriptions (SPD).
- **Summary of Material Reduction in Covered Services or Benefits:** Summarizes group health plan amendments and changes in information required to be in the Summary Plan Description (SPD) that constitute a “material reduction in the covered services or benefits.”
- **Health Insurance Exchange Notice:** Informs employees of the existence of the Health Insurance Marketplace, the potential availability of a tax credit, and that an employee may lose the employer contribution if the employee purchases a qualified plan.
- **Notice of Special Enrollment Rights:** Describes the plan’s special enrollment rules.
- **General Notice of COBRA Rights:** Provides notice of the right to purchase a temporary extension of group health coverage when coverage is lost due to certain qualifying events.
- pertaining to an employee’s eligibility to enroll in various benefits offered by the company.

If authorized, these materials will be delivered to the employee’s email address listed below. In order to access the electronic benefits materials and notices, an employee must have an internet connection, a web browser or other software to access their email account, and Adobe Acrobat Reader or a similar PDF reader software.

When a new benefit notice, announcement, newsletter, application, etc. is released, you will receive an email notification at the email address you provided below with a copy of the recently released document(s). Employees can also request a paper copy of all documents at no additional charge.

Consent to receive electronically delivered documents can be withdrawn at any time. To withdraw consent or to update your address for receiving electronically delivered documents, employees must notify Fronteer Professional Services at the contact information provided on this form below.

I consent to receive electronic delivery of the above plan documents and notices. I acknowledge that I have read this notice and understand that I am entitled to withdraw my consent at any time at no cost to myself. I understand that I have the right to receive paper copies of all plan documents and notices upon request at no additional charge. I also confirm that I have the ability and the necessary computer hardware and software to access all plan documents and notices that are emailed to me.

Name

Email Address

Signature

Date