



National Life Group[®]

Charter of National Life Group Military Advisory Team

Vision:

To create a more attractive and fulfilling experience for Veterans and current Service Members at National Life Group, we seek to create an organization of employee Veterans who will help to carry out and oversee the implementation of a robust and comprehensive program to widen recruitment, improve new hire integration and strengthen the military community at National Life Group.

Mission Statement:

The Military Advisory Team, hereafter referred to as the "Team" will work at all times to:

- Facilitate a stronger, companywide community of Veterans at National Life Group
- Create a more attractive and military-friendly company
- Encourage the assimilation of company and military culture throughout National Life Group
- Provide a viable means of communication between Veteran employees, co-workers and all levels of management

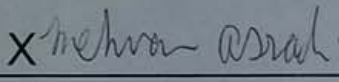
The Team will work to carry out the various duties related to implementing these responsibilities and above all else this organization will always remain committed to serving those who have served.

Structure and Membership:

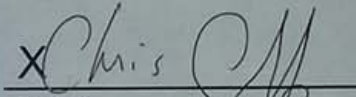
The initial structure of this Team will consist of a general membership of all founding members who will convene promptly after the completed chartering to establish member responsibilities, adopt a strategy, and establish objectives.

To achieve the greatest benefit for the National Life Group, the Team will be guided and accountable to the People Center. The Team will be obligated to report quarterly to an appointed People Center Representative regarding activities, news, concerns, and other matters pertinent to the interests of the Company.

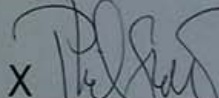
Authorizing Officers: Sign/Date

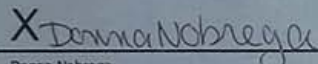
X 
 Mehran Assadi
 President & CEO

X 
 Sean N. Woodroffe
 SVP & Chief People Officer


X 
 Chris Graff
 VP Communications

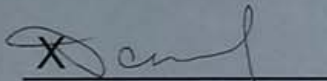
Endorsements

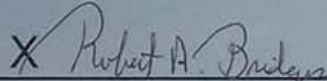
X 
 Phil Scott
 Vermont Lieutenant Governor

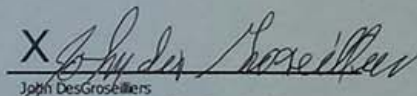
X 
 Donna Nobrega
 US Department of Labor

X 
 Annie Noonan
 Commissioner, Vermont Department of Labor

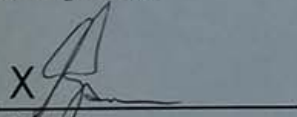
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 Rose Lucenti
 Vermont Department of Labor

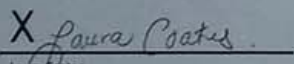
X 
 David Wheel
 Employer Support of the Guard and Reserve

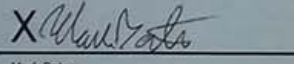
X 
 Rob Bridges
 Employer Support of the Guard and Reserve

X 
 John DesGroselliers
 Employment Support of the Guard and Reserve

Founding Members

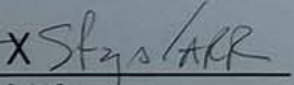
X 
 Andrew Spens


X 
 Laura Coates

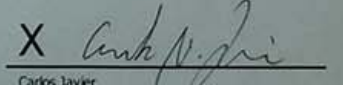
X 
 Mark Bates

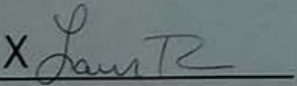
X 
 Tom Malone

X 
 Tom Longfellow

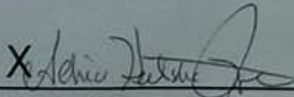
X 
 Stephan Farr


X 
 Brittany Rose

X 
 Carlos Javier

X 
 Laura Triana

X 
 Greg Coz

X 
 Adria Halstead-Johnson

X 
 Page Green