

THE STANDARD LIFE INSURANCE COMPANY OF NEW YORK

A Stock Life Insurance Company
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GROUP LONG TERM DISABILITY INSURANCE CERTIFICATE AND SUMMARY PLAN DESCRIPTION

POLICYHOLDER:	University of Rochester
GROUP POLICY NUMBER:	430352-A
GROUP POLICY EFFECTIVE DATE:	July 1, 2004
GROUP POLICY ANNIVERSARY DATE:	Each future July 1
STATE OF ISSUE:	New York

The Table of Contents on the next page will help you locate important items, such as the date you become eligible, the benefits and definitions of terms.

PLEASE READ THE ENTIRE CERTIFICATE. IT IS IMPORTANT.

This certificate details the main features of the insurance provided under the Group Policy issued to the Policyholder by The Standard Life Insurance Company of New York (Standard). Subject to the terms and conditions of the Group Policy, you are insured for the benefits described in this certificate. Possession of this certificate and summary plan description does not necessarily mean you are insured. You are insured only if you meet the requirements set out in this certificate and summary plan description.

Unless defined differently within a particular provision, the terms "you" and "your" mean the Employee. Other defined terms appear with their initial letters capitalized.

This certificate replaces any other certificates that may have been previously issued to you describing this insurance.

The insurance evidenced by this certificate provides disability income insurance only. It does NOT provide basic hospital, basic medical, or major medical insurance as defined by the New York State Insurance Department.



President

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PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE

ELIGIBILITY

Employer

University of Rochester

Eligible Class(es)

All active full-time and part-time Employees who are not covered by the collective bargaining agreement between the Strong Memorial Hospital and Local 1199 Upstate Service Employees International Union AFL-CIO or the collective bargaining agreement between the University of Rochester and Local 1100 Upstate Service Employees International Union AFL-CIO.

Work Test

All full-time professional, administrative and supervisory staff Employees:

You must work at least 40 hours per week to be considered a full-time Employee under the Group Policy.

All full-time hourly staff Employees:

You must work at least 35 hours per week to be considered a full-time Employee under the Group Policy.

All part-time hourly, professional, administrative and supervisory staff Employees:

You must work a regular weekly or monthly schedule which is less than that required for full-time status but at least 17.5 hours per week to be considered a part-time Employee under the Group Policy.

All full-time faculty Employees:

You must carry a normal full teaching and research load as defined for faculty by the college or school concerned to be considered a full-time Employee under the Group Policy.

All part-time faculty Employees:

You must carry at least half the normal (full) teaching and research load as defined for faculty by the college or school concerned to be considered a part-time Employee under the Group Policy.

Waiting Period

For Employees covered under their Employer's prior long term disability plan on the Group Policy Effective Date or whose coverage was scheduled to begin under the prior plan on the Group Policy Effective Date:

The time period is shown below for all Employees eligible for insurance based on classification:

Classification:

Waiting Period:

1 continuous year of service in an Eligible Class including time served in an eligible class under the Employer's prior long term disability plan.

The Waiting Period will be reduced by any period the employee served as an employee of the employer immediately prior to becoming a member of an eligible class.

BENEFITS

Benefits Start

...as of the first day of the month after the end of the Elimination Period. The Elimination Period is the period you must be continuously Disabled before benefits become payable. The Elimination Period is the longer of:

- (1) 6 months; or
- (2) any period you are eligible to receive payments in each calendar month equal to your full Monthly Wage Base under your Employer's short term disability plan (whether an insured or self-funded plan), or under your Employer's sick leave or salary continuation program.

Normal Occupation Period

...is the first 24 months after the Elimination Period.

Any Occupation Period

...begins at the end of the Normal Occupation Period and continues while benefits are payable.

Benefits Continue

...during a term of continuous Disability until the following age or time limit:

<u>Age When Disability Starts</u>	<u>Age or Time Limit</u>
59 or younger	To age 65
60 through 64	5 years
65 through 68	To age 70
69 or older	1 year

Benefit Types and Amounts:

(A) The Monthly Income Benefit

Option 1 (Full LTD Election)

...applies to you if, (a) you are not insured under Option 2 (Limited LTD Election), and (b) you made Written Election for and are insured for the Monthly Income Benefit under Option 1 (Full LTD Election) as set forth in PART 2: ELIGIBILITY.

The Monthly Income Benefit Under Option 1 (Full LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$15,000 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.

The Monthly Income Benefit may be adjusted by the Annual Benefit Adjustment.

In no event will the Monthly Income Benefit be less than \$50.

If your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base, the Monthly Income Benefit will be adjusted. See PART 3: DISABILITY BENEFITS.

Evidence Of Insurability will not be required to become insured for Option 1 (Full LTD Benefit) on January 1, 2013 if you apply during the one time open enrollment period beginning November 1, 2012 and ending November 30, 2012 or if you were previously declined for Option 1 (Full LTD Benefit) between June 1, 2012 and October 31, 2012 and you re-apply for Option 1 (Full LTD Benefit) during the open enrollment period. However, Evidence Of Insurability will not be waived if you are not insured for Option 1 (Full LTD Benefit) coverage because you previously submitted evidence of good health that was not approved by us prior to June 1, 2012 or after October 31, 2012 under any group policy issued by us to the Policyholder or covering your Employer.

Option 2 (Limited LTD Election)

For full-time Employees only:

...applies to you if you are not insured under Option 1 (Full LTD Election).

The Monthly Income Benefit Under Option 2 (Limited LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$1,800 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.

The Monthly Income Benefit may be adjusted by the Annual Benefit Adjustment.

In no event will the Monthly Income Benefit be less than \$50.

If your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base, the Monthly Income Benefit will be adjusted. See PART 3: DISABILITY BENEFITS.

For part-time Employees only:

...applies to you if, (a) you are not insured under Option 1 (Full LTD Election), and (b) you made Written Election for and are insured for the Monthly Income Benefit under Option 2 (Limited LTD Election) as set forth in PART 2: ELIGIBILITY.

The Monthly Income Benefit Under Option 2 (Limited LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$1,800 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.

The Monthly Income Benefit may be adjusted by the Annual Benefit Adjustment.

You will no longer be Disabled when your Monthly Earnings While Disabled from your Normal Occupation equals 20% or more of your Increasing Monthly Wage Base.

In no event will the Monthly Income Benefit be less than \$50.

(B) The Monthly Annuity Premium Benefit

...is equal to a percentage (or a sum of percentages) of your covered annual wage base including targeted salary from The School of Medicine and Dentistry Faculty Compensation Plan:

6.2% of your covered annual wage base at the start of Disability up to the breakpoint as determined by the University of Rochester and published each July 1 plus 10.5% of your remaining covered annual wage base up to the current United States Internal Revenue Code limit. Please see your Human Resources Department regarding the breakpoint limit and/or the current United States Internal Revenue Code limit.

If your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base, the Monthly Annuity Premium Benefit will be adjusted. See PART 3: DISABILITY BENEFITS.

The Monthly Annuity Premium Benefit will be credited to Teachers Insurance Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF) retirement annuities.

The United States Internal Revenue Code limits contributions for you under your Employer's retirement plan. Standard can pay the Monthly Annuity Premium Benefit only to the extent of those limits.

(C) The Annual Benefit Adjustment

...adjusts the Monthly Income Benefit (including the minimum Monthly Income Benefit). The first adjustment will take effect 12 months after the date benefits are first payable for a term of Disability. The adjustment will equal 3%.

OTHER FEATURES INCLUDE

Eligibility When You Are Rehired

Rehabilitation Service

Social Security Disability Assistance

DISABILITIES NOT COVERED

No Benefits Will Be Paid

...if the Disability is caused or contributed to by:

- (1) an intentionally self-inflicted condition; or
- (2) War; or
- (3) taking part in a felony; or
- (4) riot; or
- (5) a Preexisting Condition, subject to the "If You Are Rehired" provision in PART 2;

Nor Will Benefits Be Payable For Any Period During Which You:

- (1) do not participate in mandatory rehabilitation; or
- (2) are not under the Regular Care of a Physician; or
- (3) do not provide written proof of Disability; or
- (4) fail or refuse to be examined at Standard's request.

See PART 4: DISABILITIES NOT COVERED.

PART 2: ELIGIBILITY

To Be Eligible for Insurance

...you must be in an Eligible Class and meet any required Work Test shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

You Will Become Eligible for Insurance

...on the latest of:

- (1) the Group Policy Effective Date, if you are in an Eligible Class and have completed the required Waiting Period on that date; and
- (2) the first day after you complete any required Waiting Period shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE for your Eligible Class; and
- (3) the first day after you complete any required Waiting Period shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE for your Eligible Class, if you enter the class after the Group Policy Effective Date. However, if you were covered under a prior employer's group long term disability insurance plan, you will become eligible for insurance on the first day after you enter an Eligible Class, if:
 - (a) the prior plan provided income benefits for 5 or more years of disability; and
 - (b) you were covered under the prior plan within 3 months before the date you entered the Eligible Class;

provided you are Actively at Work on the date you are to become eligible. If you are incapable of Active Work on that date, you will become eligible on the date after you have completed 5 full consecutive days of Active Work.

If You Are Rehired

...within 1 year of the date employment ceased you will become eligible for insurance on:

- (1) the date of your re-entry into an Eligible Class, if you meet any required Work Test shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, and you were previously insured under the Group Policy; or
- (2) the date you become eligible for insurance as set forth in "You Will Become Eligible for Insurance" above, if you were not previously insured under the Group Policy. All full months of service in an Eligible Class prior to the date employment ceased will be used in determining this date.

However, if you are rehired after 1 year but within 5 years of the date employment ceased you will become eligible for insurance on:

- (1) you will become eligible for insurance on the date of your re-entry into an Eligible Class, if you meet any required Work Test shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, and you were previously insured under the Group Policy; or
- (2) the date you become eligible for insurance as set forth in "You Will Become Eligible for Insurance" above, if you were not previously insured under the Group Policy. All full months of service in an Eligible Class prior to the date employment ceased will be used in determining this date.

(3) No benefits will be paid for a Disability caused or contributed to by a Preexisting Condition as set forth below. A Preexisting Condition is a physical or mental condition, whether or not diagnosed or misdiagnosed,

(a) for which you did any of the following:

(i) incurred expense; or

(ii) received medical treatment, services, or advice; or

(iii) underwent diagnostic procedures; or

(iv) took prescribed drugs or medicine; or

(v) consulted a physician or other licensed medical professional; or

(b) that was discovered or suspected as a result of any medical examination including a routine examination;

within the 6 months prior to your most recent effective date of insurance.

This exclusion will not apply to you if:

(c) for the 12 months prior to the start of a Disability, you were continuously:

(i) insured under the Group Policy; and/or

(ii) covered under your Employer's prior long term disability plan; and/or

(iii) covered under your prior employer's group long term disability plan which provided income benefits for 5 or more years of disability. Coverage under the prior plan will be deemed to be continuous if you were covered under the prior plan within 60 days before the date you became insured under the Group Policy. If the prior plan's preexisting condition provision still applied to you when the coverage ended, the lesser of this exclusion or the prior plan's exclusion will apply to you until you have been insured under the Group Policy for any remaining time that this exclusion or the prior plan's preexisting condition provision would have applied to you.

You must be Actively at Work on the date you are to become eligible. If you are incapable of Active Work on that date, you will become eligible on the date after you have completed 5 full consecutive days of Active Work. If you are a rehired Employee, your most recent effective date of insurance will be used throughout this certificate as the date you became insured.

To Become Insured Under Option 1 (Full LTD Election)

...you must be eligible for insurance and you must give Written Election to your Employer. It is important for you to give your Written Election within 31 days after the date you become eligible. Otherwise, Evidence Of Insurability satisfactory to Standard will also be required.

To Become Insured Under Option 2 (Limited LTD Election)

For full-time Employees only:

...you must be eligible for insurance.

For part-time Employees only:

...you must be eligible for insurance and you must give Written Election to your Employer. It is important for you to give your Written Election within 31 days after the date you become eligible. Otherwise, Evidence Of Insurability satisfactory to Standard will also be required.

Your Insurance Will Become Effective Under Option 1 (Full LTD Election)

...on:

- (1) the date you become eligible, if your Written Election is given to your Employer within 31 days after the date you become eligible; or
- (2) the date Standard approves your Evidence Of Insurability, furnished at no cost to Standard, if your Written Election is given to your Employer more than 31 days after you become eligible;

provided you are Actively at Work on the date the insurance is to begin. If you are incapable of Active Work on that date, your insurance will not become effective until the day after you have completed 5 full consecutive days of Active Work.

Your Insurance Will Become Effective Under Option 2 (Limited LTD Election)

For full-time Employees:

On the date you become eligible provided you are Actively at Work on the date the Insurance is to begin. If you are incapable of Active Work on that date, your Insurance will not become effective until the day after you have completed 5 full consecutive days of Active Work.

For part-time Employees:

On:

- (1) the date you become eligible, if your Written Election is given to your Employer within 31 days after the date you become eligible; or
- (2) the date Standard approves your Evidence Of Insurability, furnished at no cost to Standard, if your Written Election is given to your Employer more than 31 days after you become eligible;

provided you are Actively at Work on the date the insurance is to begin. If you are incapable of Active Work on that date, your insurance will not become effective until the day after you have completed 5 full consecutive days of Active Work.

The Active Work Requirement Will Not Apply To You

...if you were covered under your Employer's prior group long term disability plan on the day before the effective date of your Employer's coverage under the Group Policy, you can become insured on the effective date of your Employer's coverage without being Actively at Work. The Monthly Income Benefit payable for a period of continuous Disability beginning before you are Actively at Work will be the monthly income benefit which would have been payable under the terms of that prior plan if it had remained in force, reduced by any benefits payable under that prior plan. There is no minimum Monthly Income Benefit if there is a reduction by benefits payable under that prior plan.

Change in the Benefits for Which You Are Insured

...will be made if you give your Employer a Written Election for benefits different from the ones for which you are insured, if a Written Election is required. The change in benefits will take effect on the first day of the month following:

- (1) the date Standard approves your Evidence Of Insurability, furnished at no cost to Standard, if your Written Election provides for a greater amount of benefits; or
- (2) the date your Employer receives your Written Election, if you are requesting a change that provides for a lesser amount of benefits;

provided you are Actively at Work on the date the change is to take effect. If you are incapable of Active Work on that date, the change will not become effective until the day after you have completed 5 full consecutive days of Active Work.

The Cost For The Insurance Under Option 1 (Full LTD Election)

...is shown below as determined by your classification:

Classification:

For full-time Employees:

Your Insurance is paid by you and your Employer. Your share of the Insurance cost is deducted from your wages. You will be informed of your monthly cost when you enroll in the plan. If the cost to you changes, you will be notified by your Employer.

For part-time Employees:

Your Insurance is paid by you. The Insurance cost is deducted from your wages. You will be informed of your monthly cost when you enroll in the plan. If the cost to you changes, you will be notified by your Employer.

The Cost For The Insurance Under Option 2 (Limited LTD Election)

...is shown below as determined by your classification:

Classification:

For full-time Employees:

Your Insurance is paid by your Employer.

For part-time Employees:

Your Insurance is paid by you. The insurance cost is deducted from your wages. You will be informed of your monthly cost when you enroll in the plan. If the cost to you changes, you will be notified by your Employer.

Generally near the Group Policy Anniversary Date, Standard reviews the plan and the premiums being charged. If a premium change is to be made, Standard will notify your Employer.

PART 3: DISABILITY BENEFITS

For full-time Employees:

You will be insured as set forth in PART 2: ELIGIBILITY. The benefits for which you are insured are in accordance with your selection. From the selection of benefits set forth below, you must elect one choice from the selection below:

Benefits Selection:

Monthly Income Benefit

- (1) The Monthly Income Benefit Under Option 1 (Full LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$15,000 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.
- (2) The Monthly Income Benefit Under Option 2 (Limited LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$750 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.

You will be insured under Option 2 (Limited LTD Election) unless you otherwise elect and become insured under Option 1 (Full LTD Election).

See "Benefit Types And Amounts" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

For part-time Employees:

You will be insured as set forth in PART 2: ELIGIBILITY. The benefits for which you are insured are in accordance with your selection. From the selection of benefits set forth below, you may elect one choice from the selection below:

Benefits Selection:

Monthly Income Benefit

- (1) The Monthly Income Benefit Under Option 1 (Full LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$15,000 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.
- (2) The Monthly Income Benefit Under Option 2 (Limited LTD Election) is equal to 60% of your Monthly Wage Base not to exceed a benefit of \$750 per month, less the sum of the Benefits From Other Sources (see PART 8: DEFINITIONS) that apply to the same month.

You may be insured under Option 1 (Full LTD Election) or Option 2 (Limited LTD Election). You may elect one of the optional benefits, but not both.

See "Benefit Types And Amounts" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

WHEN BENEFITS START AND DURATION OF BENEFITS

Benefits Will Be Payable

...as of the first day of the month after the end of the Elimination Period shown in "Benefits Start" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, if the following conditions are met:

- (1) Disability starts while you are insured under the Group Policy; and
- (2) Disability does not result from any cause set forth in PART 4: DISABILITIES NOT COVERED; and
- (3) proof of Disability is given to Standard as set forth in PART 7: GENERAL PROVISIONS; and
- (4) for payment of the Monthly Annuity Premium Benefit, the conditions set forth in "Types Of Benefits" in PART 3: DISABILITY BENEFITS.

However, if you:

- (1) return to Active Work for your Employer before benefits are payable; and
- (2) become Disabled again from the same or related cause within 90 days of your return to Active Work;

the term of Disability will be considered continuous. Any days of Active Work, however, will not count toward meeting the Elimination Period. This paragraph will not apply if you return to Active Work after the date the Group Policy terminates.

No benefits will be payable for the Elimination Period shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

After Benefits Start, They Will Continue To Be Payable

...each month during your term of continuous Disability. The last benefit payment will be made as of the first day of the month in which the earliest of these events occurs:

- (1) you are no longer Disabled; or
- (2) you reach a limit shown under "Benefits Continue" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE; or
- (3) you die; or
- (4) you fail to provide proof of continued Disability and entitlement to benefits under the Group Policy; or
- (5) benefits become payable under any other long term disability plan under which you become insured through employment during a period of temporary recovery.

Recurrent Disability

If, after benefits cease because you are no longer Disabled, you:

- (1) return to Active Work; and
- (2) become Disabled again from the same or related cause within 12 months after the date benefits ceased;

benefits will begin as of the first day of the month after Disability starts again and the term of Disability will be considered continuous.

Benefits payable during a term of recurrent Disability will be based on the provisions and Monthly Wage Base that applied to the prior term of Disability. This provision will not apply to you if you become Disabled again after your insurance ceases as set forth in PART 5: WHEN INSURANCE CEASES, nor will it apply to you if while receiving benefits you also attain a limit shown under "Benefits Continue" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

TYPES OF BENEFITS

(A) The Monthly Income Benefit

...is equal to the amount shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

(In the case of the last benefit payment, Standard will use the amount of Benefits From Other Sources that applied to the prior month.) Benefits From Other Sources are set forth in detail in PART 8: DEFINITIONS.

If your Monthly Earnings While Disabled are 20% or less of your Increasing Monthly Wage Base, no change will be made to the amount of the Monthly Income Benefit.

If your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base after the Elimination Period, a Work Transition Period will be provided. During the Work Transition Period, no change will be made to the Monthly Income Benefit as shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, except to stay within the 100% limit stated below. The Work Transition Period will begin the first month that your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base and will end after 12 consecutive months. In no event will the Work Transition Period exceed the first 12 months of benefits for you.

After the Work Transition Period, a percentage of the Monthly Income Benefit is payable. The percentage is obtained by dividing Lost Income by the Increasing Monthly Wage Base. That percentage is then applied as the multiplier to the amount of the Monthly Income Benefit. As any changes occur in your Monthly Earnings While Disabled, Increasing Monthly Wage Base,

or Monthly Income Benefit, the amount of benefits payable by Standard on or after the date of the change will be adjusted to reflect the change.

If at any time, including during the Work Transition Period, the Monthly Income Benefit plus the combined monthly amount of Benefits From Other Sources and Monthly Earnings While Disabled exceed 100% of your Increasing Monthly Wage Base, the Monthly Income Benefit will be adjusted. When the adjustment is made, the Monthly Income Benefit plus the combined monthly amount of Benefits From Other Sources and Monthly Earnings While Disabled will equal 100% of your Increasing Monthly Wage Base.

You will no longer be Disabled when your Monthly Earnings While Disabled from your Normal Occupation or any other occupation equals 80% or more of your Increasing Monthly Wage Base.

In no event will the Monthly Income Benefit be less than the minimum Monthly Income Benefit shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

Payment of the Monthly Income Benefit

The first benefit will be paid as of the first day of the month after the end of the Elimination Period shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, and as of the first day of each month thereafter. Payment is subject to Standard's right to receive proof of continued Disability. Any unpaid benefits at your death will be paid to your estate. Standard reserves the right to pay any Monthly Income Benefit to any person as trustee for you if the trustee is a person by whom or an institution in which you are being maintained. Before payment is made to any person as trustee, Standard must be satisfied that you are not able, for physical or mental reasons, to accept payment. Such payment will discharge Standard's obligation for that payment. Standard will not be liable for the acts or neglects of any trustee to whom payment is made. The Monthly Income Benefit may be applied to reduce any overpayment of your claim.

(B) The Monthly Annuity Premium Benefit

The amount of the Monthly Annuity Premium Benefit is determined as shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

This benefit will be payable for you if, on the date of your Disability you were participating in or are eligible to participate in your Employer's retirement plan.

The Monthly Annuity Premium Benefit will cease to be paid if you elect to receive, at any time during your Disability, all of the benefit payable from such TIAA Retirement Annuity Contract and/or CREF Retirement Unit-Annuity Certificate under any option available.

The Monthly Annuity Premium Benefit does not apply to Teachers Insurance and Annuity Association of America - College Retirement Equities Fund (TIAA-CREF) Supplemental Retirement Annuities (SRAs) or to premiums paid to them.

If your Monthly Earnings While Disabled are 20% or less of your Increasing Monthly Wage Base, no change will be made to the amount of the Monthly Annuity Premium Benefit.

If your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base after the Elimination Period, a Work Transition Period will be provided. During the Work Transition Period, no change will be made to the Monthly Annuity Premium Benefit as shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE. The Work Transition Period will begin the first month that your Monthly Earnings While Disabled are more than 20% of your Increasing Monthly Wage Base and will end after 12 consecutive months. In no event will the Work Transition Period exceed the first 12 months of benefits for you.

After the Work Transition Period, a percentage of the Monthly Annuity Premium Benefit is payable. The percentage is obtained by dividing Lost Income by the Increasing Monthly Wage Base. That percentage is then applied as the multiplier to the amount of the Monthly Annuity Premium Benefit. As any changes occur in your Monthly Earnings While Disabled, Increasing

Monthly Wage Base, or Monthly Annuity Premium Benefit, the amount of benefits payable by Standard on or after the date of the change will be adjusted to reflect the change.

Payment of the Monthly Annuity Premium Benefit

You must be Disabled and eligible to receive a Monthly Income Benefit in order for the Monthly Annuity Premium Benefit to be payable.

The Monthly Annuity Premium Benefit is not payable directly to you. The Monthly Annuity Premium Benefit will be paid as a premium remitted on your behalf under the terms of your Employer's retirement plan.

The first benefit will be paid as of the first day of the month after the end of the Elimination Period shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, and as of the first day of each month thereafter to Teachers Insurance and Annuity Association of America (TIAA) and College Retirement Equities Fund (CREF) retirement annuities.

If you are in a class eligible to participate in your Employer's retirement plan, but have not completed the plan's waiting period: This benefit will be paid by Standard as of the first day of each month after six months of Disability, or; if later, the first day of each month after you complete the plan's waiting period, which is two years of employment with your Employer.

Any payment made will be divided according to any option available at the time the payment is made.

No payment will be made before the date your application is approved for the contract or certificate unless you already own such a contract or certificate. Except, if during a term of Disability you elect a benefit from such TIAA or CREF annuity, Standard will not accept an application for another contract or certificate.

Payment is subject to Standard's right to receive proof of continued Disability.

The Monthly Annuity Premium Benefit may be applied to reduce any overpayment of your claim.

(C) The Annual Benefit Adjustment

...will adjust the Monthly Income Benefit (including the minimum Monthly Income Benefit). The first adjustment will take effect as of the time shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE. Future adjustments will take effect on the first day of the same month each calendar year (January 1 - December 31) thereafter as long as benefits continue to be payable.

TYPES OF SERVICES

Rehabilitation Service

Rehabilitation services are mandatory services that Standard determines prepare you to work to the fullest extent of your ability. Standard will give you a written statement of the services, and their extent. The services may include but are not limited to the following:

- (1) vocational testing; or
- (2) job preparation; or
- (3) career counseling; or
- (4) retraining; or
- (5) work place modification.

Social Security Disability Assistance

Standard can help you to apply for Social Security disability benefits. Standard may also help you appeal a denied application for such benefits.

PART 4: DISABILITIES NOT COVERED

No Benefits Will Be Paid

...if Disability is caused or contributed to by the following or medical or surgical treatment of the following:

- (1) a physical or mental condition that is intentionally self-inflicted while sane; or
- (2) a physical or mental condition that results from War or any act of War. War means declared or undeclared war, whether civil or international, and any substantial armed conflict between organized forces of a military nature; or
- (3) a physical or mental condition that results from your committing or attempting to commit an assault or felony; or
- (4) a physical or mental condition that results from you actively participating in a violent disorder or riot. Actively participating does not include being at the scene of a violent disorder or riot while performing your official duties; or

Nor Will Benefits Be Payable For Any Period During Which:

- (1) you fail to participate in a program of mandatory rehabilitation service that Standard determines prepares you to work to the fullest extent of your ability; or
- (2) you are not under the Regular Care of a Physician; or
- (3) you fail to provide proof of Disability and other proof as set forth in PART 7: GENERAL PROVISIONS; or
- (4) you fail to comply with Standard's request to have you examined.

PART 5: WHEN INSURANCE CEASES

Your Insurance Will Cease

...on the earliest of the following events:

- (1) the date the Group Policy terminates; or
- (2) the date the Group Policy is changed to terminate insurance on the class of Employees to which you belong; or
- (3) the date you stop Active Work in an Eligible Class; or
- (4) the date you fail to meet any required Work Test; or
- (5) the date the last period ends for which the required premium contribution was made for your insurance.

If you are no longer Actively at Work due to a leave of absence, ask your Employer or the Policyholder for information about options available under the Group Policy for insurance to continue during your leave of absence.

Benefits After Insurance Ceases or Is Changed

During each period of continuous Disability, Standard will pay benefits according to the terms of the Group Policy in effect on the date you became Disabled. Your right to receive benefits under the Group Policy will not be affected by:

- (1) any amendment to the Group Policy or your Employer's coverage under the Group Policy that is effective after you become Disabled; or
- (2) termination of the Group Policy or your Employer's coverage under the Group Policy after you become Disabled.

PART 6: APPLYING FOR BENEFITS AND REQUESTING INFORMATION

Applying for Benefits

When you anticipate that your Disability will extend beyond the end of the Elimination Period shown in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, you should request an application for benefits. Your Employer or the Policyholder can supply the application and help you complete it.

(A) Time Limits

Time limits for sending the application, proof of Disability, or other proof are set forth in PART 7: GENERAL PROVISIONS.

(B) Notice Of Decision On Claim

Standard will evaluate your application for benefits promptly after you file it. Within 45 days after Standard receives your application for benefits you will be sent: (1) a written decision on your application; or (2) a notice that Standard is extending the period to decide your application for 30 days. Before the end of this extension period Standard will send you: (a) a written decision on your application for benefits; or (b) a notice that Standard is extending the period to decide your application for an additional 30 days. If an extension is due to your failure to provide information necessary to decide the application for benefits, the extended time period for deciding your application will not begin until you provide the information or otherwise respond.

If Standard extends the period to decide your application for benefits, you will be notified of the following:

- (1) the reasons for the extension; and
- (2) when Standard expects to decide your application; and
- (3) an explanation of the standards on which entitlement to benefits is based; and
- (4) the unresolved issues preventing a decision; and
- (5) any additional information needed to resolve those issues.

If Standard requests additional information, you will have 45 days to provide the information. If you do not provide the requested information within 45 days, Standard may decide your application for benefits based on the information already received.

If Standard denies any part of your application for benefits, you will receive a written notice of denial containing:

- (a) the reasons for Standard's decision; and
- (b) reference to the parts of the Group Policy on which the decision is based; and

- (c) reference to any internal rule or guideline relied upon in making the decision; and
- (d) a description of any additional information needed to support your application for benefits; and
- (e) information concerning your right to a review of the decision; and
- (f) information concerning your right to bring a civil action for benefits under section 502(a) of ERISA if your application for benefits is denied on review.

(C) Review Procedure

If all or part of an application for benefits is denied, you may request a review. You must request a review in writing within 180 days after receiving notice of the denial.

You may send Standard written comments or other items to support your application for benefits. You may review and receive copies of any non-privileged information that is relevant to your request for review. There will be no charge for such copies. You may request the names of medical or vocational experts who provided advice to Standard about your application for benefits.

The person conducting the review will be someone other than the person who denied the application for benefits and will not be subordinate to that person. The person conducting the review will not give deference to the initial denial decision. If the denial was based on a medical judgement, the person conducting the review will consult with a qualified health care professional. This health care professional will be someone other than the person who made the original medical judgement and will not be subordinate to that person. Standard's review will include any written comments or other items you submit to support your application for benefits.

Standard will review your application for benefits promptly after Standard receives your request. Within 45 days after your request for review is received Standard will send you: (1) a written decision on review; or (2) a notice that Standard is extending the review period for 45 days. If the extension is due to your failure to provide information necessary to decide the application for benefits on review, the extended time period for review of your application for benefits will not begin until you provide the information or otherwise respond.

If Standard extends the review period, you will be notified of the following: (a) the reasons for the extension; (b) when Standard expects to decide your application for benefits on review; and (c) any additional information needed to decide your application for benefits.

If Standard requests additional information, you will have 45 days to provide the information. If you do not provide the requested information within 45 days, Standard may conclude the review of your application for benefits based on the information already received.

If Standard denies any part of your application for benefits on review, you will receive a written notice of denial containing:

- (a) the reasons for Standard's decision; and
- (b) reference to the parts of the Group Policy on which the decision is based; and
- (c) reference to any internal rule or guideline relied upon in making the decision; and
- (d) information concerning your right to receive, free of charge, copies of non-privileged documents and records relevant to your application for benefits; and

- (e) information concerning your right to bring a civil action for benefits under section 502(a) of ERISA.

The Group Policy does not provide voluntary alternative dispute resolution options.

Standard will comply with any shorter time limits which may be required by the laws or regulations of the state in which the Group Policy is issued.

Requests for Information About Your Insurance

Please direct any written request for information about the Group Policy, its terms, conditions, interpretations, application for benefits thereunder, and review of an application to: The Standard Life Insurance Company of New York, 360 Hamilton Avenue, Suite 210, White Plains, New York, 10601-1871.

PART 7: GENERAL PROVISIONS

Proof of Disability and Other Proof

Standard must receive written proof of Disability within 90 days after the end of the Elimination Period. While benefits are payable, proof of continued Disability is required at reasonable intervals to be determined by Standard. If benefits cease, in whole or in part, proof of continued Disability or other proof must be provided within 90 days thereafter. All proof must be satisfactory to Standard.

No claim will be denied or reduced if it was not reasonably possible for you to give proof of Disability or other proof at the time it was required and it is given as soon as reasonably possible. These time limits will not apply while you lack legal capacity. If proof of Disability or other proof is not provided within the required time, no benefits will be paid and the time limits set forth in "Legal Proceedings Against Standard" will begin.

(A) Written Proof

Forms for filing proof will be sent to you or to your Employer when Standard receives a request for them. If forms are not sent within 15 days after Standard's receipt of a request, you can apply for benefits in a letter to Standard stating the date Disability began and the cause and the nature of the Disability.

(B) Types of Proof

Standard may require you to submit at your expense as part of the proof of Disability: claim statements, statements of treating physicians or other medical professionals; copies of test reports or examinations; x-rays and hospital records; and proof of physical impairment that results from anatomical or physiological abnormalities which are demonstrable by medically acceptable clinical and laboratory diagnostic techniques except that for claims of Disability due to Mental Illness such proof will not be required if it is not reasonably available. If the required proof is not provided within 45 days after we mail our request, your claim may be denied.

(C) Other Proof

Other proof that Standard may require you to submit at your expense are: sufficient evidence that you have applied for all of the Benefits From Other Sources; prompt receipt of all written benefit decisions made by the providers of the Benefits From Other Sources; employment records, financial records, including copies of tax returns for you and for any business in which you participate as a principal; and any other information Standard may reasonably require to determine benefits payable. If the required proof is not provided within 45 days after we mail our request, your claim may be denied.

Investigation of Claim

Standard may investigate your claim at any time. Standard may require at its expense medical examinations by impartial specialists and investigations conducted by Standard or outside agencies. Standard will have the right and the chance to examine you at such times as it may reasonably require. Standard may also require records that are in your Employer's possession, control, or custody, and may require one or more interviews with you. Benefits may be denied or suspended if you fail to comply with Standard's request for an examination or fail to cooperate with the examiner.

Overpayment of Benefits

Any overpayment of benefits must be repaid to Standard. To recoup the amount overpaid, Standard, at its option will:

- (1) require that the amount be repaid by you to Standard in one sum; or
- (2) withhold the amount from your future benefits payable under the Group Policy; or
- (3) take any legal action it deems necessary.

Assignment

You may not assign any insurance provided under the Group Policy. Any such action will be void and of no effect.

The Group Policy

Standard and the Policyholder may agree to terminate or change any part of the Group Policy without your consent. The Policyholder may terminate the Group Policy in whole, and may terminate insurance for any classes or groups of Employees. Any change or amendment of the Group Policy may apply to current or future Employees or to any classes or groups of Employees. Such termination or change will not affect your benefits for a Disability which then exists.

Also, the Group Policy will terminate automatically due to non-payment of premiums by the Policyholder in accordance with the terms of the Group Policy. Also, Standard may terminate the Group Policy as of any date set forth below by giving notice in writing which is mailed to the Policyholder at least 90 days before this date:

- (1) the Group Policy Anniversary Date; or
- (2) any premium due date, if on a prior premium due date the participation requirements set forth in the Group Policy have not been met.

Standard may terminate insurance under the Optional Schedule as of any premium due date by giving notice in writing which is mailed to the Policyholder at least 90 days before this date if on a prior premium due date less than 50% of Employees eligible for insurance under the Optional Schedule were insured for such insurance.

Benefits under the Group Policy are limited to its terms, including any valid amendment. No change or amendment will be valid unless it is approved in writing by one of Standard's executive officers and given to the Policyholder for attachment to the Group Policy. The Policyholder, your Employer, and their respective employees or representatives have no right or authority to change or amend the Group Policy or to waive any of its terms or provisions without Standard's signed, written approval.

Standard may change the Group Policy in whole or in part if:

- (1) the change in the Group Policy is either requested by the Policyholder or is made to satisfy any legal requirement that applies to the Group Policy; or
- (2) the change affects Standard's administration of the Group Policy and is intended to apply to all similar group insurance policies that are affected by the change. Standard will give the Policyholder written notice of Standard's intent to make this kind of a change at least 31 days in advance of the effective date of the change. Payment of the

next premium due under the Group Policy will be the Policyholder's acceptance of the change, unless the Policyholder rejects the change, in writing, prior to its effective date.

Neither the Policyholder nor your Employer are Standard's agent or representative. Standard will not be responsible or liable for any act or omissions of either of them.

Discretionary Authority For Claims

Benefits under the Group Policy will be paid only if Standard decides in its discretion that you are entitled to them. This discretionary authority includes determining eligibility for benefits and interpreting the terms of the Group Policy.

Legal Proceedings Against Standard

No action or suit will be brought to recover under the Group Policy unless it is brought later than 60 days after proof of Disability has been given as required by the Group Policy. No such action will be brought at all unless it is brought within 2 years from the end of the time within which proof of Disability or other proof is required by the Group Policy.

Incontestability of Insurance

Any statement made to obtain or to increase insurance is a representation and not a warranty.

No misrepresentation will be used to reduce or deny a claim or contest the validity of insurance unless:

- (1) the insurance would not have been approved if Standard had known the truth; and
- (2) Standard has given you or any other person claiming benefits a copy of the signed written instrument which contains the misrepresentation.

After insurance has been in effect for two years, during the lifetime of the insured, Standard will not use a misrepresentation to reduce or deny the claim unless it was a fraudulent misrepresentation.

Incontestability of the Group Policy or Employer Coverage Under the Group Policy

Any statement made by the Policyholder to obtain the Group Policy or made by an Employer to obtain coverage under the Group Policy is a representation and not a warranty.

No misrepresentation by the Policyholder or Employer will be used to deny a claim, or to deny the validity of the Group Policy or the Employer's coverage under the Group Policy unless:

- (1) the Group Policy would not have been issued or the Employer's coverage under the Group Policy would not have been approved if Standard had known the truth; and
- (2) Standard has given the Policyholder or Employer a copy of a written instrument signed by the Policyholder or Employer which contains the misrepresentation.

The validity of the Group Policy or the Employer's coverage under the Group Policy will not be contested after it has been in force for two years, except for nonpayment of premiums or fraudulent misrepresentations.

Clerical Error

Clerical error by the Policyholder, your Employer, or their respective employees or representatives will not:

- (1) cause a person to become insured; or
- (2) invalidate insurance under the Group Policy otherwise validly in force; or
- (3) continue insurance under the Group Policy otherwise validly terminated; or
- (4) cause an Employer to become covered under the Group Policy.

Misstatement

If a person's age has been misstated, Standard will make an equitable adjustment of premiums, benefits, or both. The adjustment will be based on:

- (1) the amount of insurance based on the correct age; and
- (2) the difference between the premiums paid and the premiums which would have been paid if the age had been correctly stated.

PART 8: DEFINITIONS

The Following Terms Have the Meaning Set Forth Below

Active Work or Actively At Work

...is performing with reasonable continuity, for wages that are paid regularly by your Employer, the Material Duties of your Normal Occupation at the usual place of work or at any alternate place of work required by your Employer.

For purposes of becoming eligible for insurance, and becoming insured, and increasing insurance, Actively At Work will include regularly scheduled days off, holidays, or vacation days, so long as you are capable of Active Work on those days and you were Actively At Work on the last day required to be at the workplace.

Benefits From Other Sources

...are benefit amounts available or provided to you as set forth below. One sum amounts will be divided into monthly amounts to be applied during the time for which the sum was applicable or is estimated by Standard to have been payable.

(A) Social Security or Similar Benefits

...are any benefit amounts that are payable for disability or retirement on your wage record under the Social Security Act of the United States or any similar United States or foreign government program.

- (1) Included in these amounts are benefits that are payable to you and to your dependents who are defined as such in the act or program. Any reduced amounts payable for your retirement will be included only if such amounts are elected. Any retirement benefit amounts being paid to you at age 70 or over will not be included if the amounts were being paid prior to the date Disability started.
- (2) These amounts will be determined under the provisions of the act or program in effect at the time benefits under the Group Policy are first payable for a term of Disability.
- (3) These amounts, except any reduced retirement benefits, will be deemed payable and offset accordingly unless the required application and all available appeals have been filed with the government program. Before receipt of the government program's final written benefit decision, Standard will estimate the amounts that are payable and will use the estimate to determine the amount of Benefits From Other Sources. If Standard's estimate and amounts awarded differ, Standard will adjust Benefits From Other Sources accordingly after it receives the final written benefit decision.
- (4) Standard will not offset the estimated amounts if you:
 - (a) give Standard written proof that you have applied for the benefits and provide, on an ongoing basis, written proof that you have pursued each and every appeal that is available; and

- (b) sign an agreement to repay to Standard any amount of an overpayment that is caused by an award of benefits, as set forth in "Overpayment of Benefits" in PART 7: GENERAL PROVISIONS.
- (5) If these amounts decrease or stop because you refuse to accept rehabilitation under the act or program, Standard will continue to include these amounts as Benefits From Other Sources without any adjustment to reflect the change.

(B) Workers' Compensation or Similar Benefits

...are any benefit amounts, including amounts for partial or total disability, whether permanent, temporary, or vocational, or whether paid either monthly or one sum amounts, and any form of settlement, that are payable under any workers' compensation law or similar law.

These amounts will be deemed payable and offset accordingly unless the required application and all available appeals have been filed and declined. Before receipt of the final written benefit decision, Standard will estimate the amounts that are payable and will use the estimate to determine the amount of Benefits From Other Sources.

If Standard's estimate and amounts awarded differ, Standard will adjust Benefits From Other Sources accordingly after it receives the final written benefit decision.

Standard will not offset the estimated amounts if you give Standard written proof that you have applied for the benefits, and have been declined, and provide, on an ongoing basis, written proof that you have pursued each and every appeal that is available; and you sign an agreement to repay to Standard any amount of an overpayment that is caused by an award of benefits, as set forth in "Overpayment of Benefits" in PART 7: GENERAL PROVISIONS.

(C) Other Benefits

...are any benefit amounts that are payable for retirement under any plan to which any employer contributed and which you:

- (a) elect to receive; or
- (b) receive as of the later of age 62 or the normal retirement age under the Social Security Act.

Amounts payable for retirement will not include those benefits payable based on contributions you made. Regardless of how funds from the retirement plan are distributed, Standard will consider your and the employer contributions to be distributed simultaneously throughout your lifetime.

Early retirement benefits will be Benefits From Other Sources only if you elect early retirement, or if early retirement would not reduce your accrued annuity or pension benefits.

These amounts will be deemed payable and offset accordingly unless the required application and all available appeals have been filed and declined. Before receipt of the final written benefit decision, Standard will estimate the amounts that are payable and will use the estimate to determine the amount of Benefits From Other Sources.

If Standard's estimate and the actual amounts paid or payable differ, Standard will adjust Benefits From Other Sources accordingly after Standard receives the final written benefit decision.

Standard will not offset the estimated amounts if you give Standard written proof that you have applied for the benefits, and have been declined, and provide, on an ongoing basis, written proof that you have pursued each and every appeal that is available; and you sign an agreement to repay to Standard any amount of an overpayment that is caused by an award of benefits, as set forth in "Overpayment of Benefits" in PART 7: GENERAL PROVISIONS.

(D) Sick Pay and Other Salary Continuation

...are any amounts that are paid under your Employer's sick leave, annual or personal leave, severance, or other salary continuation program (but not vacation pay) and any wages that are payable by your Employer, including donated amounts.

Benefits From Other Sources includes any amounts paid by compromise, settlement, or other method as a result of a claim for any of the above, whether disputed or undisputed.

Benefits From Other Sources will not include amounts paid to you for a continuous disability that starts before a Disability for which benefits are payable under the Group Policy.

For Amounts Paid in One Sum

...or by a method other than monthly, Standard will determine your Monthly Income Benefit using a prorated amount. We will use the period of time to which the Benefits From Other Sources applies. If no period of time is stated, Standard will use a reasonable one.

For amounts under a workers' compensation law or any similar act or law, the period of time used to prorate the amount cannot exceed the first to occur of the following:

- (1) the date you reach age 65, or the age limit for benefits shown under "Benefits Continue" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE, if later; and
- (2) the end of the stated period.

If you receive a one sum refund, withdrawal or distribution of contributions and earnings from your Employer's retirement plan, Standard will determine your Monthly Income Benefit using a lifetime monthly annuity amount, with no survivor income. The annuity will be based on the amount you receive, and on the life expectancy of a person your age on the later of:

- (1) the date the one sum is paid; and
- (2) the date Monthly Income Benefits become payable.

Changes in the Amounts of Benefits From Other Sources

...will not be made by Standard for any cost of living increase that takes effect in such benefits after the date benefits under the Group Policy are first payable for a term of Disability.

If any other change occurs in the amounts of Benefits From Other Sources, except as set forth above in (A) (5), the amount of benefits payable under the Group Policy after the date of the change will be adjusted to reflect the change.

Disability or Disabled

...is either:

- (1) for the Normal Occupation Period, being unable due to sickness, bodily injury, or pregnancy to perform with reasonable continuity the Material Duties of your Normal Occupation; and
for the Any Occupation Period, being unable due to sickness, bodily injury, or pregnancy to perform with reasonable continuity the Material Duties of any occupation for which you are reasonably qualified by education, training, or experience; or
- (2) after you have been continuously Disabled for the Elimination Period, working, but due to sickness, bodily injury, or pregnancy being unable to earn 80% or more of your Increasing Monthly Wage Base.

The Elimination Period, the Normal Occupation Period, and the Any Occupation Period are shown under "Benefits" in PART 1: LONG TERM DISABILITY INSURANCE AT A GLANCE.

Employee

...is a regular employee of the Employer working in the United States, excluding temporary or seasonal employees, full-time members of the armed forces of any country, leased employees, and independent contractors.

Employer

...is an employer, including any approved affiliates and subsidiaries, for which coverage under the Group Policy is approved in writing by Standard.

Evidence Of Insurability

...means you must:

- (1) complete and sign Standard's medical history statement; and
- (2) sign a form authorizing Standard to obtain information about your health; and
- (3) undergo a physical examination, if required by Standard, which may include blood testing; and
- (4) provide any additional information about your insurability that Standard may reasonably require.

Group Policy

...is the group long term disability insurance policy issued by Standard to the Policyholder and identified by the Group Policy Number, the Policyholder's attached application, group long term disability insurance certificates with the same Group Policy Number, and any amendments or endorsements to the policy or certificates.

Lost Income

...is the Increasing Monthly Wage Base less Monthly Earnings While Disabled.

Material Duties

...are the essential tasks, functions and operations, and the skills, abilities, knowledge, training and experience, generally required by employers from those engaged in a particular occupation that cannot be reasonably modified or omitted.

Mental Illness

...is any mental, emotional, behavioral, psychological, personality, cognitive, mood or stress-related abnormality, disorder, disturbance, dysfunction or syndrome, regardless of cause (including any biological or biochemical disorder or imbalance of the brain) or the presence of physical symptoms. Mental Illness includes, but is not limited to, bipolar affective disorder, organic brain syndrome, schizophrenia, psychotic illness, manic depressive illness, depression and depressive disorders, anxiety and anxiety disorders.

Monthly Earnings While Disabled

...are 1/12th of the basic annual wage payable by your Employer or another employer and a monthly portion of other types of compensation (such as self-employment income, grants, or bonuses) for work performed during a term of Disability. Monthly Earnings While Disabled includes earnings from your Employer, any other employer, or self-employment, and any sick pay, vacation pay, annual or personal leave pay, or other salary continuation earned or accrued while working. In determining your Monthly Earnings While Disabled, Standard:

- (1) will use the financial accounting method you use for income tax purposes, if you use that method on a consistent basis; and
- (2) will not be limited to the taxable income you report to the Internal Revenue Service; and

- (3) may ignore expenses under section 179 of the IRC as a deduction from your gross earnings; and
- (4) may ignore depreciation as a deduction from your gross earnings; and
- (5) may adjust the financial information you give Standard in order to clearly reflect your Monthly Earnings While Disabled.

If Standard determines that your earnings vary substantially from month to month, Standard may determine your Monthly Earnings While Disabled by averaging your earnings over the most recent three month period.

If your earnings consist of other than 12 monthly payments, the Monthly Earnings While Disabled will be 1/12th of the total annual amount of such payments. One sum amounts will be divided into monthly amounts to be applied during the term of Disability for which the sum was paid or is estimated by Standard to have been paid.

Monthly Wage Base

...is 1/12th of your basic annual wage payable by your Employer at the start of a term of continuous Disability. For faculty members under the School of Medicine and Dentistry Master Clinical Faculty Compensation Plan, basic annual wage means targeted salary plus the prior fiscal year's (July 1 to June 30) extra compensation for clinical services, if any. Any change in your earnings after your last day of Active Work will not affect your Monthly Wage Base. The basic annual wage excludes overtime pay, commissions, bonuses, and any other types of extra compensation. If your basic annual wage consists of other than 12 monthly payments, your Monthly Wage Base will be 1/12th of the total annual amount of such payments. If you are paid hourly, your basic annual wage is based on your hourly pay rate multiplied by the number of hours you are regularly scheduled to work per month, but not more than 173 hours, multiplied by 12 months.

Basic annual wage includes:

- (1) contributions you make through a salary reduction agreement with your Employer to:
 - (a) an Internal Revenue Code (IRC) Section 401(k), 403(b), 408(k), 408(p) or 457 deferred compensation arrangement; or
 - (b) an executive nonqualified deferred compensation arrangement; and
- (2) amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.

Your basic annual wage does not include your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.

Increasing Monthly Wage Base

...is your Monthly Wage Base compounded annually by 3%.

The first increase will take effect as of 12 months after the date benefits are first payable. Prior to that date your Increasing Monthly Wage Base is equal to your Monthly Wage Base. Future increases will take effect on the first day of the same month each year thereafter as long as Disability continues.

Normal Occupation

...includes any employment, business, trade, or profession that involves Material Duties of the same general character as the type of occupation you are regularly performing for your Employer when Disability begins. In determining your Normal Occupation, Standard is not limited to looking at the way you perform your job for your Employer, but may also look at the way this type of occupation is generally performed. If your Normal Occupation involves the

rendering of professional services and you are required to have a professional or occupational license in order to work, your Normal Occupation is as broad as the scope of your license. You are not Disabled if you are able to perform one or more occupations within the scope of your license.

Physician

...is a physician legally licensed to practice medicine and surgery, or is a person who has a doctoral degree in Psychology (Ph.D. or Psy.D.) and who primarily treats patients. A Physician must be someone other than yourself, or a member of your family or your spouse's family.

Regular Care

...is:

- (1) regular in-person visits with your Physician as frequently as required under standard medical practice to effectively manage and treat your Disability. Your Physician must be a Physician whose specialty, expertise and experience are appropriate for the care and treatment of your Disability; and
- (2) a reasonable program of care and treatment that is, in accordance with accepted medical practice, expected to enhance your ability to work, and which is provided by a Physician whose specialty, expertise and experience are appropriate for the care and treatment of your Disability. This (2) will not apply if Standard determines that under accepted medical practice there is no reasonable program of care or treatment for your Disability that will enhance your ability to work.

Written Election

...is a signed request for insurance or to change insurance under the Full LTD Election or the Limited LTD Election. The request authorizes the Employer to deduct funds from wages for the cost of the insurance.

PART 9: ERISA INFORMATION AND NOTICE OF RIGHTS

The following information and notice of rights and protections is furnished by the Plan Administrator as required by the Employee Retirement Income Security Act of 1974 (ERISA).

General Plan Information

Name of Plan:	Group Long Term Disability Insurance
Name, Address, Phone Number of Plan Sponsor/Plan Administrator:	University of Rochester 260 Crittenden Blvd. Rochester NY 14642 (716) 275-4636
Plan Sponsor Tax ID Number:	16-0743209
Plan Number:	504
Type of Plan:	Group Insurance Plan
Type of Administration:	Contract Administration
Name, Address of Registered Agent for Service of Legal Process:	Plan Administrator
If Legal Process Involves Claims for Benefits Under the Group Policy, Additional Notification of Legal Process Must Be Sent to:	The Standard Life Insurance Company of New York 360 Hamilton Avenue, Suite 210 White Plains, New York 10601-1871
Sources of Contributions:	Employer/Employees insured under Group Policy
Funding Medium:	The Standard Life Insurance Company of New York - Fully Insured
Plan Fiscal Year End:	June 30

Termination Or Amendment Of The Group Policy

The Group Policy that provides benefits for this Plan may be terminated by the Policyholder on any premium due date with prior written notice to Standard. It will terminate automatically if the Policyholder fails to pay the required premium.

Standard may terminate the Group Policy if the number of persons insured is less than the required minimum, or on the Group Policy Anniversary Date.

The Group Policy may be changed in whole or in part. No change or amendment will be valid unless it is approved in writing by an executive officer of Standard. No agent has authority to change the Group Policy or to waive any of its provisions.

The Group Policy contains the complete termination and amendment provisions.

Statement Of Your Rights Under ERISA

(A) Right To Examine Plan Documents

You have the right to examine all Plan documents, including any insurance contracts or collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed with the U.S. Department of Labor and available at the Public Disclosure Room of the Pension and Welfare Benefit Administration. These documents may be examined free of charge at the Plan Administrator's office.

(B) Right To Obtain Copies Of Plan Documents

You have the right to obtain copies of all Plan documents, including any insurance contracts or collective bargaining agreements, a copy of the latest annual report (Form 5500 Series), and updated summary plan description upon written request to the Plan Administrator. The Plan Administrator may make a reasonable charge for these copies.

(C) Right To Receive A Copy Of Annual Report

The Plan Administrator must give you a copy of the Plan's summary annual financial report, if the Plan was required to file an annual report. There will be no charge for the report.

(D) Right To Review Of Denied Claims

If your claim for a Plan benefit is denied or ignored, in whole or in part, you have the right: a) to know why this was done; b) to obtain copies of documents relating to the decision, without charge; and c) to have your claim reviewed and reconsidered, all within certain time schedules.

Obligations Of Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of all Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a Plan benefit or exercising your rights under ERISA.

Enforcing ERISA Rights

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Plan And ERISA Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Pension and Welfare Benefits Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, DC 20210. You may also obtain certain publications about your rights and

responsibilities under ERISA by calling the publications hotline of the Pension and Welfare Benefits Administration.

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