Group Long Term Disability Insurance
You are currently insured against the risk of disability under the Harvard University Long Term Disability (LTD) Plan. Effective June 1, 2007 the Harvard plan will be insured and administered by Standard Insurance Company.

Long Term Disability (LTD) insurance is designed to pay a monthly benefit to you in the event that you cannot work because of a covered illness or injury. This benefit replaces a portion of your income, thus helping you to meet your financial commitments in a time of need. The cost of the new LTD plan offered by The Standard will continue to be automatically deducted from your paycheck, will be deducted on an after-tax basis, and will cost less than the cost of the current plan. Please contact the Benefits Services Group for more information on cost and plan details.

This information is only a brief description of the group LTD insurance policy sponsored by Harvard University. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations and exclusions. A group certificate of insurance that describes the terms and conditions of the group policy is available for employees who become insured according to its terms. For costs and more complete details of coverage, contact the Benefits Services Group.

Eligibility
A regular employee of Harvard University working at least 17.5 hours each week or earning at least $15,000 annually. An eligible employee does not include a temporary or seasonal employee, full-time member of the armed forces, leased employee or an independent contractor.

Waiting Period Before Becoming Eligible for Insurance
None for those who meet the definition of an eligible employee on the group policy effective date.

Overview of Benefits

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Benefit</td>
<td>60 percent of the first $25,000 of your monthly pre-disability earnings, reduced by deductible income (e.g., Social Security, Workers' Compensation, etc.)</td>
</tr>
<tr>
<td>Maximum Monthly Benefit</td>
<td>$15,000</td>
</tr>
<tr>
<td>Minimum Monthly Benefit</td>
<td>$100 or 10 percent of your maximum monthly benefit</td>
</tr>
<tr>
<td>Waiting Period Before Benefits Become Payable</td>
<td>180 days from date of disability</td>
</tr>
</tbody>
</table>

Some other features of LTD coverage include:
- It covers disabilities that occur 24 hours a day, both on and off the job.
- Since premium payments are made with “after-tax” dollars, LTD benefits are tax-free under current tax law.
- You make premium payments for the LTD Plan through payroll deduction.
- While LTD benefits are payable, you may qualify to participate in a rehabilitation plan that prepares you to return to work. If you qualify, The Standard may pay for return to work expenses you incur, such as job search, training and education and family care expenses.
- A cost of living adjustment (COLA) benefit is included. This provision is designed to help protect a disabled employee’s LTD benefit from inflation.
- If you die while LTD benefits are payable, and on the date you die you have been continuously disabled for at least 180 days, a survivors benefit equal to six times your unreduced monthly LTD benefit may be payable to eligible survivors.
- If the group policy terminates, and you are receiving LTD benefits, those benefits will continue as long as you remain eligible to receive them.

When is Harvard University’s new LTD Plan effective?
The planned effective date of the new LTD coverage is June 1, 2007.
Will I have to provide information regarding my medical history?
You are not required to provide evidence of insurability if you transition your Harvard Long Term Disability coverage to The Standard plan at this time. The transition to The Standard plan will happen automatically if you do not "opt out." Should you choose to opt out of LTD coverage, evidence of insurability may be required if you elect to re-enroll at another time.

When am I considered disabled?
During the benefit waiting period and the own occupation period, you are considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 20 percent of your indexed predisability earnings when working in your own occupation.

The own occupation period for LTD coverage is the first 24 months for which LTD benefits are paid. You are not disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license. You may work in another occupation while you are disabled from your own occupation, however, you will not be considered disabled when your work earnings from another occupation meet or exceed 80 percent of your indexed predisability earnings.

After the own occupation period, you are considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation that you are able to perform, whether due to education, training or experience:

- Which is available at one or more locations in the national economy, and
- In which you can be expected to earn at least 80 percent of your indexed predisability earnings within 12 months following your return to work, regardless of whether you are working in that or any other occupation.

How is the LTD benefit amount calculated?
The LTD benefit amount is determined by multiplying your insured predisability earnings by the specified benefit percentage. This amount is then reduced by other income you receive or are eligible to receive while LTD benefits are payable. This other income is referred to as deductible income.

In the example below, the LTD benefit amount is 60 percent of insured predisability earnings. If your monthly earnings (or predisability earnings) before becoming disabled were $4,000 (or $48,000 annually) and you now receive a monthly Social Security disability benefit of $1369 and pay $163 in monthly medical and dental premium, your monthly LTD benefit would be calculated as follows:

<table>
<thead>
<tr>
<th>Insured predisability earnings</th>
<th>$4,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>LTD benefit percentage x 60%</td>
<td>$2,400</td>
</tr>
<tr>
<td>Less Social Security</td>
<td>-$1369</td>
</tr>
<tr>
<td>Less Medical/Dental Deductions</td>
<td>-$163</td>
</tr>
<tr>
<td>LTD Benefit Amount Payable</td>
<td>$868</td>
</tr>
</tbody>
</table>

What are predisability earnings?
Predisability earnings typically include:

- Salary
- Overtime
- Shift differential pay
- Contributions you make through a salary reduction agreement with your employer to an IRC Section 401(k), 403(b), 408(k), 408(p) or 457 deferred compensation arrangement, or an executive nonqualified deferred compensation arrangement
- Amounts contributed to fringe benefits according to salary reduction agreements under an IRC Section 125 plan
- Summer salary

Predisability earnings exclude bonuses and your employer’s contribution to a deferred compensation arrangement or pension plan or any other extra compensation. They are based on your earnings in effect on the last full day of active work.
**What is deductible income?**
Deductible income is income you receive or are eligible to receive while LTD benefits are payable. It is used to reduce the amount of your LTD benefit and includes, but is not limited to, the following:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid by your employer
- Benefits under any workers’ compensation law, state disability income benefit law or similar law
- Amounts paid under unemployment compensation law or similar law
- Social Security disability or retirement benefits, including benefits for your spouse and children
- Disability benefits from any other group insurance. This does **not** include payments made under Harvard’s Supplemental Long Term Disability Plan.
- Work earnings that you receive or are eligible to receive when LTD benefits are payable
- Amounts due from or on behalf of a third party because of your disability
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

**What is the maximum benefit period?**
The maximum benefit duration is determined by your age when disability begins as indicated in the table below.

<table>
<thead>
<tr>
<th>Age when disability begins</th>
<th>Maximum Benefit Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>61 or younger</td>
<td>To age 65, or to SSNRA*, or 3 years 6 months, whichever is longest</td>
</tr>
<tr>
<td>62</td>
<td>To SSNRA, or 3 years 6 months, whichever is longer</td>
</tr>
<tr>
<td>63</td>
<td>To SSNRA, or 3 years, whichever is longer</td>
</tr>
<tr>
<td>64</td>
<td>To SSNRA, or 2 years 6 months, whichever is longer</td>
</tr>
<tr>
<td>65</td>
<td>2 years</td>
</tr>
<tr>
<td>66</td>
<td>1 year 9 months</td>
</tr>
<tr>
<td>67</td>
<td>1 year 6 months</td>
</tr>
<tr>
<td>68</td>
<td>1 year 3 months</td>
</tr>
<tr>
<td>69 and above</td>
<td>1 year</td>
</tr>
</tbody>
</table>

* Social Security Normal Retirement Age

**How are my Harvard benefits affected if I become disabled?**
If you should become disabled, the benefit programs you are enrolled in at the time of your disability continue as follows:

- Basic and Contributory life insurance will continue free of cost based on your pre-disability salary
- Cost for LTD coverage will be waived
- Medical and dental deductions will continue at a Harvard subsidized group rate
- Your participation in the Medical/Dental and Dependent Care Flexible Spending Account may not continue while on LTD
- Pension contributions will continue based on the amount of your actual salary on the last day you worked before receiving any disability payments
- You continue to accrue Participation Service toward retirement as if you were actively employed
- Your participation in the TDA/457(b) program(s) may not continue while you are receiving LTD benefits unless you are working part-time at Harvard. You may have TDA deductions taken from your part-time earned income.
- Arrangements will be made for other miscellaneous payroll deductions

**When do LTD benefits end?**
LTD benefits end automatically on the earliest of:

- The date you are no longer disabled
- The date your maximum benefit period ends
- The date you die
- The date benefits become payable under any other LTD plan under which you become insured through employment during a period of temporary recovery
- The date you fail to provide proof of continued disability and entitlement to benefits
What exclusions apply to this coverage?
You are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification

What is a preexisting condition?
If you are a current LTD program participant transitioning to the new LTD Plan, the same pre-existing condition limitations that are part of the current plan will apply to the new coverage.

If you are a current LTD program participant and choose to opt out of coverage with The Standard but then re-enroll at a later time, then pre-ex will apply.

What limitations apply to this coverage?
LTD benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 80 percent of your indexed predisability earnings, but you elect not to work; during the own occupation period, the responsibility to work is limited to work in your own occupation; thereafter, the responsibility to work includes work in any occupation

In addition, payment of LTD benefits is limited in duration to 12 months if you reside outside the United States or Canada.

When does my LTD insurance coverage end?
LTD insurance ends automatically on the earliest of the following:

- The date the last period ends for which you make a premium contribution (except if premiums are waived while disabled)
- The date your employment terminates, unless you are disabled
- The date the group policy terminates
- The date you cease to be a member, however, insurance may continue for limited periods under certain circumstances as described in the group policy
- If applicable, the date Harvard University ceases to participate under the group policy

Other Features & Services
- 24 hour coverage, including coverage for work-related disabilities
- Waiver of Premium while LTD benefits are payable
- Cost of Living Adjustment Benefit
- Survivor Benefit
- Return to Work Responsibility and Incentive
- Temporary Recovery Provision
- Rehabilitation Plan Provision

About Standard Insurance Company
The Standard has earned an excellent reputation for its quality products, superior customer service, expert resources, steady growth, innovation and strong financial performance. Founded in 1906, The Standard has developed a national presence in the employee benefits industry, providing customers with group and individual disability insurance and retirement plans, and group life and dental insurance.

Just as others count on you, you can count on The Standard for LTD insurance in a time of need. To learn more about The Standard, visit their website at www.standard.com or talk with Harvard’s Benefits Services Group for more information about group LTD insurance from The Standard.