Voluntary Group Long-Term Disability Insurance

Employee Benefit Booklet

THE UNIVERSITY OF TEXAS SYSTEM
Group Number: GFZ71778-0001
Class 1-01
Dearborn Life Insurance Company

Group Certificate

Dearborn Life Insurance Company
Chicago, Illinois
Administrative Office: 701 E. 22nd Street • Lombard, IL 60148

Having issued Group Policy No. GFZ71778-0001
(herein called the Policy or this Plan)

to

The University of Texas System
(herein called the Policyholder)

CERTIFIES that You are insured, provided that You qualify under the ELIGIBILITY AND EFFECTIVE DATES provision, become insured and remain insured in accordance with the terms of the Policy. Your insurance is subject to all the definitions, limitations and conditions of the Policy. It takes effect on the effective date stated in the ELIGIBILITY AND EFFECTIVE DATES provision.

This certificate describes Your eligibility for benefits and the terms and provisions of the Policy. It replaces and cancels any other certificate previously issued to You under the Policy.

If the terms and provisions of the Certificate of Coverage (issued to You) are different from the Policy (issued to the Policyholder), the Policy will govern. Your coverage may be canceled or changed in whole or in part under the terms and provisions of the Policy.

READ YOUR CERTIFICATE CAREFULLY

Signed for Dearborn Life Insurance Company

[Signatures]

Secretary

President

THE INSURANCE POLICY UNDER WHICH THIS CERTIFICATE IS ISSUED IS NOT A POLICY OF WORKERS' COMPENSATION INSURANCE. YOU SHOULD CONSULT YOUR EMPLOYER TO DETERMINE WHETHER YOUR EMPLOYER IS A SUBSCRIBER TO THE WORKERS' COMPENSATION SYSTEM.

Group Voluntary Long-Term Disability Certificate

Participating
How you’re protected if your life or health insurance company fails

The Texas Life and Health Insurance Guaranty Association protects you by paying your covered claims if your life or health insurance company is insolvent (can’t pay its debts). This notice summarizes your protections.

The Association will pay your claims, with some exceptions required by law, if your company is licensed in Texas and a court has declared it insolvent. You must live in Texas when your company fails. If you don’t live in Texas, you may still have some protections.

For each insolvent company, the Association will pay a person’s claims only up to these dollar limits set by law:

- Accident, accident and health, or health insurance (including HMOs):
  - Up to $500,000 for health benefit plans, with some exceptions.
  - Up to $300,000 for disability income benefits.
  - Up to $300,000 for long-term care insurance benefits.
  - Up to $200,000 for all other types of health insurance.

- Life insurance:
  - Up to $100,000 in net cash surrender or withdrawal value.
  - Up to $300,000 in death benefits.

- Individual annuities: Up to $250,000 in the present value of benefits, including cash surrender and net cash withdrawal values.

- Other policy types: Limits for group policies, retirement plans and structured settlement annuities are in Chapter 463 of the Texas Insurance Code.

- Individual aggregate limit: Up to $300,000 per person, regardless of the number of policies or contracts. A limit of $500,000 may apply for people with health benefit plans.

- Parts of some policies might not be protected: For example, there is no protection for parts of a policy or contract that the insurance company doesn’t guarantee, such as some additions to the value of variable life or annuity policies.

To learn more about the Association and your protections, contact:
Texas Life and Health Insurance Guaranty Association
515 Congress Avenue, Suite 1875
Austin, TX 78701
1-800-982-6362 or www.txlifega.org

For questions about insurance, contact:
Texas Department of Insurance
P.O. Box 149104
Austin, TX 78714-9104
1-800-252-3439 or www.tdi.texas.gov

Note: You’re receiving this notice because Texas law requires your insurance company to send you a summary of your protections under the Texas Life and Health Insurance Guaranty Association Act (Insurance Code, Chapter 463). These protections apply to insolvencies that occur on or after September 1, 2019. There may be other exceptions that aren’t included in this notice. When choosing an insurance company, you should not rely on the Association’s coverage. Texas law prohibits companies and agents from using the Association as an inducement to buy insurance or HMO coverage.

Chapter 463 controls if there are differences between the law and this summary.

GEN-76-0120
Have a complaint or need help?

If you have a problem with a claim or your premium, call your insurance company or HMO first. If you can’t work out the issue, the Texas Department of Insurance may be able to help.

Even if you file a complaint with the Texas Department of Insurance, you should also file a complaint or appeal through your insurance company or HMO. If you don’t, you may lose your right to appeal.

**Dearborn Life Insurance Company**
To get information or file a complaint with your insurance company or HMO:
**Call:** Regulatory Inquiry Representative at 1-630-691-0365
**Toll-free:** 1-877-442-4207
**Email:** DOIComplaintsTX@bcbstx.com
**Mail:** Dearborn Life Insurance Company
Regulatory Oversight & Compliance Department
701 E. 22nd Street
Lombard, IL 60148

**The Texas Department of Insurance**
To get help with an insurance question or file a complaint with the state:
**Call:** 1-800-252-3439
**Online:** [www.tdi.texas.gov](http://www.tdi.texas.gov)
**Email:** ConsumerProtection@tdi.texas.gov
**Mail:** MC 111-1A
P.O. Box 149091
Austin, TX 78714

¿Tiene una queja o necesita ayuda?

Si tiene un problema con una reclamación o con su prima de seguro, llame primero a su compañía de seguros o HMO. Si no puede resolver el problema, es posible que el Departamento de Seguros de Texas (Texas Department of Insurance, por su nombre en inglés) pueda ayudar.

Aun si usted presenta una queja ante el Departamento de Seguros de Texas, también debe presentar una queja a través del proceso de quejas o de apelaciones de su compañía de seguros o HMO. Si no lo hace, podría perder su derecho para apelar.

**Dearborn Life Insurance Company**
Para obtener información o para presentar una queja ante su compañía de seguros o HMO:
**Llame a:** Regulatory Inquiry Representative at 1-630-691-0365
**Teléfono gratuito:** 1-877-442-4207
**Correo electrónico:** DOIComplaintsTX@bcbstx.com
**Dirección postal:** Dearborn Life Insurance Company
Regulatory Oversight & Compliance Department
701 E. 22nd Street
Lombard, IL 60148

**El Departamento de Seguros de Texas**
Para obtener ayuda con una pregunta relacionada con los seguros o para presentar una queja ante el estado:
**Llame:** 1-800-252-3439
**En línea:** [www.tdi.texas.gov](http://www.tdi.texas.gov)
**Correo electrónico:** ConsumerProtection@tdi.texas.gov
**Dirección postal:** MC 111-1A
P.O. Box 149091
Austin, TX 78714
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>PROVISION</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>SCHEDULE OF BENEFITS</td>
<td>3</td>
</tr>
<tr>
<td>ELIGIBILITY AND EFFECTIVE DATES</td>
<td>5</td>
</tr>
<tr>
<td>LONG-TERM DISABILITY BENEFITS</td>
<td>9</td>
</tr>
<tr>
<td>EXCLUSIONS AND LIMITATIONS</td>
<td>13</td>
</tr>
<tr>
<td>TERMINATION OF COVERAGE</td>
<td>14</td>
</tr>
<tr>
<td>SUPPLEMENTAL BENEFITS AND SERVICES</td>
<td>16</td>
</tr>
<tr>
<td>SURVIVOR INCOME BENEFIT</td>
<td>16</td>
</tr>
<tr>
<td>ACCIDENTAL DISMEMBERMENT BENEFIT</td>
<td>16</td>
</tr>
<tr>
<td>CATASTROPHIC DISABILITY BENEFIT</td>
<td>17</td>
</tr>
<tr>
<td>CAREGIVER RESPITE BENEFIT</td>
<td>18</td>
</tr>
<tr>
<td>CAREGIVER TRAINING BENEFIT</td>
<td>19</td>
</tr>
<tr>
<td>EMERGENCY ALERT SYSTEM BENEFIT</td>
<td>19</td>
</tr>
<tr>
<td>WORKSITE MODIFICATION BENEFIT</td>
<td>20</td>
</tr>
<tr>
<td>CONVERSION PRIVILEGE</td>
<td>20</td>
</tr>
<tr>
<td>CLAIM SERVICES</td>
<td>21</td>
</tr>
<tr>
<td>FILING A CLAIM</td>
<td>21</td>
</tr>
<tr>
<td>UNIFORM PROVISIONS</td>
<td>24</td>
</tr>
<tr>
<td>DEFINITIONS</td>
<td>26</td>
</tr>
</tbody>
</table>

Note: All terms in *italics* are listed and defined in the Definitions section or within the certificate itself.
<table>
<thead>
<tr>
<th>Policyholder:</th>
<th>The University of Texas System</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy Number:</td>
<td>GFZ71778-0001</td>
</tr>
<tr>
<td>Effective Date:</td>
<td>September 1, 2015</td>
</tr>
<tr>
<td>Annual Enrollment Period:</td>
<td>July 15 – July 31</td>
</tr>
<tr>
<td>Eligibility:</td>
<td>The following are eligible: All active benefit eligible Employees who are Actively at Work for the Policyholder who are expected to work at least 20 hours per week and to continue in the employment for a term of at least 4½ months or appointed for at least 50% of a standard full-time appointment excluding those individuals who are covered under another group disability program provided by the Medical Practice Plan (MSRDP/PRS) Benefits.</td>
</tr>
<tr>
<td>Waiting Period:</td>
<td>If You are in a class eligible for insurance: The date of hire or the first day of the month following the date of hire, whichever You elect when You enroll.</td>
</tr>
<tr>
<td>Elimination Period:</td>
<td>90 Days</td>
</tr>
<tr>
<td>Elimination Period for Catastrophic Disability Benefit:</td>
<td>90 Days</td>
</tr>
<tr>
<td>LTD Monthly Benefit:</td>
<td>60% of Monthly Earnings to a Maximum Gross Monthly Benefit of $12,025.00 per month subject to reduction by deductible sources of income or Disability Earnings</td>
</tr>
<tr>
<td>Social Security Offset Method:</td>
<td>Family Social Security</td>
</tr>
<tr>
<td>Policyholder Contribution:</td>
<td>0% of premium</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age on Date of Disability</th>
<th>Maximum Period Payable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 60</td>
<td>To age 65, but not less than 60 months</td>
</tr>
<tr>
<td>60 – 64</td>
<td>60 months</td>
</tr>
<tr>
<td>65 – 69</td>
<td>To age 70, but not less than 12 months</td>
</tr>
<tr>
<td>70 and over</td>
<td>12 months</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age on Date of Disability</th>
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</tr>
</thead>
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<tr>
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</tr>
<tr>
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</tr>
<tr>
<td>65 – 69</td>
<td>To age 70, but not less than 12 months</td>
</tr>
<tr>
<td>70 and over</td>
<td>12 months</td>
</tr>
</tbody>
</table>
OTHER FEATURES

The following other features are included:

• Waiver of Premium
• Work Incentive Benefit
• Recurrent Disability
• FMLA Coverage Extension
• Conversion Privilege
• Survivor Benefit
• Worksite Modification Benefit
• Vocational Rehabilitation Service
• Social Security Assistance
• Catastrophic Disability Benefit
  • Caregiver Respite Benefit
  • Caregiver Training Benefit
  • Emergency Alert System Benefit
• Accidental Dismemberment Benefit
• Continuity of Coverage

THIS SCHEDULE OF BENEFITS CANCELS AND REPLACES ALL OTHER SCHEDULES PREVIOUSLY ISSUED TO YOU UNDER THE POLICY. IT OUTLINES THE POLICY FEATURES. THE FOLLOWING PAGES PROVIDE A COMPLETE DESCRIPTION OF THE PROVISIONS OF YOUR CERTIFICATE.
ELIGIBILITY AND EFFECTIVE DATES

Who is eligible for this insurance?

The following people are eligible: All active benefit eligible Employees who are Actively at Work for the Policyholder who are expected to work at least 20 hours per week and to continue in the employment for a term of at least 4½ months or appointed for at least 50% of a standard full-time appointment excluding those individuals who are covered under another group disability program provided by the Medical Practice Plan (MSRDP/PRS) Benefits.

The Waiting Period is shown in the Schedule of Benefits.

When does Your Contributory insurance become effective?

Your Contributory coverage will become effective on the latest of the following dates, provided You are Actively at Work on that date:

1. If there is no Waiting Period, the date you are eligible for coverage, if You enroll for coverage on or before that date;
2. If You sign the Enrollment Form after the end of the Waiting Period, but within 31 days after that day, Your coverage will become effective on the first of the month that falls on or next follows the date You sign the Enrollment Form.
3. If You do not sign the Enrollment Form within this 31-day period, You will be considered a late entrant and must wait until the next Annual Enrollment to apply for coverage and must furnish Evidence of Insurability satisfactory to Us before coverage can become effective, unless You qualify because of a Change in Family Status.
   a. Initial requests for coverage or requests for changes to existing coverage made during the Annual Enrollment period will become effective on the Policy anniversary date or the date We determine that the Evidence of Insurability is satisfactory and We provide written notice of approval, whichever is later.
   b. Coverage because of a Change in Family Status will become effective on the date You sign the Enrollment Form.

You must be Actively at Work for coverage under the Policy to become effective. If, because of Injury or Sickness, You are not Actively at Work on the date the insurance would otherwise take effect, it will take effect on the day You return to Active Work.

Contributory means You pay all or a portion of the premium for this insurance coverage.

Enrollment Form means the Application You complete to apply for coverage under the Policy.

Change in Family Status

If You experience a qualified Change in Family Status, You may enroll for Contributory coverage, apply for additional coverage, or request changes to Your current Contributory benefit program(s) without providing Evidence of Insurability. You must submit the appropriate Enrollment Form within 31 days of the Change in Family Status.

Change in Family Status means changes in the status of Your family, including but not limited to:

1. You get married;
2. You have a dependent child, or You adopt or become the legal guardian of a dependent child;
3. Your Spouse dies or You become divorced;
4. Your dependent child becomes emancipated or dies;
5. Your Spouse is no longer employed, resulting in a loss of group insurance, or;
6. You have a change in classification which results in You changing from part-time to full-time, or full-time to part-time.

7. You return to work after a leave of absence.

What happens if You take a leave of absence?

You have two options if You take a leave of absence:

1. You may continue Your coverage for the period of the leave of absence provided Your premium is paid; or

2. You may terminate Your coverage effective the date Your leave of absence begins.

If You continue Your coverage and return to work on the first work day following the end of Your leave of absence, Your coverage will continue.

If You do not return to work on the first work day following the date Your leave of absence ends, Your coverage will terminate on the date Your leave of absence ended.

If You terminate Your coverage when Your leave of absence begins or before the end of the approved leave of absence period, You must re-enroll when You return to work after a leave of absence. Evidence of Insurability is required if You do not re-enroll within 31 days of returning to work after a leave of absence.

When is Evidence of Insurability required?

Evidence of Insurability is required if:

1. You are a late entrant, which means You enroll for insurance more than 31 days after the date You are eligible for insurance; or

2. You voluntarily canceled Your insurance and are reapplying.

You may obtain an Evidence of Insurability Form from the Policyholder.

Changes to Your coverage

A change in Your coverage may occur if there is a Policy change. If You are eligible for additional coverage due to a Policy change, the additional coverage will be effective on the date the Policy change is effective, as requested by the Policyholder and agreed upon by Us.

In order for Your additional coverage to begin, You must be in Actively at Work. Additional coverage is subject to payment of premium.

Additional coverage includes increases in Your Monthly Benefit amount and other benefit provisions that may impact when or for how long benefits are payable. Additional coverage is subject to the Pre-Existing Condition Exclusion.

Any decrease in coverage will take effect immediately. If the Date of Disability was prior to the decrease, any claim resulting from that Disability will be paid at the amount in effect at the time the Disability was incurred.

Evidence of Insurability means a statement of Your medical history which We will use to determine if You are approved for coverage. Evidence of Insurability will be provided at Our expense.

Evidence of Insurability Form means a form provided or approved by Us on which you provide a statement of your medical history.
**What is an Annual Enrollment period?**

Unless otherwise specified, *Annual Enrollment Period* means the period of time prior to the *Policy* anniversary date. Your *Annual Enrollment Period* is shown on the Schedule of Benefits.

Eligible Employees may enroll in the Plan, apply for additional coverage, or request changes to their current Voluntary Benefit program(s) only during the *Annual Enrollment*, unless they qualify because of a *Change in Family Status*. Employees hired after an *Annual Enrollment* period may enroll within 31 days following their eligibility date. If a new Employee does not elect Voluntary coverage within that time period, he must wait for the next the *Annual Enrollment* to enroll unless they qualify because of a *Change in Family Status*.

Initial requests for coverage or requests for changes to existing coverage made during the *Annual Enrollment* period will become effective on the *Policy* anniversary date or the date *We* determine *Evidence of Insurability* is satisfactory and *We* provide written notice of approval, whichever is later.

00099 UTS

**Who pays for Your coverage?**

You pay the entire cost of Your coverage.

00008

**Do You have to pay premium while You receive benefits?**

*We* will waive premium for You during a period of *Disability* for which the *LTD Monthly Benefit* is payable under the *Policy*. Premium payment is required during Your *Elimination Period* or any other period when the *LTD Monthly Benefit* is not payable under the *Policy*.

00009

**What happens if We are replacing an existing Policy? (Continuity of Coverage)**

**Effect on Actively at Work requirement**

If You were insured under the *Prior Policy* on the day before the *Policy* Effective Date, You may be covered by the *Policy* even if You do not satisfy the *Actively at Work* requirement as stated in the *When does insurance become effective?* provision and You would otherwise be eligible to become insured under the *Policy*, *We* will provide limited coverage under this Plan. Coverage under this provision will begin on the *Policy* effective date and will continue until the earliest of:

1. The end of the month following the date You become *Actively at Work*;
2. The end of any period of continuance or extension provided under the *Prior Policy*; or
3. The date coverage would otherwise end, according to the provisions of the *Policy*.

Your coverage under this provision is subject to payment of premium.

**Effect on Benefits**

If You do not satisfy the *Actively at Work* requirement, You may still be eligible for benefits under the *Policy* as follows:

The benefits payable under the *Policy* will be the benefits which would have been payable under the terms of the *Prior Policy* if it had remained in force; and the benefits payable under the *Policy* will be reduced by any benefits payable under the *Prior Policy* for the same *Disability* for which the prior carrier is liable.

The *Prior Policy* is the group disability insurance *Policy* issued to the *Policyholder* by Hartford Life Insurance Company whose coverage terminated immediately prior to the *Policy* Effective Date.

**Effect on Pre-existing Conditions**

If You have a *Disability* due to a *Pre-Existing Condition* after the *Prior Policy* has been replaced by this Plan, Benefits may be payable if:
1. You were insured under the Prior Policy at the time the Policyholder changed coverage from the Prior Policy to the Policy; and

2. You have been continuously insured under this Plan from the effective date of this Plan until the date Your Disability began.

In order for benefits to be paid, You must satisfy the Pre-Existing Condition exclusion under:

1. this Plan; or

2. the Prior Policy, if benefits would have been paid had the Prior Policy remained in force.

If You satisfy the Pre-Existing Condition exclusion of this Plan, We will determine Your payments according to this Plan’s provision.

If You do not satisfy the Pre-Existing Condition exclusion of this Plan, but You do satisfy the Pre-Existing Condition provision under the Prior Policy:

1. Your Monthly Benefit will be the lesser of:
   a. The Monthly Benefit that would have been payable under the terms of the Prior Policy if it had remained in force; or
   b. The Monthly Benefit under this Plan.

2. Benefits will end on the earlier of:
   a. The date benefits end under the Policy, as described under the Maximum Period Payable; or
   b. The date benefits would have ended under the Prior Policy if it had remained in force.

If You do not satisfy the Pre-Existing Condition exclusion under either this Plan or the Prior Policy, We will not make any payments.

We will require proof that You were insured under the Prior Policy.

00100

Eligibility after You Terminate Employment

If Your coverage ends due to termination of employment, You must meet all the requirements of a new Employee if You are rehired at a later date.

Exception: If Your coverage ends due to termination of employment and you return to Active Work in an eligible class within 6 months, we will not:

1. apply a new Eligibility Waiting Period;

2. apply a new Pre-existing Condition Exclusion;

3. require Evidence of Insurability.

00100 UTS
LONG-TERM DISABILITY BENEFITS

How do We define Total Disability?
If the institutions are in session, Total Disability or Totally Disabled means that during the first 24 consecutive months of benefit payments due to Sickness or Injury:

1. You are continuously unable to perform the Material and Substantial Duties of Your Regular Occupation, and
2. Your Disability Earnings, if any, are less than 20% of Your pre-disability Indexed Monthly Earnings.

After the LTD Monthly Benefit has been paid for 24 consecutive months, Total Disability or Totally Disabled means that due to Injury or Sickness:

1. You are continuously unable to engage in any Gainful Occupation, and
2. Your Disability Earnings, if any, are less than 20% of Your pre-disability Indexed Monthly Earnings.

If the institutions are not in session, Total Disability or Totally Disabled means that during the first 24 consecutive months of benefit payments due to Sickness or Injury:

1. You would be continuously unable to perform the Material and Substantial Duties of Your Regular Occupation, and
2. Your Disability Earnings, if any, would be less than 20% of Your pre-disability Indexed Monthly Earnings.

After the LTD Monthly Benefit has been paid for 24 consecutive months, Total Disability or Totally Disabled means that due to Injury or Sickness:

1. You would be continuously unable to engage in any Gainful Occupation, and
2. Your Disability Earnings, if any, would be less than 20% of Your pre-disability Indexed Monthly Earnings.

00013 UTS

How do We define Partial Disability?
If the institutions are in session, Partial Disability or Partially Disabled means that during the Elimination Period and Maximum Benefit Period, due to Injury or Sickness, You are working in any Gainful Occupation and you are able to earn Disability Earnings of at least 20% of Your pre-disability Indexed Monthly Earnings but are unable to earn more than 80% of Your pre-disability Indexed Monthly Earnings.

If the institutions are not in session, Partial Disability or Partially Disabled means that during the Elimination Period and Maximum Benefit Period, due to Injury or Sickness, You would be able to earn Disability Earnings of at least 20% of Your pre-disability Indexed Monthly Earnings but would be unable to earn more than 80% of Your pre-disability Indexed Monthly Earnings.

00014 UTS

Loss of Professional License or Certification
If You require a professional license or certification for Your occupation, loss of that professional license or certification does not in and of itself constitute Disability.

00017

What is the Elimination Period and how is it satisfied?
The Elimination Period is a period of continuous Disability which must be satisfied before You are eligible to receive benefits from Us. It is shown in the Schedule of Benefits and begins on Your Date of Disability.

If You temporarily recover and return to work, We will treat Your Disability as continuous if You return to work for a period of less than or equal to one-half the Elimination Period rounded up to the next whole number, not to exceed 45 days. The days that You are not Disabled will not count toward Your Elimination Period.
If You return to work for a period greater than one-half the Elimination Period, or 90 days, whichever is less, and become Disabled again, You will have to begin a new Elimination Period.

Can You satisfy Your Elimination Period if You are working?

You can satisfy Your Elimination Period if You are working, provided You meet the definition of Disability.

What Disability Benefit are You eligible to receive?

If You are Disabled, You are eligible to receive one of the following at any given time:

1. an LTD Monthly Benefit; or
2. a Work Incentive Benefit.

While You are Disabled, You might be eligible to receive one or the other of the above, but You cannot receive more than one of these benefits at the same time.

What is Your LTD Monthly Benefit and how is it calculated?

Your LTD Monthly Benefit will be based on Your Monthly Earnings as reported to Us by the Policyholder.

An LTD Monthly Benefit will be payable after the end of the Elimination Period if You are Disabled. We will calculate Your Gross LTD Monthly Benefit amount as follows:

1. Multiply Your Monthly Earnings by 60%.
2. The maximum Gross LTD Monthly Benefit is $12,025.00.
3. Compare the answers from Item 1 and Item 2. The lesser of these two amounts is Your Gross LTD Monthly Benefit.
4. Subtract the Deductible Sources of Income from Your Gross LTD Monthly Benefit. The resulting figure is Your Net LTD Monthly Benefit.
5. Compare the answer from item 3 and 4.

The lesser amount figured in item 5 is Your Monthly Benefit.

If a benefit is payable for less than one month, it will be paid on the basis of 1/30th of the Net LTD Monthly Benefit for each day of Disability.

How do We define Monthly Earnings?

Monthly Earnings will equal the greater of:

1. 1/12th of Your last reported gross annual income from Your Employer in effect on the day immediately prior to Your Date of Disability; or
2. 1/12th of Your gross annual income from Your Employer in effect on the September 1 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.

2-LTDC-UT-0915 10
It does not include:
1. commissions;
2. bonuses;
3. overtime pay; or
4. Your Employer’s contribution on Your behalf to a Retirement Plan or deferred compensation arrangement; or
5. any other extra compensation.

What are the Deductible Sources of Income?

1. Disability benefits paid, payable, or for which You are eligible under:
   a. The Social Security Act, including any amounts for which Your dependents may qualify because of Your Disability;
   b. Any Workers’ Compensation or Occupational Disease Act or Law, or any other law which provides compensation for an occupational Injury or Sickness;
   c. Occupational accident coverage provided by or through the Policyholder;
   d. Any Statutory Disability Benefit Law;
   e. The Railroad Retirement Act;
   f. The Canada Pension Plan, Quebec Pension Plan, or any other similar disability or pension plan or act;
   g. The Canada Old Age Security Act;
   h. Any Public Employee Retirement System Plan, or any State Teachers’ Retirement System Plan, or any plan provided as an alternative to any of the above acts or plans;
   i. Title 46, United States Code Section 688 et seq (The Jones Act);
   j. Title 33, United States Code Section 901 et seq (Longshore and Harbor Workers’ Compensation Act).

2. Disability benefits paid, payable, or for which You are eligible under:
   a. Any group insurance plan provided by or through the Policyholder, and
   b. Any sick leave or salary continuance plan provided by or through the Policyholder.

3. Retirement benefits paid under the Social Security Act including any amounts for which Your dependents may qualify because of Your retirement;

4. Retirement and Disability benefits paid under a Retirement Plan provided by the Policyholder except for amounts attributable to Your contributions;

5. Disability benefits paid under any No Fault Auto Motor Vehicle coverage;

6. Amounts received from a third party after subtracting attorney’s fees by judgment, settlement or otherwise, not to exceed 50% of the net settlement.

Proration of Lump Sum Awards

If any Deductible Source of Income described above is paid in a single sum through compromise settlement or as an advance on future liability, We will determine the amount of reduction to Your Gross LTD Monthly Benefit as follows:

1. We will divide the amount paid by the number of months for which the settlement or advance was provided; or
2. If the number of months for which the settlement or advance is made is not known, We will divide the amount of the settlement or advance by the expected remaining number of months for which We will provide benefits for Your Disability based on the Proof of Disability which We have, subject to a maximum of 60 months.
What other sources of income are not deductible?

We will not reduce Your Gross LTD Monthly Benefit by any of the following:

1. deferred compensation arrangements such as 401(k), 403(b) or 457 plans;
2. credit disability insurance;
3. pension plans for partners;
4. military pension and disability income plans;
5. franchise disability income plans;
6. individual disability income plans;
7. a Retirement Plan from another Policyholder;
8. profit sharing plans;
9. thrift or savings plans;
10. individual retirement account (IRA);
11. tax sheltered annuity (TSA);
12. stock ownership plan;
13. vacation pay.

Can You work and still receive benefits?

While Disabled, You may qualify for the Work Incentive Benefit.

Work Incentive Benefit

A Work Incentive Benefit will be payable if You are Disabled and Gainfully Employed after the end of the Elimination Period, or after a period during which You received LTD Monthly Benefits.

The Work Incentive Benefit will be calculated during the first 24 months of disability payments while You are Gainfully Employed as follows:

1. We will add together the gross Monthly Benefit and Disability Earnings and compare to pre-disability Monthly Earnings.
2. If the total amount in Item 1 exceeds 100% of pre-disability Monthly Earnings, the Work Incentive Benefit will be equal to the Net LTD Monthly Benefit reduced by the amount of the excess.
3. If the total amount in Item 1 does not exceed 100% of pre-disability Monthly Earnings, the Work Incentive Benefit will be equal to the Net LTD Monthly Benefit amount.

After the first 24 months of disability payments while You are Disabled and Gainfully Employed, the Work Incentive Benefit will be equal to the Net Monthly Benefit multiplied by the Adjusted Loss of Salary Ratio.

The Work Incentive Benefit will cease on the earliest of the following:

1. the date You are no longer Disabled; or
2. the end of the Maximum Period Payable.

Adjusted Loss of Salary Ratio is equal to: A divided by B

A= Your pre-disability Monthly Earnings minus Your Disability Earnings
B= Your pre-disability Monthly Earnings
What is the minimum Net LTD Monthly Benefit payable under the Policy?

In no event will the Monthly Benefit payable for Disability be reduced to less than:

Tier I - $100 while Your Monthly Benefit is reduced by any disability benefits paid under any sick leave or salary continuation plan provide by or through Your Employer; or

Tier II - $100 or 10% of Your Monthly Benefit, prior to any reductions, whichever is greater, after any disability benefits paid under any sick leave or salary continuation plan have been exhausted.

The minimum Net LTD Monthly Benefit does not apply if You are Gainfully Employed.

What happens if Your Deductible Sources of Income increase?

The Net LTD Monthly Benefit will not be further reduced for subsequent cost-of-living increases which are paid, payable, or for which You or Your dependents are eligible under any Deductible Source of Income shown above.

How long will You receive benefits under the Policy?

We will send You a payment for each month of Disability up to the Maximum Period Payable as shown in the Schedule of Benefits. Payment of benefits is also subject to any benefit duration limitation pertaining to Your Disability.

What happens if Your Disability recurs?

If Disability for which benefits were payable ends but recurs due to the same or related causes less than 6 months after the end of a prior Disability, it will be considered a resumption of the prior Disability. Such recurrent Disability shall be subject to the provisions of the Policy that were in effect at the time the prior Disability began. Disability which recurs more than 6 months after the end of a prior Disability is subject to:

1. a new Elimination Period;
2. a new Maximum Period Payable; and
3. the other provisions of the Policy that are in effect on the date the Disability recurs.

Disability must recur while Your coverage is in force under the Policy.

What are the exclusions and limitations under the Policy?

The Policy does not cover any loss or Disability caused by, resulting from, arising out of or substantially contributed, directly or indirectly, to by any one or more of the following:

- a Pre-Existing Condition;
- commission of, participation in, or an attempt to commit an assault or felony;
- Intentionally self-inflicted injuries;
- attempted suicide, regardless of mental capacity;
- participation in a war, declared or undeclared, or any act of war;
- active Participation in a Riot;
The **Policy** has limitations on:

- **Mental Disorder - Disability** beyond 24 months after the **Elimination Period** if it is due to a **Mental Disorder** of any type. Confinement in a **Hospital** or institution licensed to provide care and treatment for mental illness will not be counted as part of the 24-month limit.

- **Substance Abuse** – A **Substance Abuse** (drug or alcohol) related **Disability** unless **You** are participating in a **Substance Abuse** treatment program approved by the State where the treatment program is provided. The cost of the treatment program must be borne by **You** or another group plan of the **Policyholder** (such as a group health plan or **Employee** Assistance Program) if one is available and covers this type of treatment.

Except as specifically stated above, in no event will **LTD Monthly Benefits** for a **Mental Disorder** or **Substance Abuse** be paid beyond the earliest of the date:

1. 24 **LTD Monthly Benefit** payments have been made; or
2. the **Maximum Period Payable** is reached; or
3. **You** refuse to participate in an appropriate, available treatment program, or **You** leave the treatment program prior to completion; or
4. **You** are no longer following the requirements of **Your** treatment plan under the program; or
5. **You** complete the initial treatment plan, exclusive of any aftercare or follow-up services.

The lifetime cumulative **Maximum Period Payable** for all disabilities due to a **Mental Disorder** and **Substance Abuse** is 24 months. Only 24 months of benefits will be paid for any combination of such disabilities even if the disabilities:

1. are not continuous; and/or
2. are not related.

Furthermore:

- Benefits are not payable for any period during which **You** are confined to a penal or correctional institution if the period of confinement exceeds 30 days.

00029

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**TERMINATION OF COVERAGE**

When will **Your** insurance terminate?

**Your** coverage will terminate on the earliest of the following dates:

1. the date on which the **Policy** is terminated;
2. the date at the end of the period for which premium has been paid if the Employer fails to pay the required premium for **You** within 31 days after the premium due date, except for an inadvertent error; or
3. the date on which **You** cease work because of a leave of absence (see Extension of Coverage below), furlough, layoff, or temporary work stoppage due to a labor dispute, unless **We** and the **Policyholder** have agreed in writing in advance of the leave to continue insurance during such period. Orders to active military service for 2 months or less will be covered subject to continued payment of premium.

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2-LTDC-UT-0915 14
Termination will not affect a covered loss which began while the coverage was in force.

**Extension of Coverage**

Subject to payment of the required premium when due, *Your* coverage under the *Policy* will be extended until the end of the period shown for each of the following reasons:

1. leave of absence, agreed to in writing by *Your* Employer: 24 months
2. sabbatical leave, agreed to in writing by *Your* Employer: 24 months

**Will coverage be continued if You are eligible for leave under FMLA?**

In the event *You* are eligible for and the *Policyholder* approves a leave under the Family and Medical Leave Act of 1993 (FMLA), or any applicable state family and medical leave law (State FML), provided the required premium continues to be paid, *Your* insurance will continue for a period of up to the later of:

1. the leave period permitted by the federal Family and Medical Leave Act of 1993 and any amendments; or
2. the leave period permitted by applicable state law.

While granted a Family or Medical Leave of Absence:

1. The *Policyholder* must remit the required premium according to the terms of the *Policy*; and
2. coverage will terminate if *You* do not return to work as scheduled according to the terms of *Your* agreement with the *Policyholder*.

**Will coverage be continued if You are eligible for leave under USERRA?**

If *You* are on a leave of absence for active military service as described under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) and applicable state law, *Your* coverage may be continued until the end of the later of:

1. the length of time the coverage may be continued under the Certificate for an FMLA or State FML leave of absence; or
2. the length of time the coverage may be continued under the Certificate of Coverage for a leave of absence other than an FMLA or State FML leave of absence.

**Will coverage be continued for other leaves of absence?**

If the *Policyholder* has approved more than one type of leave of absence for *You* during any one period that *You* are not *Actively at Work* We will consider such leaves to be concurrent for the purpose of determining how long *Your* coverage may continue under the *Policy*.

If *Your* coverage is not continued during an FMLA or State FML leave of absence, and *You* become *Actively at Work* immediately following the end of *Your* FMLA or State FML leave of absence, *Your* coverage will be reinstated. We will not apply a new *Waiting Period*, require *Evidence Of Insurability*, or apply a new *Pre-existing Condition* limitation.

If *Your* coverage is not continued during a leave of absence for active military service, and *You* return to active employment, *Your* coverage may be reinstated in accordance with USERRA and applicable state law.

In no event will *Your* coverage under the *Policy* be continued beyond the date *Your* coverage would otherwise end according to the terms of the *When will Your insurance terminate?* provision.
SUPPLEMENTAL BENEFITS AND SERVICES

SURVIVOR INCOME BENEFIT

What happens if You die while receiving benefits?

We will pay a Survivor Income Benefit to an Eligible Survivor when proof is received that You died:

1. After the Disability had continued for 12 or more consecutive months; and
2. While receiving an LTD Monthly Benefit

The Survivor Income Benefit shall be payable on a lump sum basis immediately after We receive written proof of Your death. The benefit will be equal to 6 times Your Last Monthly Benefit. The benefit shall accrue from Your date of death.

Eligible Survivor means Your Spouse, if living, or if Your Spouse dies before the final monthly benefit is paid, then Your children who are under age 23.

If payment becomes due to Your children, payment will be made to:

1. the children; or
2. a person named by Us to receive payments on the children’s behalf. This payment will be valid and effective against all claims by others representing or claiming to represent the children.

Last Monthly Benefit means the Monthly Benefit paid to You immediately prior to Your death.

If there is no Eligible Survivor, We will pay the Survivor Income Benefit to your estate.

ACCIDENTAL DISMEMBERMENT BENEFIT

What is the Accidental Dismemberment Benefit?

If, while insured under the Policy, You suffer an Injury in an Accident, We will pay an Accidental Dismemberment Benefit for the Specific Losses listed below. The Accidental Dismemberment Benefit is equal to the Net LTD Monthly Benefit and is payable for the length of time stated below, or until Your date of death, whichever first occurs. This benefit is paid in lieu of the LTD Monthly Benefit or the Work Incentive Benefit. The loss must:

1. Occur within 365 days of the Accident; and
2. Be the direct and sole result of the Accident; and
3. Be independent of all other causes.
<table>
<thead>
<tr>
<th>Specific Loss</th>
<th>Months Payable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quadriplegia</td>
<td>60 months</td>
</tr>
<tr>
<td>Paraplegia</td>
<td>55 months</td>
</tr>
<tr>
<td>Hemiplegia</td>
<td>50 months</td>
</tr>
<tr>
<td>Loss of both hands</td>
<td>46 months</td>
</tr>
<tr>
<td>Loss of both feet</td>
<td>46 months</td>
</tr>
<tr>
<td>Loss of the entire sight of both eyes</td>
<td>46 months</td>
</tr>
<tr>
<td>Loss of one hand and one foot</td>
<td>46 months</td>
</tr>
<tr>
<td>Loss of one hand and the entire sight of one eye</td>
<td>46 months</td>
</tr>
<tr>
<td>Loss of one foot and the entire sight of one eye</td>
<td>46 months</td>
</tr>
<tr>
<td>Loss of one hand</td>
<td>23 months</td>
</tr>
<tr>
<td>Loss of one foot</td>
<td>23 months</td>
</tr>
<tr>
<td>Loss of the entire sight of one eye</td>
<td>15 months</td>
</tr>
<tr>
<td>Loss of the thumb and index finger of either hand</td>
<td>12 months</td>
</tr>
</tbody>
</table>

After payment of the Accidental Dismemberment Benefit, benefits may continue subject to the other provisions of the Policy. If more than one loss results from any one Injury, We will pay only for that loss with the greatest number of months payable.

**Specific Loss** means, with respect to hand or foot, the actual, complete and permanent severance through or above the wrist or ankle joint; with respect to eye, the irrecoverable loss of the entire sight thereof; and with respect to thumb and index finger, the actual, complete and permanent severance through or above the metacarpophalangeal joints.

**Quadriplegia** means complete paralysis of both arms and both legs as a result of an Injury to the Spinal Cord. The paralysis must be determined by a Doctor to be permanent, complete and irreversible.

**Paraplegia** means complete paralysis of either both arms or both legs as a result of an Injury to the Spinal Cord. The paralysis must be determined by a Doctor to be permanent, complete and irreversible.

**Hemiplegia** means the complete paralysis of one arm and one leg on the same side of the body as a result of an Injury to the Spinal Cord. The paralysis must be determined by a Doctor to be permanent, complete and irreversible.

*We* may require proof of total paralysis on a periodic basis.

00041

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**CATASTROPHIC DISABILITY BENEFIT**

**What is a Catastrophic Disability Benefit?**

*We* will pay a monthly Catastrophic Disability Benefit to *You* if *You* are receiving LTD Monthly Benefits (or Accidental Dismemberment Benefits) and *We* receive proof that *You* are Catastrophically Disabled. Catastrophic Disability Benefit payments will begin at the end of the Catastrophic Disability Elimination Period shown in the Schedule of Benefits.

*You* are Catastrophically Disabled when *We* determine that, due to Sickness or Injury:

1. *You* are unable to perform, without human assistance or regular supervision from another person, at least 2 of the 6 Activities of Daily Living; or
2. *You* become Cognitively Impaired; and
3. You are not Gainfully Employed.

When will Your coverage become effective?

You will become insured for Catastrophic Disability Benefit coverage on Your effective date under the LTD plan. However, the Catastrophic Disability Benefit coverage will be delayed if, on Your effective date, You cannot safely and completely perform one or more of the Activities of Daily Living without another person's assistance, or verbal cueing, or You are Cognitively Impaired. Coverage will begin on the date You can safely and completely perform all of the Activities of Daily Living without another person's assistance or verbal cueing, or no longer are Cognitively Impaired.

There is no conversion privilege for the Catastrophic Disability benefit.

How much will We pay if You are Disabled?

The Catastrophic Disability Benefit is 10% of pre-disability Monthly Earnings to a maximum Catastrophic Disability Benefit of the lesser of the maximum LTD Monthly Benefit or $5,000.00.

This benefit is not subject to Policy provisions which would otherwise increase or reduce the benefit amount such as Deductible Sources of Income.

When will Your Catastrophic Disability Benefit payments end?

Catastrophic Disability Benefit payments will end on the earliest of the following dates:

1. the date You are no longer Catastrophically Disabled;
2. the date You become ineligible for LTD Monthly Benefit payments;
3. the end of the Catastrophic Disability Maximum Period Payable shown in the Schedule of Benefits; or
4. the date You die.

What claim information is needed for Catastrophic Disability Benefits?

The Filing a Claim section under the Policy applies to Catastrophic Disability Benefit coverage. We may also require an interview with You.

CAREGIVER RESPITE BENEFIT

We will pay You a Caregiver Respite Benefit for each day of a Respite Interval, subject to the conditions below:

1. You must be receiving a Catastrophic Disability Benefit;
2. The benefit is payable if Informal Home Care has been provided for at least 6 continuous months for You beginning with Your Date of Disability;
3. The benefit is payable for Companion Care received by You in Your home or a private residence during a Respite Interval;
4. The benefit is equal to the daily Companion Care cost incurred, not to exceed $100 per day; and
5. The benefit is payable to You following submission of proof of Your incurred costs for Companion Care during the Respite Interval.

Companion Care means medically necessary custodial care furnished during a Respite Interval for a minimum of 8 hours per day by a Home Health Care Provider accredited by either the Joint Commission on Accreditation of Health Care Organizations or Community Health Accreditation Program.

Informal Caregiver means the person who has primary responsibility of providing Informal Home Care for You. A person who is paid for caring for You cannot be an Informal Caregiver.

Informal Home Care means medically necessary custodial care provided at Your home or a private residence by an Informal Caregiver. Such care is provided in lieu of confinement in a nursing home, or care received at Your home from a paid provider.
**Respite Interval** means a period of one or more consecutive days during which the *Informal Caregiver* is temporarily relieved of the *Informal Home Care* duties. Two Respite Intervals are permitted per calendar year, subject to a cumulative total of 14 days per calendar year. Unused days expire on December 31 and cannot be carried over into any future calendar year.

**CAREGIVER TRAINING BENEFIT**

We will pay *You* a Caregiver Training Benefit if an *Informal Caregiver* incurs an expense to be trained to provide *Informal Home Care* for *You*, subject to the conditions below:

1. *You* must be receiving a Catastrophic Disability Benefit;
2. *Caregiver Training* must be provided by a Home Health Care Provider accredited by either the Joint Commission on Accreditation of Health Care Organizations or Community Health Accreditation Program, by a Nursing Home or by a *Hospital* while *You* are receiving the Catastrophic Disability Benefit. If *You* are in a Nursing Home or in a *Hospital*, the Caregiver Training Benefit will only be payable if the training will make it possible for *You* to return to *Your* residence where *You* can be cared for by the *Informal Caregiver*;
3. The amount of the benefit is the cost incurred for the *Caregiver Training*, subject to $500 maximum per period of *Disability*;
4. The benefit is payable to *You* following submission to *Us* of proof of *Your* costs incurred for *Caregiver Training*.

*Caregiver Training* means training received by the *Informal Caregiver* to care for *You* in *Your* residence.

*Informal Caregiver* means the person who has primary responsibility of providing *Informal Home Care* for *You*. A person who is paid for caring for *You* cannot be an *Informal Caregiver*.

*Informal Home Care* means medically necessary custodial care provided at *Your* home or a private residence by an *Informal Caregiver*. Such care is provided in lieu of confinement in a nursing home, or care received at *Your* home from a paid provider.

**EMERGENCY ALERT SYSTEM BENEFIT**

We will pay *You* an Emergency Alert System Benefit for the cost to rent or lease an *Emergency Alert System* which will allow *You* to remain in *Your* residence alone, subject to the conditions below:

1. *You* must be receiving a Catastrophic Disability Benefit;
2. The benefit is payable for a medically necessary *Emergency Alert System*;
3. *Your* condition must be such that *You* could not be left alone were it not for the presence of the *Emergency Alert System*;
4. The benefit is the lesser of $25 per month or the actual cost to rent or lease the *Emergency Alert System*;
5. The benefit is payable to *You*, in arrears, after every 6 months, following submission of proof of *Your* incurred costs for the *Emergency Alert System*; and
6. *We* will not pay for any charges incurred as a result of installing, servicing or maintaining the *Emergency Alert System*. This includes, but is not limited to, any charges for normal telephone service while the system is installed or for a home security system.

*Emergency Alert System* means a communication system located in *Your* residence, that is used to summon medical attention in case of a medical emergency.

00042
WORKSITE MODIFICATION BENEFIT

What is the Worksite Modification Benefit?

We will assist You and the Policyholder in identifying modifications We agree are likely to help You remain at work or return to work. This agreement will be in writing and must be signed by You, the Policyholder and Us.

When this occurs, We will reimburse the Policyholder for the cost of the modification, up to the greater of:

1. $1,500.00; or
2. 2 times Your Last Monthly Benefit.

We will reimburse the Policyholder upon completion of the following:

1. agreed upon modifications made on Your behalf are completed;
2. written proof of expenses incurred by Your Policyholder have been provided to Us; and
3. You have returned to work and are an Actively at Work Employee.

Last Monthly Benefit means the monthly benefit paid to You immediately prior to Your request for benefits under the Worksite Modification Benefit provision, but not including any reductions for Deductible Sources of Income.

CONVERSION PRIVILEGE

What are Your conversion options if You end employment?

If You end employment with the Policyholder, Your coverage under the Policy will end. You may be eligible to purchase insurance under the group conversion Policy. To be eligible, You must have been insured for at least 12 consecutive months under the Policyholder's group plan on the date You end employment. We will consider the amount of time You were insured under this Plan and the plan it replaced, if any.

You must apply for insurance under the conversion Policy, and pay the first (annual/semi-annual) premium within 31 days after the date Your employment ends.

The conversion Policy will be at the premium rate and on the form then being made available by Us for conversion.

You are not eligible to apply for coverage under the group conversion Policy if:

1. You are or become insured under another group long-term disability plan within 31 days after Your employment ends;
2. You are Disabled under the terms of the Policy;
3. You recover from a Disability and do not return to work or with the Policyholder;
4. You are on a leave of absence; or
5. Your coverage under the Policy ends for any of the following reasons:
   a. The Policy is canceled;
   b. The Policy is changed to exclude the class of Employees to which You belong;
   c. You are no longer in an eligible class;
   d. You end Your working career or retire and receive payment form the Policyholder's Retirement Plan; or
   e. You fail to pay the required premium under the Policy.
CLAIM SERVICES

What other services are available to You while You are Disabled?
If You are Disabled and eligible to receive Disability benefits under the Policy, We will evaluate You for eligibility to receive any of the following. We will make the final determination for any of the following benefits or services.

Vocational Rehabilitation Service
Rehabilitation services are available when We determine that these services are reasonably required to assist in returning You to Gainful Employment. Vocational rehabilitation services might include but are not limited to one or more of the following:
1. job modification;
2. job retraining;
3. job placement;
4. other activities.

Eligibility for vocational rehabilitation services is based upon Your education, training, work experience and physical and/or mental capacity. To be considered for rehabilitation services:
1. Your Disability must prevent You from performing Your Regular Occupation;
2. You must have the physical and/or mental capacities necessary for successful completion of a rehabilitation program, and
3. there must be a reasonable expectation that rehabilitation services will help You return to Gainful Employment.

Social Security Disability Assistance
When necessary, We will provide an advocate for You in applying for and securing Social Security Disability awards. When We determine that Social Security Assistance is appropriate for You, it is provided at no additional cost to You.

FILING A CLAIM

What are the Claim Filing Requirements?

Initial Notice of Claim
We ask that You notify Us of Your claim as soon as possible, so that We may make a timely decision on Your claim. The Policyholder can assist You with the appropriate telephone number and address of Our Claim Department. You must send Us written notice of Your Disability within 30 days of the Date of Disability, or as soon as reasonably possible. Notice may be sent to Our Claim Department at the address shown on the claim form or given to Our Agent.

Written Proof of Loss
Within 15 days of Our being notified in writing of Your claim, We will supply You with the necessary claim forms. The claim form is to be completed and signed by You, the Policyholder and Your Doctor. If You do not receive the appropriate claim forms within 15 days, then You will be considered to have met the requirements for written proof of loss if We receive written proof, which describes the occurrence, extent and nature of loss as stated in the Proof of Disability provision.
Time Limit for Filing Your Claim

You must furnish Us with written proof of loss within 91 days after the end of Your Elimination Period. The length of the Elimination Period is shown in the Schedule of Benefits. If it is not possible to give Us written proof within 91 days, the claim is not affected if the proof is given as soon as possible. However, unless You are legally incapacitated, written proof of loss must be given no later than 1 year after the time proof is otherwise due.

No benefits are payable for claims submitted more than 1 year after the time proof is due. However, You can request that benefits be paid for late claims if You can show that:

1. It was not reasonably possible to give written proof during the 1 year period, and
2. Proof of loss satisfactory to Us was given as soon as was reasonably possible.

Proof of Disability

The following items, supplied at Your expense, must be a part of Your proof of loss. Failure to provide complete proof of loss may delay, suspend or terminate Your benefits.

1. The date Your Disability began;
2. The cause of Your Disability;
3. The prognosis of Your Disability;
4. Proof that You are receiving Appropriate and Regular Care for Your condition from a Doctor, who is someone other than You or a member of Your immediate family, whose specialty or expertise is the most appropriate for Your disabling condition(s) according to Generally Accepted Medical Practice.
5. Objective medical findings which support Your Disability. Objective medical findings include but are not limited to tests, procedures, or clinical examinations standardly accepted in the practice of medicine, for Your disabling condition(s).
6. The extent of Your Disability, including restrictions and limitations which are preventing You from performing Your Regular Occupation.
8. If You were contributing to the premium cost, the Policyholder must supply proof of Your appropriate payroll deductions.
9. The name and address of any Hospital or Health Care Facility where You have been treated for Your Disability.
10. If applicable, proof of incurred costs covered under other benefit provisions in the Policy.

Continuing Proof of Disability

You may be asked to submit proof that You continue to be Disabled and are continuing to receive Appropriate and Regular Care of a Doctor. Requests of this nature will only be made as often as reasonably necessary, but not more frequently than once every 3 months. If required, this will be at Your expense and must be received within 45 days of Our request. Failure to comply with such a request may delay, suspend or terminate Your benefits.

Examination

At Our expense, We have the right to have You examined as often as reasonably necessary while the claim continues. Failure to comply with this examination may result in denial, suspension or termination of benefits, unless We agree You have a valid and acceptable reason for not complying.

Authorization and Documentation You will be asked to supply

1. You will be required to provide signed authorization for Us to obtain and release all reasonably necessary medical, financial or other non-medical information in support of Your Disability claim. Failure to submit this information may deny, suspend or terminate Your benefits.
2. You will be required to supply proof that You have applied for other Deductible Sources of Income such as Workers’ Compensation or Social Security Disability benefits, when applicable.
3. You will be required to notify Us when You receive or are awarded other Deductible Sources of Income. You must tell Us the nature of the Deductible Source of Income, the amount received, the period to which the benefit applies, and the duration of the benefit if it is being paid in installments.

**Time of Payment of Claim**

As soon as We have all necessary substantiating documentation for Your Disability claim, We will pay Your benefit on a monthly basis, so long as You continue to qualify for it.

We will pay benefits to You unless otherwise indicated. If You die while Your claim is open, any due and unpaid Disability benefit will be paid, at Our option, to the surviving person or persons in the first of the following classes of successive preference beneficiaries: Your: 1) Spouse; 2) children including legally adopted children; 3) parents; or 4) Your estate.

If any benefit is payable to an estate, a minor or a person not competent to give a valid release, We may pay up to $1,000 to any relative or beneficiary of Yours whom We deem to be entitled to this amount. We will be discharged to the extent of such payment made by Us in good faith.

**Can You assign Your benefits?**

Your benefits are not assignable, which means that You may not transfer Your benefits to anyone else.

**What will happen if a claim is overpaid?**

A claim overpayment can occur when You receive a retroactive payment from a Deductible Source of Income when We inadvertently make an error in the calculation of Your claim; or if fraud occurs. The overpayment amount equals the amount We paid in excess of the amount We should have paid under the Policy.

We have the right to recover from You any amount that is an overpayment of benefits under the Policy. You must refund to Us the overpaid amount. We may also, without forfeiting our right to collect an overpayment through any means legally available to Us, recover all or any portion of an overpayment by reducing or withholding future benefit payments, including the Minimum Monthly Benefit.

In an overpayment situation, We will determine the method by which the repayment is made. You will be required to sign an agreement with Us which details the source of the overpayment, the total amount We will recover and the method of recovery. If LTD Monthly Benefits are suspended while recovery of the overpayment is being made, suspension will also apply to the minimum LTD Monthly Benefits payable under the Policy.

**Subrogation – Right of Reimbursement**

When any claim payment is made, We reserve any and all rights to subrogation and/or reimbursement to the fullest extent allowed by statute and customary practice. Any party to this contract shall not perform any act that will prejudice such rights without prior agreement with Us. We will bear any expenses associated with Our pursuit of subrogation or recovery.
UNIFORM PROVISIONS

Entire Contract; Changes
The Policy, the Policyholder’s Application, the Employee’s certificate of coverage, and Your Application, if any, and any other attached papers, form the entire contract between the parties. Coverage under the Policy can be amended by mutual consent between the Policyholder and Us. No change in the Policy is valid unless approved in writing by one of Our officers. No agent has the right to change the Policy or to waive any of its provisions.

Statements on the Application
In the absence of fraud, all statements made in any signed Application are considered representations and not warranties (absolute guarantees). No representation by:
1. the Policyholder in applying for the Policy will make it void unless the representation is contained in the signed Application; or

2. any Employee in applying for insurance under the Policy will be used in defense to a claim under the Policy unless it is contained in a written Application signed by the Insured and a copy of such Application is or has been given to him or to his personal representative.

Legal Actions
Unless otherwise provided by federal law, no legal action of any kind may be filed against Us:
1. until 60 days after proof of claim has been given; or

2. more than 3 years after proof of Disability must be filed, unless the law in the state where You live allows a longer period of time.

Clerical Error
Clerical error or omission by Us to the Policyholder will not:
1. Prevent You from receiving coverage, if You are entitled to coverage under the terms of the Policy; or

2. Cause coverage to begin or coverage to continue for You when the coverage would not otherwise be effective.

If the Policyholder gives Us information about You that is incorrect, We will:
1. Use the facts to decide whether You have coverage under the Policy and in what amounts; and

2. Make a fair adjustment of the premium.

Misstatement of Age
If Your age has been misstated, an equitable adjustment will be made in the premium. If the amount of the benefit is dependent upon Your age, as shown in the Benefit Duration Schedule, the amount of the benefit will be the amount You would have been entitled to if Your correct age were known.

Note: A refund of premium will not be made for a period more than twelve months before the date the Company is advised of the error.
**Incontestability**

The validity of the *Policy* shall not be contested, except for non-payment of premiums, after it has been in force for two years from the date of issue. The validity of the *Policy* shall not be contested on the basis of a statement made relating to insurability by any person covered under the *Policy* after such insurance has been in force for two years during such person's lifetime, and shall not be contested unless the statement is contained in a written instrument signed by the person making such statement.

**Conformity with State Statutes and Regulations**

If any provision of the *Policy* conflicts with the statutes and regulations of the state in which the *Policy* was issued or delivered, it is automatically changed to meet the minimum requirements of the statute.

**Workers’ Compensation or State Disability Insurance**

The *Policy* is not in place of, and does not affect the requirements for coverage by any workers’ compensation or state disability insurance.

**Agency**

Neither the *Policyholder*, any employer, any associated company, nor any administrator appointed by the foregoing is our agent.

**General Provisions**

We have the right to inspect all of the *Policyholder’s* records on the *Policy* at any reasonable time. This right will extend until:

1. 2 years after termination of the *Policy*; or

2. all claims under the *Policy* have been settled,

whichever is later.

The *Policy* is in the *Policyholder’s* possession and may be inspected by *You* at any time during normal business hours at the *Policyholder’s* office.

**Premium Provisions**

The *Policyholder* has agreed to deduct from *Your* pay any premiums payable for *Your Contributory* insurance coverage and to remit such premiums for the entire time coverage under the *Policy* is in effect.

Premium charges will begin on the premium due date which coincides with or follows the addition of coverage. Premium charges for termination of coverage will end on the premium due date which coincides with or next follows the termination. If *your* Monthly Earnings increase during the plan year (any time other than September 1), the premium adjustment will take effect on the following September 1.

This method of charging premium is for accounting purposes only. It will not extend any insurance coverage beyond the date it would otherwise have terminated.

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DEFINITIONS

The following are key words and phrases used in this certificate. When these words and phrases, or forms of them, are used, they are capitalized and italicized in the text. As You read this certificate, refer back to these definitions.

Accident or Accidental means a sudden, unexpected event that was not reasonably foreseeable.

Actively at Work or Active Work means that You must be:

1. working for the Policyholder on an active basis; or
2. working at least the minimum number of hours shown in the Schedule of Benefits: and either:
   a. working at the Policyholder’s usual place of business; or
   b. working at a location to which the Policyholder’s business requires You to travel;
3. are paid regular earnings by the Policyholder, and
4. not a temporary or seasonal Employee.

If the institutions are not in session, Actively at Work means You would be working for the Policyholder for earnings that are paid regularly and You would be able to perform the Material and Substantial Duties of Your Regular Occupation.

You will be considered Actively at Work if You were actually at work on the day immediately preceding:

1. a weekend (except for one or both of these days if they are scheduled days of work);
2. holidays (except when such holiday is a scheduled work day);
3. paid vacations;
4. any non-scheduled work day;
5. excused leave of absence (except medical leave and lay-off); and
6. emergency leave of absence (except emergency medical leave).

Activities of Daily Living means:

1. Eating – Feeding oneself by getting food into the body from a receptacle (such as a plate, cup or table) or by a feeding tube or intravenously.
2. Toileting – Getting to and from the toilet, getting on and off the toilet and performing associated personal hygiene.
3. Transferring – Moving into or out of a bed, chair or wheelchair.
4. Bathing – Washing oneself by sponge bath; or in either a tub or shower, including the task of getting into or out of the tub or shower.
5. Dressing – Putting on and taking off all items of clothing and any necessary braces, fasteners or artificial limbs.
6. Continence – Ability to maintain control of bowel and bladder function; or when unable to maintain control of bowel or bladder function, the ability to perform associated personal hygiene (including caring for catheter or colostomy bag).
Annual Enrollment Period means a period of time during which eligible Employees may apply for Voluntary LTD coverage or request changes to their LTD benefit plan. The Annual Enrollment Period is shown on the Schedule of Benefits.

Appropriate and Regular Care means that You are regularly visiting a Doctor as frequently as medically required to meet Your basic health needs. The effect of the care should be of demonstrable medical value for Your disabling condition(s) to effectively attain and/or maintain Maximum Medical Improvement.

Cognitively Impaired means you suffer severe deterioration, or loss of:
1. memory;
2. orientation; or
3. the ability to understand or reason,
so that you are unable to perform common tasks such as, but not limited to, medication management, money management and using the telephone. The impairment in intellectual capacity must be measurable by standardized tests.

Date of Disability is the date We determine that You are Disabled.

Disability or Disabled means that You satisfy the definition of either Total Disability or Partial Disability.

Disability Earnings is the wage or salary You earn from Gainful Employment after a Disability begins. Any lump sum payment will be prorated, based on the time over which it accrued or the period for which it was paid.

If Your Disability Earnings routinely fluctuate widely from month to month, We may average Your Disability Earnings over the most recent three months to determine if Your claim should continue. If We average Your Disability Earnings, We will not terminate Your claim unless the average of Your Disability Earnings from the last three months exceeds 80% of Your Indexed Monthly Earnings.

Doctor means a person legally licensed to practice medicine, psychiatry, psychology or psychotherapy, who is neither You nor a member of Your immediate family. A licensed medical practitioner is a Doctor if applicable state law requires that such practitioners be recognized for purposes of certification of Disability, and the treatment provided by the practitioner is within the scope of his or her license.

Elimination Period means the number of calendar days at the beginning of a continuous period of Disability for which no benefits are payable. The Elimination Period is shown in the Schedule of Benefits.

Employee means an Actively at Work Employee whose principal employment is with the Policyholder, at the Policyholder's usual place of business or such place(s) that the Policyholder's normal course of business may require, who is Actively at Work for at least the number of hours per week as stated in the Application and is reported on the Policyholder's records for Social Security and withholding tax purposes.
**Employer** means the *Policyholder* and includes any division, subsidiary, or affiliated company named in the *Policy*.

**Gainful Occupation, Gainful Employment or Gainfully Employed** means the performance of any occupation for wages, remuneration or profit, for which *You* are qualified by education, training or experience on a full-time or part-time basis.

**Generally Accepted Medical Practice or Generally Accepted in the Practice of Medicine** means care and treatment which is consistent with relevant guidelines of national medical, research and health care coverage organizations and governmental agencies.

**Gross LTD Monthly Benefit** means that benefit shown in the *Schedule of Benefits* which applies to *You*.

**Hospital or Health Care Facility** is a legally operated, accredited facility licensed to provide full-time care and treatment for the condition(s) causing *Your* Disability. It is operated by a full-time staff of licensed physicians and registered nurses. It does not include facilities which primarily provide custodial, educational or rehabilitative care.

**Indexed Monthly Earnings** means *Your Monthly Earnings* adjusted on each anniversary of benefit payment by the lesser of 10% or the current annual percentage increase in the *Consumer Price Index*. *Your Indexed Monthly Earnings* may increase or remain the same, but will never decrease.

*Consumer Price Index* (CPI-W) means the Consumer Price Index for all urban wage earners and clerical workers in the United States as published by the Bureau of Labor Statistics of the United States Department of Labor or its successors. If the CPI-W is discontinued or changed, *We* may use another index that most closely reflects the cost of living in the United States.

Indexing is only used as a factor in the determination of the percentage of lost earnings while *You* are *Disabled* and working in a *Gainful Occupation*.

**Injury** means bodily injury that is the direct result of an *Accident* and not related to any other cause. The *Injury* must occur, and *Disability* resulting from the *Injury* must begin while *You* are covered under the *Policy*. *Injury* that occurs before *You* are covered under the *Policy* will be treated as a *Sickness*.

**LTD** means Long-Term Disability.

**Male pronoun**, whenever used, includes the female.

**Material and Substantial Duties** means duties that:

1. are normally required for the performance of *Your Regular Occupation*; and
2. cannot be reasonably omitted or modified, except that if *You* are required to work on average in excess of 40 hours per week, *We* will consider *You* able to perform that requirement if *You* have the capacity to work 40 hours.
Maximum Capacity means, based on Your restrictions and limitations:

1. During the first 24 Month consecutive months of monthly payments, the greatest extent of work You are able to do in Your Regular Occupation; and
2. Beyond 24 Month consecutive months of monthly payments, the greatest extent of work You are able to do in any Gainful Occupation.

Maximum Medical Improvement is the level at which, based on reasonable medical probability, further material recovery from, or lasting improvement to, an Injury or Sickness can no longer be reasonably anticipated.

Maximum Period Payable, as shown in the Schedule of Benefits, means the longest period of time that We will make payments to You for any one period of Disability.

Mental Disorder means a disorder found in the current diagnostic standards of the American Psychiatric Association.

Monthly Benefit means the LTD Monthly Benefit shown in the Schedule of Benefits which applies to You.

Monthly Earnings will equal the greater of:

1. 1/12th of Your last reported gross annual income from Your Employer in effect on the day immediately prior to Your Date of Disability; or
2. 1/12th of Your gross annual income from Your Employer in effect on September 1 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.

Net LTD Monthly Benefit means the Gross LTD Monthly Benefit less the Deductible Sources of Income.

Participation in a Riot shall include promoting, inciting, conspiring to promote or incite, aiding, abetting, and all forms of taking part in, but shall not include actions taken in defense of public or private property, or actions taken in defense of the person of the insured, if such actions of defense are not taken against persons seeking to maintain or restore law and order including but not limited to police officers and firemen.
**Policyholder** means the person, firm or institution named in the Policy, including any covered subsidiaries or affiliates named in the Policy.

Pre-existing Condition means a condition which;

1. was caused by, or results from a Sickness or Injury for which You received medical treatment, or advice was rendered, prescribed or recommended whether or not the Sickness was diagnosed at all or was misdiagnosed within 3 months prior to Your effective date; and

2. results in a Disability which begins in the first 12 months after Your effective date.

Regular Occupation means the occupation that You are routinely performing when Your Disability begins. We will look at Your occupation as it is normally performed in the national economy, instead of how the work tasks are performed for a specific Policyholder or at a specific location.

Retirement Plan means a plan which provides retirement benefits to Employees and is not funded wholly by Employee contributions.

Riot shall include all forms of public violence, disorder or disturbance of the public peace, by three or more persons assembled together, whether or not acting with common intent and whether or not damage to persons or property or unlawful act or acts is the intent or the consequence of such disorder.

Schedule of Benefits means the schedule which is a part of this certificate.

Sickness means sickness or disease causing Disability which begins while You are covered under the Policy.

Spouse means lawful spouse in the jurisdiction in which You reside.

Substance Abuse means a pattern of pathological use of alcohol or other psychoactive drugs resulting in: impairment of social and or occupational functioning, debilitating physical condition, inability to abstain from or reduce consumption of the substance, or the need for daily substance use for adequate functioning.

Waiting Period as shown in the Schedule of benefit means the continuous length of time immediately before Your Effective Date during which You must be in an Eligible Class. Any period of time prior to the Policy Effective Date You were Actively at Work for Your Employer will count towards completion of the Waiting Period.

We, Our and Us mean the Dearborn Life Insurance Company, Chicago, Illinois.

You, Your and Yours means the Employee to whom this certificate is issued and whose insurance is in force under the terms of the Policy.
Administrative Office:

701 E. 22nd Street • Lombard, Illinois 60148