

DEARBORN NATIONAL'S VOLUNTARY SHORT-TERM DISABILITY (STD) FOR THE UNIVERSITY OF TEXAS SYSTEM'S ACTIVE EMPLOYEES

2016 ANNUAL ENROLLMENT

Today, most Americans would not be able to make payments of their homes or keep their family financially stable without their current income. STD reduces the burden during these unstable times. It is a convenient, economical way of securing an income while out of work from an unexpected injury or illness.

Eligibility: All benefits eligible active employees may enroll for coverage. For questions on eligibility, please refer to the Office of Employee Benefits Active Employee webpage or contact your institution Benefits Office.

BENEFITS AT A GLANCE

Weekly Benefit:

60% of your weekly earnings* up to a maximum of \$693 per week.

We will reduce the amount of your STD payment by other income benefit payments you may receive.

(*Weekly earnings are defined on the reverse side of this page.)

Maximum Period Payable:

Benefits are payable for up to 22 weeks.

Note: Benefits for disabilities caused by, or resulting from, a pre-existing condition will be limited to a maximum of 4 weeks.

Elimination Period:

Benefits will begin once you have satisfied the elimination period of 14 continuous days of injury or sickness.

Note: You must exhaust all of your sick leave before benefits are payable.

PRE-EXISTING CONDITION

A pre-existing condition is one that:

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 STD effective date; and
2. results in a disability which begins in the first 12 months after your STD effective date.

WHO PAYS THE PREMIUM?

You pay 100% of the premium for Voluntary STD coverage on a post-tax basis; therefore, your STD benefits will not be subject to federal income taxes.

WHEN IS MEDICAL EVIDENCE OF INSURABILITY (EOI) REQUIRED?

EOI is required for previously eligible employees who did not enroll within 31 days of initial eligibility or within 31 days of a qualified change in family status event.

BENEFIT LIMITATIONS

Benefits are not payable for disabilities occurring as a result of:

- commission of, participation in or an attempt to commit an assault or felony;
- intentionally self-inflicted injuries;
- attempted suicide, regardless of mental capacity;
- occupational injury or sickness;
- participation in a war, declared or undeclared, or any act of war.

Benefits are limited for disabilities resulting from a pre-existing condition. See the Maximum Period Payable section.

**FOR ADDITIONAL INFORMATION REGARDING THESE BENEFITS,
VISIT: WWW.DEARBORNNATIONAL.COM/UT**

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VOLUNTARY STD BENEFIT (continued)

DEFINITION OF DISABILITY

Total Disability means that due to sickness or injury you are continuously unable to perform the material and substantial duties of your regular occupation; and your disability earnings, if any, are less than 20% of your pre-disability weekly earnings.

Partial Disability means that due to sickness or injury:

1. during the elimination period you are able to perform some but not all of the material and substantial duties of your regular occupation; and
2. after the elimination period, you are able to perform some but not all of the material and substantial duties of your regular occupation; and your disability earnings, if any, are between 20% and 80% of your pre-disability weekly earnings.

What Happens if You Become Disabled When School is Not in Session?

Disability will be based on whether or not you *would* be able to perform the material and substantial duties of your regular occupation if school were in session.

DEFINITION OF WEEKLY EARNINGS

Your weekly earnings are equal to 1/52nd of your last reported gross annual salary from UT System in effect on either the day immediately prior to your date of disability or the September 1 immediately prior to your date of disability, whichever is greater.

It includes:

- hazardous duty pay;
- longevity pay;
- 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 agreement; and
- amounts contributed to your fringe benefits according to a salary reduction arrangement under an IRC Section 125 plan.

It does not include:

- commissions;
- bonuses;
- overtime pay;
- UT System's contribution on your behalf to a retirement plan or deferred compensation arrangement; or
- any other extra compensation.

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