

GROUP POLICY AMENDMENT NO. 3

Attached to and made a part of Group Policy 649343-B issued to
University of Florida College of Medicine as Policyholder.

Effective August 14, 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 definition of Member:

Member means a citizen or resident of the United States who is appointed and Actively At Work at least .75 Full-Time Equivalency (FTE) or above each week and one of the following:

1. M.D. or Ph.D. faculty ranked Lecturer and above, appointed in a clinical or basic science department;
2. Visiting M.D. or Ph.D. faculty ranked Lecturer and above appointed for one year or more, in a clinical or basic science department and receiving other than OPS salary;
3. Appointment made specifically by the Dean of the College of Medicine including a SBIR grantee;
4. All full-time residents and clinical post-doctoral associates appointed through a department in the College of Medicine; or
5. College of Medicine faculty working at North Florida/South Georgia Veterans Health System.

For purposes of the Member definition, Actively At Work will include regularly scheduled days off, holidays, or vacation days, so long as the person is capable of Active Work on those days.

Member does not include a temporary or seasonal employee, a full-time member of the armed forces of any country, a leased employee, or an independent contractor.

2. The **Becoming Insured** section is amended to read as follows:

BECOMING INSURED

To become insured you must be a Member, complete your Eligibility Waiting Period, and meet the requirements in **Active Work Provisions** and **When Your Insurance Becomes Effective**.

You are a Member if you are a citizen or resident of the United States who is appointed and Actively At Work at least .75 Full-Time Equivalency (FTE) or above each week and one of the following:

1. M.D. or Ph.D. faculty ranked Lecturer and above, appointed in a clinical or basic science department;
2. Visiting M.D. or Ph.D. faculty ranked Lecturer and above appointed for one year or more, in a clinical or basic science department and receiving other than OPS salary;
3. Appointment made specifically by the Dean of the College of Medicine including a SBIR grantee;
4. All full-time residents and clinical post-doctoral associates appointed through a department in the College of Medicine; or
5. College of Medicine faculty working at North Florida/South Georgia Veterans Health System.

For purposes of the Member definition, Actively At Work will include regularly scheduled days off, holidays, or vacation days, so long as the person is capable of Active Work on those days.

Member does not include a temporary or seasonal employee, a full-time member of the armed forces of any country, a leased employee, or an independent contractor.

Eligibility Waiting Period means the period you must be a Member before you become eligible for insurance. Your Eligibility Waiting Period is shown in the Coverage Features.

3. The **Predisability Earnings** section is amended to read as follows:

PREDISABILITY EARNINGS

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.
3. Grants, VA, AEF, and UF Salary as approved by the Dean before taxes.
4. Earnings received from North Florida/South Georgia Veterans Health System.

Predisability Earnings does not include:

1. Bonuses.
2. Commissions.
3. Overtime pay.
4. Stock options or stock bonuses.
5. Shift differential pay.
6. Your Employer's contributions on your behalf to any deferred compensation arrangement or pension plan.
7. 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.

STANDARD INSURANCE COMPANY

By



President



Corporate Secretary