

Voluntary Short-Term Disability (STD) Benefit Highlights for The University of Texas System

Eligibility: All active benefit eligible employees who work at least 20 hours per week and continue in UT employment for a term of at least 4.5 months, or are appointed for at least 50% of a standard appointment, are eligible.

Weekly Benefit: 60% of your weekly earnings up to a maximum of \$693 per week. We will reduce the amount of your STD payment by other income benefit payments you may receive.

Weekly Earnings: will equal 1/52nd of your last reported gross annual income from your employer in effect on the day immediately prior to your date of disability.

It includes:

1. hazardous duty pay;
2. longevity pay;
3. employee contributions made through a salary reduction agreement with your employer to an IRC Section 401(k), 403(b), 501(c)(3), 457 deferred compensation plan, or any other qualified or non-qualified employee Retirement Plan or deferred compensation arrangement; and
4. amounts contributed to your fringe benefits according to a salary reduction arrangement under an IRC Section 125 plan.

It does not include:

1. commissions;
2. bonuses;
3. overtime pay;
4. your employer's contribution on your behalf to a Retirement Plan or deferred compensation arrangement; or
5. any other extra compensation.

Premium: You pay 100% of the premium. To calculate your premium, divide your monthly earnings (maximum of \$5,000) by 100; then multiply by 0.267.

For example, your monthly earnings are \$4,000.

$4,000 \div 100 = 40 \times 0.267 = \10.68 is your monthly premium.

If you are on a 9 or 12 month contract, divide your contract salary by the number of months in the contract (to a maximum of \$5,000); then divide by 100, and multiply by 0.267.

For example, your 9 month contract salary is \$36,000.

$36,000 \div 9 = 4,000 \div 100 = 40 \times 0.267 = \10.68 is your monthly premium.



This summary is for illustrative purposes only and does not constitute a contract. The full terms and conditions of the coverage are contained in the policies provided to The University of Texas System. If there is any discrepancy between this benefit description and the policy, the terms of the policy will control.

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