

## GROUP POLICY AMENDMENT NO. 15

Attached to and made a part of Group Policy 642971-A issued to  
Yale University as Policyholder.

Effective January 1, 2015, and subject to the **Active Work Provisions**, the Group Policy is amended as follows:

1. The General Policy Information portion of the **Coverage Features** is amended to provide the following Class Definitions:

Class Definitions:

- Class 1: Faculty Members, other than Medical School Faculty Members, working at least 50% of their professional time who participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 2: Exempt Managers and Professionals who are Actively at Work a minimum of 20 hours per week and who participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 3: Post Doctoral Associates and Faculty Members, other than Medical School Faculty Members, working at least 50% of their professional time who do not participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 4: Exempt Managers and Professionals who are Actively at Work a minimum of 20 hours per week and who do not participate in the Yale University Retirement Account Plan as determined by the Employer, and Police Officers represented by the Yale Police Benevolent Association (YPBA)
- Class 5: Faculty Members working at least 20% of their professional time who participate in the Yale University Retirement Account Plan and in the phased retirement program as determined by the Employer
- Class 6: Non-exempt Members who are Actively at Work a minimum of 20 hours per week and who are not represented by the Yale Police Benevolent Association (YPBA)
- Class 7: Medical School Faculty Members working at least 50% of their professional time who participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 8: Medical School Faculty Members working at least 50% of their professional time who do not participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 9: Faculty Members working at least 20% of their professional time who participate in the phased retirement program, but do not participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 10: Non-exempt Managers and Professionals who are Actively at Work a minimum of 20 hours per week who participate in the Yale University Retirement Account Plan as determined by the Employer
- Class 11: Non-exempt Managers and Professionals who are Actively at Work a minimum of 20 hours per week who do not participate in the Yale University Retirement account Plan as determined by the Employer

2. The Schedule Of Insurance portion of the **Coverage Features** is amended to provide the following for Classes 9, 10, and 11:

Eligibility Waiting Period: You are eligible on the date you become a Member.

If your Predisability Earnings exceed \$12,500 after you become insured, you will be eligible for the Plan 2 LTD Benefit on the date your Predisability Earnings are more than \$12,500.

Eligibility Waiting Period means the period you must be a Member before you become eligible for insurance.

3. The Schedule Of Insurance portion of the **Coverage Features** is amended to provide the following Own Occupation Period and Any Occupation Period for Classes 9, 10, and 11:

Own Occupation Period: From the end of the Benefit Waiting Period to the end of the Maximum Benefit Period.

Any Occupation Period: Not applicable.

4. The Schedule Of Insurance portion of the **Coverage Features** is amended to provide the following LTD Benefit for Classes 9, 10, and 11:

LTD Benefit: Plan 1 (Base):  
60% of the first \$12,500 of your Monthly Predisability Earnings, reduced by Deductible Income.

Plan 2 (Buy-Up):  
60% of the first \$33,333 of your Monthly Predisability Earnings, reduced by Deductible Income.

Maximum: Plan 1 (Base): \$7,500 before reduction by Deductible Income.

Plan 2 (Buy-Up): \$20,000 before reduction by Deductible Income.

Minimum: \$100 or 10% of your LTD Benefit before reduction by Deductible Income, whichever is greater.

**Members with Predisability Earnings of less than \$150,000 may only enroll in Plan 1. Members may be insured under either Plan 1 or Plan 2, but not both. You will be insured under Plan 1 unless you are insured under Plan 2. If you cease paying premiums for Plan 2, you will automatically be insured under Plan 1.**

5. The **Predisability Earnings** section is amended to read as follows for Classes 9, 10, and 11:

#### **PREDISABILITY EARNINGS**

##### **For Classes 1, 2, 3, 4, 5, 6, 9, 10, and 11:**

Your Predisability Earnings will be based on your earnings in effect on your last full day of Active Work. Any subsequent change in your earnings after that last full day of Active Work will not affect your Predisability Earnings.

Predisability Earnings means your monthly rate of earnings from your Employer, including:

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.

2. Amounts contributed to your fringe benefits according to a salary reduction agreement under an IRC Section 125 plan.

Predisability Earnings does not include:

1. Bonuses.
2. Commissions.
3. Overtime pay.
4. Shift differential pay.
5. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
6. Any other extra compensation.

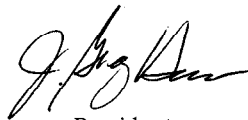
If you are paid on an annual contract basis, your monthly rate of earnings is one-twelfth (1/12th) of your annual contract salary.

If you are paid hourly, your monthly rate of earnings 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. If you do not have regular work hours, your monthly rate of earnings is based on the average number of hours you worked per month during the preceding 12 calendar months (or during your period of employment if less than 12 months), but not more than 173 hours.

6. Class 10 is added to the **Monthly Annuity Premium Benefit** section.

STANDARD INSURANCE COMPANY

By



President



Corporate Secretary