Group Long Term Disability Insurance

Benefits at a Glance for Regional University System of Oklahoma

Group Policy Effective Date  January 1, 2004
Group Policy #  135140-A

Group Long Term Disability (LTD) insurance from Standard Insurance Company provides financial protection for eligible employees by promising to pay a percentage of monthly earnings in the event of a covered disability. The monthly income benefit payable is based on the amount of the employee's monthly wage base.

Eligibility

Eligible Classes
All active full-time regular employees, including Employees of university foundations and/or alumni associations.

Work Test
A faculty employee must work at least 75 percent of a full-time equivalent, either in a teaching capacity or other assigned work while school is in session to be considered a full-time employee under the group policy.

A non-faculty employee must work at least 30 hours per week while school is in session to be considered a full-time employee under the group policy.

Waiting Period Before Becoming Eligible for Insurance
For employees who enter an eligible class after the group policy effective date: six consecutive months of service in an eligible class.

Cost
The employer pays the entire cost of the Basic Schedule (A). The employer and employee share the cost of Optional Schedule (B).

Benefits

Monthly Income Benefit
60 percent of monthly wage base paid by the employer, not to exceed a benefit of $8,000 a month, less the sum of benefits from other sources that apply to the same month (e.g., Social Security, workers’ compensation, state disability, etc.).

In no event will the monthly income benefit be less than $100 or 10 percent of the monthly income benefit before benefits from other sources are subtracted.
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Monthly Annuity Premium Benefit
Continues contributions to the employee’s TIAA-CREF retirement annuity while receiving monthly income benefits. The amount of the monthly annuity premium benefit is equal to 6 2/3 percent of the employee’s monthly wage base.

Benefits Start
The first day of the month after the end of the elimination period.

Elimination Period Before Benefits Become Payable
Basic Schedule (A): Six months
Optional Schedule (B): Three months

Definition of Disability
For the first 24 months after the elimination period, being unable due to sickness, bodily injury or pregnancy to perform with reasonable continuity the material duties of the employee’s normal occupation. After that, being unable due to sickness, bodily injury or pregnancy to perform with reasonable continuity the material duties of any occupation for which the employee is reasonably qualified by education, training or experience.

Benefits Continue
During a term of continuous disability until the following age or time limit subject to any applicable limitation or exclusion:

<table>
<thead>
<tr>
<th>Age When Disability Starts</th>
<th>Age or Time Limit</th>
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<tbody>
<tr>
<td>Less than 60</td>
<td>To age 65</td>
</tr>
<tr>
<td>60 but less than 65</td>
<td>To 5 years</td>
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<tr>
<td>65 but less than 69</td>
<td>To age 70</td>
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<tr>
<td>69 or over</td>
<td>To 1 year</td>
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</tbody>
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Other Features

- Rehabilitation Service
- Social Security Disability Assistance
- Work Transition Period
- Eligibility When Rehired