DISCLAIMER

Sponsor: Colgate University

Policy Number(s): SA3-880-053203-01

Date Provided: January 30, 2004

The following certificate(s) are a true copy of the certificate(s) issued under the policy(ies).

LIBERTY LIFE ASSURANCE COMPANY OF BOSTON
CERTIFICATE OF COVERAGE

Liberty Life Assurance Company of Boston welcomes your employer as a client.

Sponsor: Colgate University
Plan Number: SA 3-880-053203-01
Effective Date: January 1, 2003

When this plan refers to "you" or "your" it means the Employee insured under this plan. This is your Life Insurance certificate of coverage as long as you are eligible for insurance and remain insured.

A few words about this certificate of coverage...

It is written in plain English. A few terms and provisions are written as required by insurance law. PLEASE READ IT CAREFULLY. If you have any questions about any terms and provisions, please contact the Insurance Administrator at your work location or write to Liberty. Liberty will assist you in any way we can to help you understand your benefits.

Nothing in the group policy will invalidate or impair the rights granted to the certificate holder by the certificate or by law. Your coverage may be terminated or modified in whole or in part under the terms and provisions of the policy.

READ YOUR CERTIFICATE CAREFULLY. CERTAIN WAR RISKS ARE NOT ASSUMED.

Executive Vice President

GLC-18
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SECTION 1 - SCHEDULE OF BENEFITS

ELIGIBILITY REQUIREMENTS FOR INSURANCE BENEFITS

What is the Minimum Hourly Requirement?

Employees working a minimum of 20 regularly scheduled hours per week

What is the Classification of Covered Employees?

Class 1: All Faculty and Administrators

Class 2: All Professional and Administrative Employees

Class 3: All Support Staff, Technical and Maintenance Employees

Class 4: All Retired Faculty and Administrators, Professional and Administrative Employees, and Support Staff, Technical and Maintenance Employees who retired prior to July 1, 1994, except Early Retired Employees between the ages of 55 and 62 with at least 15 years of service

Class 5: All Retired Employees who retired on or after July 1, 1994, except Early Retired Employees between the ages of 55 and 62 with at least 15 years of service

Class 6: All Early Retired Employees between the ages of 55 and 62 with at least 15 years of service

Note: temporary and seasonal Employees and Employees who are not United States citizens or legal residents working in the United States are not covered under this plan

What is the Eligibility Waiting Period?

1. If you are employed by the Sponsor on the plan effective date - None

2. If you begin employment for the Sponsor after the plan effective date - None

Are Employee Contributions Required?

Active Employees:

- Basic Life Insurance Benefits: No
- Optional Life Insurance Benefits: Yes
- Basic Accidental Death and Dismemberment Insurance Benefits: No
- Dependent Life Insurance Benefits: Yes

Retired Employees:

- Basic Life Insurance Benefits: No
LIFE INSURANCE

What is the Amount of Insurance Benefit?

Employee Basic Life Insurance:

Class 1: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not be less than $50,000 or greater than $300,000.

Class 2: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not be less than $30,000 or greater than $300,000.

Class 3: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not be less than $20,000 or greater than $300,000.

Class 4: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not exceed $300,000.

Class 5: $2,000

Class 6: $2,000

Employee Optional Life Insurance:

Classes 1, 2 and 3: An amount equal to 1 or 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not exceed $200,000.

Dependent Life Insurance:

<table>
<thead>
<tr>
<th></th>
<th>Option 1</th>
<th>Option 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spouse</td>
<td>$ 5,000</td>
<td>$ 10,000</td>
</tr>
<tr>
<td>Children (Age at Death):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At least 8 days, but under 19 years</td>
<td>$ 2,000</td>
<td>$ 4,000</td>
</tr>
<tr>
<td>25 years if a full-time student</td>
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</tbody>
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Note: The amount of Dependent Life Insurance may not exceed 50% of the amount of Employee Life Insurance in force on the Covered Employee. The insurance upon the life of each Dependent child may not exceed $25,000.

ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

What is the Full Amount of Insurance Benefit?

Employee Basic Accidental Death and Dismemberment Insurance:

Class 1: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not be less than $50,000 or greater than $300,000.
ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE (Continued)

What is the Full Amount of Insurance Benefit? (Continued)

Employee Basic Accidental Death and Dismemberment Insurance: (Continued)

Class 2: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not be less than $30,000 or greater than $300,000.

Class 3: An amount equal to 2 times Annual Earnings. If not a multiple of $1,000, this amount will be rounded to the next higher multiple of $1,000. This amount may not be less than $20,000 or greater than $300,000.

What is the Reduction Formula? (Applicable to Classes 1, 2 and 3):

The amount of Basic Life and Accidental Death and Dismemberment Insurance applicable to your class of benefits will reduce at age 65 or older as follows:

ages 65 - 69: to 65%
age 70 & up: to 50%

What is the Reduction Formula? (Applicable to Class 4):

The amount of Basic Life and Accidental Death and Dismemberment Insurance applicable to your class of benefits will reduce at age 65 or older as follows:

age 65: to 50%
age 66: to 40%
age 67: to 30%
age 68: to 20%
age 69: to 10%
age 70 & up: to 5% or $2,000, whichever is greater

Note: Classes 5 and 6 are not subject to a reduction formula.

What are the Evidence of Insurability Requirements?

You will become covered for an equal amount of Basic Accidental Death and Dismemberment Insurance on the date your additional Basic Life Insurance amount becomes effective.

Annual Enrollment:

Optional Life Insurance: Any increases will not be subject to Evidence of Insurability.
Dependent Life Insurance: Any increases will not be subject to Evidence of Insurability.

Family Status Change:

Optional Life Insurance: Any increases will not be subject to Evidence of Insurability.
Dependent Life Insurance: Any increases will not be subject to Evidence of Insurability.
SECTION 2 - DEFINITIONS

In this section Liberty defines some basic terms needed to understand this plan. The male pronoun whenever used in this plan includes the female.

"Active Employment" means you must be actively at work for the Sponsor:

1. on a full-time basis and paid regular earnings;
2. for at least the minimum number of hours shown in the Schedule of Benefits; and either perform such work:
   a. at the Sponsor's usual place of business; or
   b. at a location to which the Sponsor's business requires you to travel.

You will be considered actively at work if you were actually at work on the day immediately preceding:

1. a weekend (except where one or both of these days are scheduled work days);
2. holidays (except when the holiday is a scheduled work day);
3. paid vacations;
4. any non-scheduled work day;
5. an excused leave of absence (except medical leave for your own disabling condition and lay-off); and
6. an emergency leave of absence (except emergency medical leave for your own disabling condition).

"Administrative Office" means Liberty Life Assurance Company of Boston, 100 Liberty Way, Dover, New Hampshire 03820.

"Annual Earnings" means your annual rate of earnings from the Sponsor. However, such earnings will not include bonuses, commissions, overtime pay and extra compensation.

"Annual Enrollment Period" or "Enrollment Period" means the period before each plan anniversary so designated by the Sponsor and Liberty during which you may enroll for coverage under this plan.

"Confined" means confinement in a hospital, skilled nursing facility or rehabilitation facility.

"Covered Dependent" means a Dependent whose coverage is in effect. It does not include a Dependent whose coverage has ended.

"Covered Employee" means a person in Active Employment insured under this plan.

"Covered Person" means an Employee in Active Employment, a Dependent, or a Retired Employee insured under this plan.

"Dependent" means:

1. your lawful spouse, including a legally separated spouse; and
2. your unmarried children, who meet the age requirements shown in the Schedule of Benefits.

Children include your own natural offspring, adopted children as of the legal effective date, stepchildren with the consent of a biological parent, and children who are full-time students as defined by the school being attended. A child will be considered adopted on the date of placement in your home.

Dependent does not include a person who is a member of the armed forces.

Definitions
"Eligibility Date" means the date you become eligible for insurance under this plan. Eligibility Requirements are shown in the Schedule of Benefits.

"Eligibility Waiting Period" means the continuous length of time you must be in Active Employment in an eligible class to reach your Eligibility Date.

"Employee" means a person in Active Employment with the Sponsor.

"Enrollment Form" is the document completed by you, if required, when enrolling for coverage. This form must be satisfactory to Liberty.

"Family and Medical Leave" means a leave of absence for the birth, adoption or foster care of a child, or for the care of your child, spouse or parent or for your own serious health condition as those terms are defined by the Federal Family and Medical Leave Act of 1993 (FMLA) and any amendments, or by applicable state law.

"Family Status Change" means any one of the following events that may occur:

1. your marriage or divorce;
2. the birth of a child to you;
3. the adoption of a child by you;
4. the death of your spouse or child;
5. the commencement or termination of employment of your spouse;
6. the change from part-time employment to full-time employment by you or your spouse;
7. the change from full-time employment to part-time employment by you or your spouse;
8. the taking of unpaid leave of absence by you or your spouse.

"Initial Enrollment Period" means one of the following periods during which you may first enroll for coverage under this plan:

1. if you are eligible for insurance on the plan effective date, a period before the plan effective date set by the Sponsor and Liberty.
2. if you become eligible for insurance after the plan effective date, the period which ends 31 days after your Eligibility Date.

"Physician" means a person who:

1. is licensed to practice medicine and is practicing within the terms of his license; or
2. is a licensed practitioner of the healing arts in a category specifically favored under the health insurance laws of the state where the treatment is received and is practicing within the terms of his license.

It does not include you, any family member or domestic partner.

"Proof" means the evidence in support of a claim for benefits and includes, but is not limited to, the following:

1. a claim form completed and signed (or otherwise formally submitted) by you or your beneficiary claiming benefits;
2. an attending Physician’s statement completed and signed (or otherwise formally submitted) by the Covered Person’s attending Physician; and
"Proof" means the evidence in support of a claim for benefits and includes, but is not limited to, the following: (Continued)

3. the provision by the attending Physician of standard diagnosis, chart notes, lab findings, test results, x-rays and/or other forms of objective medical evidence in support of a claim for benefits;

4. a certified copy of a death certificate.

Proof must be submitted in a form or format satisfactory to Liberty.

"Retired Employee" means a person who is so classified by the Sponsor.

"Schedule of Benefits" means the section of this plan which shows, among other things, the Eligibility Requirements, Eligibility Waiting Period, and Amount of Insurance Benefit.

"Sickness" means disease or illness including related conditions and recurrent symptoms of the sickness. Sickness also includes pregnancy.

"Sponsor" means the entity to whom this plan is issued.

"Injury", as applicable to Accidental Death and Dismemberment, means bodily impairment resulting directly from an accident and independently of all other causes.
SECTION 3 - ELIGIBILITY AND EFFECTIVE DATES

What are the Eligibility Requirements for Employee and Dependent Insurance Benefits?

The eligibility requirements for insurance benefits are shown in the Schedule of Benefits.

What is Your Eligibility Date for Insurance Benefits?

Employee Coverage:

If you are in an eligible class you will qualify for insurance on the later of:

1. this plan's effective date; or
2. the day after you complete the Eligibility Waiting Period shown in the Schedule of Benefits.

Dependent Coverage:

If you are eligible for Employee coverage you will be eligible for Dependent coverage on the later of:

1. the date you are eligible for Employee coverage if on that date you have a Dependent; or
2. the date you acquire a Dependent if on that date you are eligible for Employee coverage.

If both parents are Employees, either parent or both will be eligible for Dependent coverage with respect to their dependent children.

What Happens During the Annual Enrollment Period?

During each Annual Enrollment Period, you may keep your coverage at the same level or make any one of the following changes in coverage for the next plan year, subject to any Evidence of Insurability Requirements as shown in the Schedule of Benefits:

1. decrease your coverage;
2. increase your coverage including enrolling for the first time.

If you fail to enroll for a change in your coverage option during any Annual Enrollment Period you will continue to be insured for the same coverage option during the next plan year, unless you experience a Family Status Change.

What Happens when you Experience a Family Status Change?

When you experience a Family Status Change, you may keep your coverage at the same level or make any one of the following changes in coverage, subject to any Evidence of Insurability Requirements as shown in the Schedule of Benefits:

1. decrease your coverage;
2. increase your coverage including enrolling for the first time.

You must apply for the change in coverage within 31 days of the date of the Family Status Change. Such changes in coverage must be due to or consistent with the reason that the change in coverage was permitted. A change in coverage is consistent with a Family Status Change only if it is necessary or appropriate as the result of the Family Status Change.
What is Your Effective Date of Insurance?

Insurance will be effective at 12:01 A.M. Standard Time in the governing jurisdiction on the day determined as follows, but only if your application or enrollment for insurance is made with Liberty through the Sponsor in a form or format satisfactory to Liberty.

Employee Coverage:

1. For non-contributory coverage not subject to Evidence of Insurability, you will be insured on your Eligibility Date.

2. For contributory coverage not subject to Evidence of Insurability, you will be insured on the later of the date you make application or your Eligibility Date, provided you make application no later than 31 days after your Eligibility Date.

Dependent Coverage:

1. For contributory coverage not subject to Evidence of Insurability, your Dependent will be insured on the later of the date you make application or your Eligibility Date, provided you make application no later than 31 days after your Eligibility Date.

Increases or Decreases:

Any increase in or addition to coverage will take effect on the date of the change.

Any decrease in or deletion of coverage will take effect on the date of the change.

Any such change applies to loss of life or accidental Injury that occurs on or after the effective date of the change.

When will Your Effective Date for Employee Insurance be Delayed?

The effective date of any initial, increased or additional insurance will be delayed for an individual if you are not in Active Employment because of Injury or Sickness. The initial, increased or additional insurance will begin on the date the individual returns to Active Employment.

When will Your Effective Date for Dependent and Retired Employee Insurance be Delayed?

If a Covered Dependent or Retired Employee is Confined on the date the increase or addition is to take effect, it will take effect when the confinement ends.

What Happens to Your Coverage During a Family and Medical Leave?

Your coverage may be continued under this plan for an approved family or medical leave of absence for up to 12 weeks following the date coverage would have terminated, subject to the following:

1. the authorized leave is in writing;

2. the required premium is paid;

3. your benefit level, or the amount of earnings upon which your benefit may be based, will be that in effect on the date before said leave begins; and
What Happens to Your Coverage During a Family and Medical Leave? (Continued)

Your coverage may be continued under this plan for an approved family or medical leave of absence for up to 12 weeks following the date coverage would have terminated, subject to the following: (Continued)

4. continuation of coverage will cease immediately if any one of the following events should occur:
   a. you return to work;
   b. this plan terminates;
   c. you are no longer in an eligible class;
   d. nonpayment of premium when due by the Sponsor or you;
   e. your employment terminates.

What Happens During Lay-off?

The Sponsor may continue your coverage(s) by paying the required premiums, if you are temporarily laid off.

Your coverage(s) will not continue beyond a period of three months. In continuing such coverage(s) under this provision, the Sponsor agrees to treat all Covered Employees equally.

What Happens During Leave of Absence?

The Sponsor may continue your coverage(s) by paying the required premiums, if you are granted an approved leave of absence.

Your coverage(s) will not continue beyond a period of 12 months. In continuing such coverage(s) under this provision, the Sponsor agrees to treat all Covered Employees equally.

What Happens During Leave of Absence Due to Disability?

The Sponsor may continue your coverage(s) by paying the required premiums, if you are granted an approved leave of absence due to a disability.

Your coverage(s) will not continue beyond a period of 9 months. In continuing such coverage(s) under this provision, the Sponsor agrees to treat all Covered Employees equally.

What Happens if You are Rehired?

If you are re-hired by the Sponsor within 12 months of your termination date, all past periods of Active Employment with the Sponsor will be used in determining your Eligibility Date. If you are re-hired by the Sponsor more than 12 months after your termination date, you are considered to be a new Employee when determining your Eligibility Date.
What Happens if There is a Transfer of Insurance Carriers?

In order to prevent loss of coverage for an individual because of transfer of insurance carriers, this plan will provide a death benefit for certain individuals as follows:

If You are not in Active Employment Due to Injury or Sickness

Subject to continuous premium payments from the effective date of this plan, this plan will cover individuals who:

1. at the time of transfer are covered under the prior carrier’s plan; and
2. are not in Active Employment due to Injury or Sickness on the effective date of this plan; and
3. are not eligible for continued coverage under the prior carrier’s plan.

The benefit will be determined based on the lesser of:

1. the amount of the Life Insurance benefit that would have been payable under the prior plan, subject to any applicable limitations under this plan; or
2. the amount of Life Insurance benefit payable under this plan.

If a benefit is payable under the prior plan, no benefits are payable under this plan.
SECTION 4 - INSURANCE BENEFITS

EMPLOYEE LIFE INSURANCE

Benefits

When is Your Life Insurance Benefit Payable?

When Liberty receives satisfactory Proof of your death, Liberty will pay the proceeds of the Life Insurance in force on your life under this plan. The benefit payable is shown in the Schedule of Benefits.

Conversion Privilege

What is the Conversion Privilege?

Conversion Privilege at Individual Termination or Reduction of Benefits:

If all or part of your coverage ends, you may convert the amount that ends to an individual Life Insurance policy within 31 days after coverage ends or is reduced, or longer as extended by the notice provision. Conversion is subject to the following conditions:

1. your insurance ceases because of termination of employment or of membership in a class eligible for coverage under this policy;
2. the policy is terminated;
3. your insurance is reduced due to a change in class or an amendment to the policy;
4. you change to a class eligible for a smaller amount of Life Insurance; or
5. your employment is terminated.

The individual policy will be issued without Evidence of Insurability. It will contain Life Insurance benefits only, in any one of the forms customarily issued by Liberty, at the option of you, preceded by one year of term insurance, in an amount equal to the amount of your protection under this policy. In the event termination of coverage due to total and permanent disability, you may convert to any of the forms customarily issued by Liberty, including permanent term insurance optionally preceded by one year of term insurance, in an amount equal to the amount of your protection under this policy. The premium due will be based on the premium schedule that applies to your class of risk to which he belongs and to the form and amount of the policy at his then attained age. The individual policy will be effective on the date your group coverage ends under this plan.

Conversion Privilege at Class or Plan Termination:

If coverage ends for all employees or for your class, you are entitled to a limited conversion privilege. It will contain Life Insurance benefits only, in any one of the forms customarily issued by Liberty, preceded by term insurance for a period of one year. The amount you may convert is limited to the amount you were covered for on the date the group coverage terminated, less any group insurance you become eligible for within 45 days after the date of termination.

The individual policy will be effective on the date your group coverage ends under this plan.

Death Within the Statutory Conversion Notice Period:

If you die within the statutory conversion notice period, Liberty will pay to your beneficiary the amount you were eligible to convert. Such insurance will be paid as a claim under this plan. Any premiums paid for a converted policy will be refunded.
EMPLOYEE LIFE INSURANCE COVERAGE (Continued)

Written Notice of Conversion Privilege

When you are eligible to convert your Life Insurance, as described on the previous page, the Sponsor must provide written notice, either given to you or mailed to your last known address, or Liberty must provide written notice mailed to you at the last address furnished by the Sponsor. Such written notice must be made within 15 days before or after the date you are eligible to exercise the conversion privilege.

If written notice is given more than 15 days, but less than 90 days after the date you are eligible to convert your Life Insurance, the time allowed for conversion is extended for 45 days after the giving of such notice.

If notice is not given within 90 days after the date the Covered Employee was eligible to convert his Life Insurance, the time allowed will expire at the end of 90 days.
EMPLOYEE LIFE INSURANCE COVERAGE (Continued)

Accelerated Death Benefit

What is the Accelerated Death Benefit?

**Note:** The receipt of an Accelerated Death Benefit may be taxable. You should consult your tax consultant or legal advisor before applying for an Accelerated Death Benefit. Receipt of Accelerated Death benefits may affect eligibility for public assistance programs such as medical assistance (medicaid), aid to families with dependent children and supplemental security income. Receipt of Accelerated Death benefits in periodic payments may be treated differently than receipt in a lump sum. Prior to applying for Accelerated Death benefits, certificateholders should consult with the appropriate social services agency concerning how receipt will affect the eligibility of the recipient and/or the recipient’s spouse or dependents.

If, while insured under this plan, you give Liberty satisfactory Proof of having a Terminal Condition, you may receive a portion of your Life Insurance as an Accelerated Death Benefit. Such insurance will be paid one time to you in one lump sum.

The amount of Accelerated Death Benefit payable under this plan is limited to:

1. a minimum of 25% of the Covered Employee’s Life Insurance that is in force on the date the Covered Employee applies for an Accelerated Death Benefit or $50,000, whichever is less; and

2. a maximum amount equal to the lesser of:
   a. 50% of your Life Insurance that is in force on the date you apply for an Accelerated Death Benefit; or
   b. $100,000.

If the amount of your Life Insurance under this plan is scheduled to reduce within 12 months following the date you apply for the Accelerated Death Benefit, the benefit payable under this plan will be based on the reduced amount.

When Must You Apply for an Accelerated Death Benefit?

You must apply for an Accelerated Death Benefit. To apply, you must give Liberty:

1. certification, from a Physician, that you have a Terminal Condition, as defined by this plan;
2. reasonably required supporting evidence satisfactory to Liberty, documenting the Terminal Condition;
3. a completed claim form.

During the pendency of a claim, Liberty may, at its own expense, have a Physician examine you.

If you have assigned all or a portion of the Life Insurance under this plan or named an irrevocable beneficiary, you must also give Liberty a signed written consent form from the assignee or irrevocable beneficiary.

The Accelerated Death Benefit will be payable upon receipt of satisfactory proof of a Terminal Condition; and signed written consent from an assignee or irrevocable beneficiary, if required.
EMPLOYEE LIFE INSURANCE COVERAGE (Continued)

Accelerated Death Benefit (Continued)

When Must You Apply for an Accelerated Death Benefit? (Continued)

With respect to this provision "Terminal Condition" means a condition:

1. which is expected to result in your death within 12 months; and
2. from which there is no reasonable prospect of recovery.

What is the Effect on Insurance?

The amount of your Life Insurance will be reduced by the amount paid as an Accelerated Death Benefit. Premiums, if any, for the remaining portion of your Life Insurance will be based on the amount of the remaining Life Insurance in effect after payment of the Accelerated Death Benefit. All other terms and provisions of this plan will apply to the remaining portion. Receipt of an Accelerated Death Benefit does not affect any Accidental Death or Dismemberment insurance benefit in force on your life. Any amount paid as an Accelerated Death benefit is not available for conversion. Any other changes in the amount of insurance may allow for a conversion. Please see the section on conversion.

What are the Exceptions for Accelerated Death Benefit?

No Accelerated Death Benefit will be paid if:

1. you are required by a court of law to exercise this option to satisfy a claim of creditors, whether in bankruptcy or otherwise;

2. you are required by a governmental agency to exercise this option in order to apply for, receive, or continue a government benefit or entitlement;

3. all or a part of your insurance must be paid to your children or spouse or former spouse as part of a divorce decree, separate maintenance agreement or property settlement agreement;

4. you are married and live in a community property state, unless your spouse has given Liberty signed written consent; or

5. you have previously received an Accelerated Death Benefit under this plan or any other group plan held by the Sponsor.
DEPENDENT LIFE INSURANCE

Benefits

When is Your Dependent Life Insurance Benefit Payable?

When Liberty receives satisfactory Proof of your Covered Dependent’s death, Liberty will pay, to you, the amount in force on such Dependent’s life under this plan. The Dependent Life Insurance benefit will be paid in one sum. It is shown in the Schedule of Benefits.

Conversion Privilege

What is the Conversion Privilege?

Conversion Privilege at Individual Termination or Reduction of Benefits:

Your Covered Dependent may convert Dependent Life Insurance to an individual policy, in any one of the forms customarily issued by Liberty, which shall be, at the option of your Covered Dependent, preceded by one year of term insurance and in the event of termination of coverage due to total and permanent disability of you, conversion to any of the forms customarily offered by Liberty, including permanent term insurance optionally preceded by one year of term insurance, if:

1. your personal coverage ends or is reduced; or
2. you die; or
3. your Covered Dependent child attains the limiting age under this policy; or
4. you obtain a divorce or an annulment of your marriage.

Within the 31 days after coverage ends, or is reduced, or longer as extended by the notice provision, your Covered Dependent must make application to Liberty and pay the first premium payment. The individual policy will contain Life Insurance benefits only. Evidence of Insurability will not be required. The premium due will be based on the premium schedule that applies to any individual of the same age and class risk. The individual policy will be effective on the date of your or your Covered Dependent’s group coverage under this plan.

Conversion Privilege at Class or Plan Termination:

If your Covered Dependent’s coverage ends because:

1. coverage ends for all employees; or
2. coverage ends for all employees in your eligible class,

your Covered Dependent is entitled to a limited conversion privilege. You must be entitled to convert to an individual policy in order for your Covered Dependent to have this limited privilege. Conversion must be applied for in the same way as stated above. The amount your Covered Dependent may convert is limited to the amount he was covered for on the date the group coverage terminated, less any group coverage he becomes eligible for within 45 days after the date of termination. The individual policy will become effective on the date your Covered Dependent’s coverage ends under this plan.

Death Within the Statutory Conversion Notice Period:

Dependent Life Insurance is payable if your Covered Dependent dies within the statutory conversion period. The amount payable is the amount your Covered Dependent was entitled to convert. Such insurance will be paid under this plan. Any premium paid for an individual plan will be refunded.
DEPENDENT LIFE INSURANCE (Continued)

Written Notice of Conversion Privilege

When your Covered Dependent is eligible to convert his Life Insurance, as described on the previous page, the Sponsor must provide written notice, either given to your Covered Dependent or mailed to his last known address, or Liberty must provide written notice mailed to your Covered Dependent at the last address furnished by the Sponsor. Such written notice must be made within 15 days before or after the date your Covered Dependent is eligible to exercise the conversion privilege.

If written notice is given more than 15 days, but less than 90 days after the date your Covered Dependent is eligible to convert his Life Insurance, the time allowed for conversion is extended for 45 days after the giving of such notice.

If notice is not given within 90 days after the date your Covered Dependent was eligible to convert his Life Insurance, the time allowed will expire at the end of the 90 days.
EMPLOYEE ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE

Benefits

When is Your Accidental Death and Dismemberment Insurance Benefits Payable?

Accidental Death and Dismemberment benefits are payable when you suffer a loss solely as the result of accidental Injury that occurs while covered. The loss must occur within 365 days after the date of the accident. The benefit payable is called the Full Amount. It is shown in the Schedule of Benefits.

Loss Schedule:  

<table>
<thead>
<tr>
<th>Loss</th>
<th>Benefit Payable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life</td>
<td>Full Amount</td>
</tr>
<tr>
<td>Both Hands or Both Feet</td>
<td>Full Amount</td>
</tr>
<tr>
<td>Sight of Both Eyes</td>
<td>Full Amount</td>
</tr>
<tr>
<td>One Hand and One Foot</td>
<td>Full Amount</td>
</tr>
<tr>
<td>One Hand and Sight of One Eye</td>
<td>Full Amount</td>
</tr>
<tr>
<td>One Foot and Sight of One Eye</td>
<td>Full Amount</td>
</tr>
<tr>
<td>Speech and Hearing in Both Ears</td>
<td>Full Amount</td>
</tr>
<tr>
<td>One Hand or One Foot</td>
<td>One-half Full Amount</td>
</tr>
<tr>
<td>Sight of One Eye</td>
<td>One-half Full Amount</td>
</tr>
<tr>
<td>Speech or Hearing in Both Ears</td>
<td>One-half Full Amount</td>
</tr>
<tr>
<td>Thumb and Index Finger of the Same Hand</td>
<td>One-quarter Full Amount</td>
</tr>
</tbody>
</table>

Payment is made for loss due to each accident without regard to loss resulting from any prior accident. In no event may the total amount payable for all losses due to any one accident exceed the Full Amount.

Loss of hands or feet means complete severance through or above the wrist or ankle joint.

Loss of sight, speech or hearing must be total and irrecoverable.

Loss of thumb and index finger means that all of the thumb and index finger are cut off at or above the joint closest to the wrist. This benefit is not payable if a benefit is payable for the loss of the same entire hand.
WAIVER OF PREMIUM FOR TOTAL DISABILITY (Not Applicable to Retired Employees)

If you become Totally Disabled while insured under this plan you may be eligible for continued Life Insurance coverage without premium payment, provided that:

1. you become Totally Disabled while insured under this plan and before age 65;
2. within one year from the date you are no longer in Active Employment Liberty receives initial Proof that your Total Disability has continued for 9 months; and
3. during the three months before each anniversary of receipt of initial Proof, Liberty receives Proof of continuation of Total Disability.

In addition, Liberty, at its own expense, may request you to be examined by a Physician chosen by Liberty. After the benefit has been continued for two years under this provision, Liberty will not require an examination more than once a year.

When Proof of Total Disability has been approved, premiums will be waived beginning the later of:

1. the date Liberty gives approval; or
2. 9 months from the date you are no longer in Active Employment due to Total Disability.

Accidental Death and Dismemberment and Dependent coverage will not be continued during your period of Total Disability.

The Life Insurance benefit continued under this provision will be the amount in force on your life under this plan on the date you are no longer in Active Employment due to Total Disability, subject to any reductions provided by any part of this plan. The amount continued will not include any part of your Life Insurance that you converted to an individual policy unless you were Totally Disabled when you applied to convert and you return the converted policy to Liberty without claim other than for a refund of the premiums.

If the Waiver of Premium provision has been denied, you may convert your Life Insurance benefit as provided in the Conversion Privilege.

Your continued Life Insurance coverage under this provision will end on the earliest of the date when:

1. you recover and cease to be Totally Disabled;
2. you return to Active Employment;
3. you refuse to have an examination by a Physician chosen by Liberty or fail to give satisfactory Proof of continuation of Total Disability; or
4. 90 Days after the date Liberty mails you a request for additional Proof of loss, Liberty does not receive such Proof; or
5. you reach age 70; or
6. the date you begin receiving a benefit from a retirement or pension plan; or
7. the date the Sponsor classifies you as retired.

If continued Life Insurance coverage under this provision ends or reduces, you may convert your Life Insurance benefit as provided in the Conversion Privilege. Dependent coverage may be converted as allowed within this plan.

If you die within one year from the date you are no longer in Active Employment due to Total Disability, Liberty will pay the Life Insurance benefit provided satisfactory Proof of continuous Total Disability until death is given to Liberty within one year after death.
WAIVER OF PREMIUM FOR TOTAL DISABILITY (Not Applicable to Retired Employees) (Continued)

If this plan terminates before you have received approval of waiver of premium, you are eligible to convert to an individual policy until such approval has been received. If this plan terminates after approval for waiver of premium, coverage will continue as if this plan continued to be in force.

With respect to this provision, "Total Disability" or "Totally Disabled" means the complete inability, as a result of Injury or Sickness, to perform the Material and Substantial Duties of Any Occupation.

With respect to this provision, "Material and Substantial Duties" means responsibilities that are normally required to perform Any Occupation, and cannot be reasonably eliminated or modified.

With respect to this provision, "Any Occupation" means any occupation that you are or becomes reasonably fitted by training, education, experience, age, physical and mental capacity.
SECTION 5 - EXCLUSIONS

LIFE INSURANCE EXCLUSIONS

This plan has no applicable exclusions.
ACCIDENTAL DEATH AND DISMEMBERMENT EXCLUSIONS

No benefits are payable for any loss that is contributed to or caused by:

1. war, declared or undeclared, or any act of war;
2. intentionally self-inflicted injuries;
3. suicide, or suicide attempt;
4. active Participation in a Riot;
5. committing or attempting to commit a felony;
6. disease, bodily or mental illness (or medical or surgical treatment thereof), including infections, except septic infections of and through a visible wound;
7. controlled substances (as defined in Title II of the Comprehensive Drug Abuse Prevention and Control Act of 1970 and all amendments) that are voluntarily taken, ingested or injected, unless as prescribed or administered by a Physician;
8. serving full-time active duty in the Armed Forces of any country or international authority;
9. boarding, leaving or being in or on any kind of aircraft. However, this exclusion will not apply if the Covered Person is a fare paying passenger on a commercial aircraft or traveling as a passenger in any aircraft that is owned or leased by or on behalf of the Sponsor; or

With respect to this provision, "Participation" shall include promoting, inciting, conspiring to promote or incite, aiding, abetting, and all forms of taking part in, but shall not include actions taken in defense of public or private property, or actions taken in defense of the Covered Person, if such actions of defense are not taken against persons seeking to maintain or restore law and order including, but not limited to police officers and fire fighters.

With respect to this provision, "Riot" shall include all forms of public violence, disorder or disturbance of the public peace, by three or more persons assembled together, whether or not acting with a common intent and whether or not damage to persons or property or unlawful act or acts is the intent or the consequence of such disorder.
SECTION 6 - TERMINATION PROVISIONS

Termination of a Covered Person’s Insurance

A Covered Person will cease to be insured on the earliest of the following dates:

1. the date this plan terminates, but without prejudice to any claim originating prior to the time of termination;

2. the date you are no longer in an eligible class;

3. the date your class is no longer included for insurance;

4. the last day for which any required Employee contribution has been made; or

5. the last day of the month coincident with or following the date employment (status as an active Employee) or eligibility ends for any reason; or

6. the date you cease to be in Active Employment due to a labor dispute, including any strike, work slowdown, or lockout.

Liberty reserves the right to review and terminate all classes insured under this plan if any class(es) cease(s) to be covered.
SECTION 7 - GENERAL PROVISIONS

What is the Appeal Process?

Liberty will notify in writing any Covered Person or beneficiary whose claim is denied in whole or part. That written notice will explain the reasons for denial. If the claimant does not agree with the reasons given, he may request an appeal of the claim. To do so, the claimant should write to Liberty within 60 days after the notice of denial was received. The claimant should state why he believes the claim was improperly denied. Any data, questions or comments that the claimant thinks are appropriate should be included. Unless Liberty requests additional material in a timely fashion, the claimant will be advised of Liberty’s decision within 60 days after the letter is received.

Is Assignment Allowed?

The coverage under this plan is not assignable by the Sponsor without Liberty’s written consent. You may assign all of your present and future right, title, interest, and incidents of ownership of:

1. any Life Insurance;
2. any disability provision of Life Insurance; and
3. any Accidental Death and Dismemberment Insurance under this plan.

Such assignment will include, but is not limited to, the rights:

1. to make any contribution required to keep the coverage in force;
2. to exercise any conversion privilege; and
3. to change the beneficiary.

Why Must You Name a Beneficiary?

You must name a beneficiary to whom the insurance benefits under this plan are payable. If more than one beneficiary is named and if their interests are not specified, any surviving Beneficiaries will share equally.

If, at the death of a Covered Employee, there is no named or surviving beneficiary, Liberty will pay the benefits to the executor or administrator of the Covered Employee’s estate. Liberty may, at its option, pay the benefits to a surviving relative in the following order: spouse, child, parent, sibling. Such payment will release Liberty of all further liability to the extent of payment.

You may change your beneficiary at any time by written request. Liberty or the Sponsor will provide a form for that purpose. Any change of beneficiary will take effect when the Sponsor receives the written request whether or not you are alive at that time. Such change will relate back to the date of therequest. Any change of beneficiary will not apply to any payment made before the request was received by the Sponsor.

How will Liberty Conform With State Statues?

Any provision of this plan which, on its effective date, is in conflict with the statutes of the governing jurisdiction of this plan is hereby amended to conform to the minimum requirements of such statute. Nothing in this plan invalidates or impairs the rights granted by the certificate or by state law.
What are Liberty’s Examination Rights?

Liberty, at its own expense, has the right and opportunity to have a Covered Person, whose Injury or Sickness is the basis of a claim, examined or evaluated at reasonable intervals deemed necessary by Liberty. This right may be used as often as reasonably required. Liberty reserves the right to make a reasonable request for an autopsy where not prohibited by law. The request will clearly set forth the reasons why an autopsy is warranted.

When May This Plan be Contested?

This plan will not be contested, except for nonpayment of premium, after it has been in force for two years from the date of issue. The coverage of any Covered Person shall not be contested, except for nonpayment of premium, on the basis of a statement made relating to insurability of the Covered Person after such coverage has been in force for two years during the Covered Person’s lifetime.

Any statements in any application will be deemed representations and not warranties. No representation made by:

1. the Sponsor in applying for this plan will make it void unless the representation is contained in the Sponsor’s signed application; or
2. any Covered Person in enrolling for insurance under this plan will be used to reduce or deny a claim unless the representation is contained in an application signed by him and such application is given to him or his beneficiary.

Who has the Authority for Interpretation of this Plan?

Liberty shall possess the authority, in its sole discretion, to construe the terms of this plan and to determine benefit eligibility hereunder. Liberty’s decisions regarding construction of the terms of this plan and benefit eligibility are subject to regulatory and judicial review.

When can Legal Proceedings Begin?

A claimant or the claimant’s authorized representative cannot start any legal action:

1. until 60 days after Proof of claim has been given; or
2. more than two years after the time Proof of claim is required.

Legal actions are contingent upon first having followed the Claims and Appeals procedure outlined in this plan.

What Happens if Your Age is Misstated?

If a Covered Person’s age has been misstated, an equitable adjustment will be made in the premium. If the amount of the benefit is dependent upon the Covered Person’s age, the amount of the benefit will be the amount the Covered Person would have been entitled to if his correct age were known.
When Must Liberty be Notified of a Claim?

a. Notice of claim must be given to Liberty within 30 days of the date of the loss on which the claim is based. If that is not possible, Liberty must be notified as soon as it is reasonably possible to do so. Such notice of claim must be received in a form or format satisfactory to Liberty.

b. When written notice of claim is applicable and has been received by Liberty, the Covered Person will be sent claim forms. If the forms are not received within 15 days after written notice of claim is sent, the Covered Person can send to Liberty written Proof of claim without waiting for the forms.

When Must Liberty Receive Proof of Claim?

a. Satisfactory Proof of loss must be given to Liberty no later than 90 days after the date of loss.

b. Failure to furnish such Proof within such time shall not invalidate or reduce any claim if it was not reasonably possible to furnish such Proof within such time. Such Proof must be furnished as soon as reasonably possible.

Liberty reserves the right to determine if the Covered Person's Proof of loss is satisfactory.

What are the Optional Methods of Settlement?

Benefits are usually payable in one sum. However, the Covered Person may elect in writing to have the proceeds paid through an installment program offered by Liberty. If the Covered Person makes no such election, his beneficiary may do so at the Covered Person's death.

Any installments remaining after the death of the payee will be paid as directed in the election of this option. Such direction is subject to the approval of Liberty.

When are Benefits Payable?

All benefits are payable when Liberty receives written satisfactory Proof of loss. Benefits for loss of life of the Covered Employee are paid to the beneficiary. Benefits for loss of life of your Covered Dependent are paid to you. Benefits for other losses are paid to you.

What are Liberty's Rights of Recovery?

Liberty has the right to recover any overpayment of benefits caused by, but not limited to, the following:

1. any error made by Liberty in processing a claim; or
2. any error made in the eligibility or administration of this plan by the Sponsor.

Liberty may recover an overpayment by, but not limited to, the following:

1. requesting a lump sum payment of the overpaid amount;
2. reducing any benefits payable under this plan; or
3. taking any appropriate collection activity available including any legal action needed.

It is required that full reimbursement be made to Liberty.

How does the Plan Affect Workers' Compensation?

This Plan and the coverages provided are not in lieu of, nor will they affect any requirements for coverage under any Workers' Compensation Law or other similar law.
SUMMARY PLAN DESCRIPTION

Name of Plan: The Group Plan for Employees of Colgate University Welfare Benefits Plan

Plan benefits are provided under the terms of the Group Life Policy No. SA 3-880-053203-01, hereinafter referred to as "the policy". issued by Liberty Life Assurance Company of Boston, hereinafter referred to as "Liberty", to the Employer as hereinafter referred to as "Sponsor".

Participants Included: See Schedule of Benefits

Name and Address of Sponsor:

Colgate University
13 Oak Drive
Hamilton NY 13346-1398

Who Pays For the Plan: Premiums are paid by the Sponsor.

The cost of the Plan is funded by both Employer and Employee contributions.

Plan Identification Number:

a. Sponsor IRS Identification No.: 15-0532078

b. Plan No.: Life: 504

Type of Plan: Group Life

Plan Year: January 1st - December 31st

Plan Administrator, Name, Address and Telephone No:

Colgate University
13 Oak Drive
Hamilton NY 13346-1398
(315) 228-7411

Agent for Service of Legal Process on the Plan: Same as above.

Type of Administration: Insurer Administration

Funding Arrangement of the Plan: Benefits of the Plan are insured.
Amendment of the Sponsor’s Plan:

The Sponsor’s Plan reserves the right to modify, amend or terminate in whole or in part, any or all provisions of the Plan. Amendments to the Plan are to be made by a written resolution adopted in accordance with the established procedures of the Board of Directors. Amendments may be adopted with retroactive effect to the extent permitted by ERISA and the Code.

Amendment of Liberty’s Policy:

The policy may be changed in whole or in part by mutual agreement of the Sponsor and Liberty. Only an Officer of Liberty can approve a change. The approval must be in writing and endorsed on or attached to the policy. No consent of any participant or any other person referred to in the policy(ies) shall be required to modify, amend, or change the policy(ies).

Note: If you cease active employment, see your benefits administrator to determine what arrangements, if any, may be made to continue your coverage beyond the date you cease active employment.

When May The Policy Terminate?

1. If the Sponsor fails to pay any premium within the grace period, the policy will automatically terminate at 12:00 midnight of the last day of the grace period. The "grace period" is the 31 days following a premium due date during which premium payment may be paid.

2. The Sponsor may terminate the policy by advance written notice delivered to Liberty at least 31 days prior to the termination date. But the policy will not terminate during any period for which premium has been paid.

3. Liberty may terminate the policy on any premium due date by giving written notice to the Sponsor at least 60 days in advance if:
   a. The number of employees insured is less than 10;
   b. Less than 100% of the employees eligible for any noncontributory insurance are insured for it;
   c. Less than 75% of the employees eligible for any contributory insurance are insured for it;
   d. The Sponsor fails:
      i. To furnish promptly any information which Liberty may reasonably require; or
      ii. To perform any other obligations pertaining to the policy.

4. Termination may take effect on any earlier date when both the Sponsor and Liberty agree.

No consent of any participant or any other person referred to in the policy(ies) shall be required to terminate the policy(ies).

Termination Of Coverage Option(s)

Participation Requirements

Liberty may terminate any coverage option(s) afforded hereunder and for any class of covered Employees on any premium due date by giving written notice to the Sponsor at least 31 days in advance if less than 15% of the Employees eligible for such coverage option are insured for it. Termination may take effect on an earlier date if agreed to by the Sponsor and Liberty.
What Are Your Rights In The Event Of Policy Termination?

Termination of the policy under any conditions will not prejudice any payable claim which occurs while the policy is in force.

What Are Your Rights Under ERISA?

1. As a participant in this Plan, you are entitled to certain rights and protection under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to:

   a. Examine, without charge, at the Plan Administrator's office and at other specified locations, all documents governing the Plan, including insurance contracts, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

   b. Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

   c. Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

2. In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit Plan.

3. The people who operate your Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries.

4. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

5. If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

6. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to $110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator.

7. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees if, for example, it finds your claim is frivolous.

8. If you have any questions about your Plan, you should contact the Plan Administrator.
What Are Your Rights Under ERISA? (Continued)

9. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

What is the Time Frame For Claim Decisions?

If your claim is denied, Liberty will notify you of the adverse decision within a reasonable period of time, but not later than 90 days after receiving the claim, unless Liberty determines that special circumstances require an extension. In such case, a written extension shall be furnished before the end of the initial 90-day period. The extension cannot exceed 90 days. The extension notice shall indicate the special circumstances requiring an extension of time and the date by which the plan expects to render the decision.

The claim determination time frames begin when a claim is filed, without regard to whether all the information necessary to make a claim determination accompanies the filing.

What If Your Claim Is Denied?

Liberty's notice of denial shall include:

1. The specific reason or reasons for denial with reference to those specific Plan provisions on which the denial is based;

2. A description of any additional material or information necessary to complete the claim and an explanation of why that material or information is necessary; and

3. A description of the Plan's appeal procedures and time frames, including a statement of the claimant's right to bring a civil action under ERISA following an adverse decision on appeal.

What Do You Do To Appeal A Claim Denial?

You or your authorized representative may appeal a denied claim within 60 days after you receive Liberty's notice of denial. You have the right to:

1. Submit, for review, written comments, documents, records and other information relating to the claim to Liberty;

2. Request, free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to your claim; and

3. A review on appeal that takes into account all comments, documents, records, and other information submitted by you, without regard to whether such information was submitted or considered in the initial claim decision.
What Do You Do To Appeal A Claim Denial? (Continued)

Liberty will make a full and fair review of your appeal and may require additional documents as it deems necessary or desirable in making such a review. A final decision on the review shall be made within a reasonable period of time, but not later than 60 days following receipt of the written request for review, unless Liberty determines that special circumstances require an extension. In such case, a written extension notice will be sent to you before the end of the initial 60 day period. The extension notice must indicate the special circumstances and the date by which Liberty expects to render the appeal decision. The extension cannot exceed a period of 60 days.

The appeal time frames begin when an appeal is filed, without regard to whether all the information necessary to make an appeal decision accompanies the filing.

If an extension is necessary because you failed to submit necessary information, the days from the date of the extension notice until you respond to the request for additional information are not counted as part of the appeal determination period.

Liberty's notice of denial shall include:

1. The specific reason or reasons for denial with reference to those Plan provisions on which the denial is based;

2. A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of all documents, records, and other information relevant to your claim; and

3. A statement describing any voluntary appeal procedures offered by the Plan and your right to obtain the information about such procedures, and a statement of your right to bring an action under ERISA.

Applicable to Waiver of Premium Claims:

What is the Time Frame For Claim Decisions?

If your claim is denied, Liberty will notify you of the adverse decision within a reasonable period of time, but not later than 45 days after receiving the claim. This 45-day period may be extended for up to 30 days, if Liberty: (1) determines the extension is necessary because of matters beyond the Plan's control, and (2) notifies you, before the end of the 45-day period, why the extension is needed and the expected decision date. If, before the end of the first 30-day extension, Liberty determines, due to matters beyond the Plan's control, a decision cannot be rendered within that extension period, the determination period may be extended for up to an additional 30 days, provided Liberty notifies you, before the end of the first 30-day extension period, why the extension is needed and the expected decision date.

The notice of extension shall explain: (1) the standards on which benefit entitlement is based, (2) the unresolved issues that prevent a claim decision, and (3) the additional information needed. You have at least 45 days to provide the information.

The claim determination time frames begin when a claim is filed, without regard to whether all the information necessary to make a claim determination accompanies the filing.

If an extension is necessary because you failed to submit necessary information, the days from the date Liberty sends you the extension notice until you respond to the request for additional information are not counted as part of the claim determination period.
What If Your Claim Is Denied?

Liberty's notice of denial shall include:

1. The specific reason or reasons for denial with reference to those specific Plan provisions on which the denial is based;

2. A description of any additional material or information necessary to perfect the claim and an explanation of why that material or information is necessary;

3. A description of the Plan's appeal procedures and time frames, including a statement of the claimant's right to bring a civil action under ERISA following an adverse decision on appeal;

4. If applicable, any internal rule, guideline, protocol, or other similar criterion relied upon in making the adverse decision, or a statement that such a rule, guideline, protocol, other similar criterion was relied upon and a copy thereof will be provided free of charge upon request; and

5. If the adverse decision was based on a medical necessity, experimental treatment, or similar exclusion or limit, an explanation of the scientific or clinical judgment for the adverse decision, or a statement that such explanation will be provided free of charge upon request.

What Do You Do To Appeal A Claim Denial?

You, or your authorized representative, may appeal a denied claim within 180 days after you receive Liberty's notice of denial. You have the right to:

1. Submit to Liberty, for review, written comments, documents, records, and other information relating to the claim;

2. Request, free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim;

3. A review that takes into account all comments, documents, records, and other information submitted to you, without regard to whether such information was submitted or considered in the initial claim decision;

4. A review that does not afford deference to the initial adverse decision and which is conducted neither by the individual who made the adverse decision nor the person's subordinate;

5. If the appeal involves an adverse decision based on medical judgment, a review of your claim by a health care professional who has appropriate training and experience in the field of medicine involved in the medical judgment, and who was neither consulted in connection with the adverse decision nor the subordinate of any such individual; and

6. The identification of medical or vocational experts, if any, consulted in connection with the claim denial, without regard to whether the advice was relied upon in making the decision.

You, or your authorized representative, may appeal a denied claim within 180 days after you receive Liberty's notice of denial. You have the right to: (Continued)
Liberty will make a full and fair review of your appeal and may require additional documents as it deems necessary in making such a review. A final decision on the review will be made within a reasonable period of time but not later than 45 days following receipt of the written request for review unless Liberty determines that special circumstances require an extension. In such case, a written notice will be sent to you before the end of the initial 45-day period. The extension notice shall indicate the special circumstances and the date by which Liberty expects to render the appeal decision. The extension cannot exceed a period of 45 days from the end of the initial period.

The appeal time frames begin when an appeal is filed, without regard to whether all the information necessary to make an appeal decision accompanies the filing.

If an extension is necessary because you failed to submit necessary information, the days from the date of the extension notice until you respond to the request for additional information are not counted as part of the appeal determination period.

Liberty's notice of denial shall include:

1. The specific reason or reasons for denial with reference to those Plan provisions on which the denial is based;

2. A statement that you are entitled to receive, upon request and free of charge, reasonable access to, and copies of all documents, records, and other information relevant to your claim;

3. A statement describing any voluntary appeal procedures offered by Liberty and your right to obtain the information about such procedures, and a statement of your right to bring an action under ERISA;

4. If applicable, any internal rule, guideline, protocol, or other similar criterion relied upon in making the adverse decision, or a statement that such a rule, guideline, protocol, or other similar criterion was relied upon and a copy thereof will be provided free of charge upon request; and

5. If the adverse decision was based on a medical necessity, experimental treatment, or similar exclusion or limit, an explanation of the scientific or clinical judgment for the adverse decision, or a statement that such explanation will be provided free of charge upon request.

You and your Plan may have other voluntary alternative dispute resolution options, such as mediation. One way to find out what may be available is to contact your local U.S. Department of Labor Office and your State insurance regulatory agency.