

DEFINITIONS

This section tells You the meaning of special words and phrases used in this Certificate. To help You recognize these special words and phrases, the first letter of each word, or each word in the phrase, is capitalized wherever it appears.

Accident or **Accidental** means a sudden, unexpected event that was not reasonably foreseeable.

Active Service means that an Employee is:

1. performing the normal duties of his occupation; and
2. working the number of hours set forth in the Eligibility provision.

Application means the document which sets forth the eligible classes, the amounts of insurance, and other relevant information pertaining to the plan of insurance for which the Policyholder applied.

Annual Compensation means the greater of:

1. Your last reported gross annual income from Your Employer; or
2. Your gross annual income from Your Employer in effect on the September 1 immediately preceding the date of loss.

It includes:

1. hazardous duty pay;
2. longevity pay;
3. employee contributions made through a salary reduction agreement with Your Employer to an IRC Section 401(k), 403(b), 501(c)(3), 457 deferred compensation plan, or any other qualified or non-qualified employee Retirement Plan or deferred compensation arrangement; and
4. amounts contributed to Your fringe benefits according to a salary reduction arrangement under an IRC Section 125 plan.

It does not include:

1. commissions;
2. bonuses;
3. overtime pay;
4. Your Employer's contribution on Your behalf to a retirement plan or deferred compensation arrangement; or
5. any other extra compensation.

Basic AD&D means Basic Accidental Death and Dismemberment insurance.

Change in Status means an event which qualifies You to make changes in benefit selections at a time other than an Annual Enrollment period. A Change in Status includes, but is not limited to:

1. Marriage; or
2. Divorce, annulment or legal separation; or
3. Birth or adoption of a dependent child; or
4. Death of Your spouse; or
5. Termination of Your spouse's employment; or
6. A change in the benefit plan available to Your spouse; or

7. A change in employment status for You or Your spouse that affects Your eligibility for benefits.

To apply for a Change in Status, You must contact your institution HR/Benefits Office within 31 days of the date of the qualifying event. The requested change must be consistent with the qualifying event. Your institution HR/Benefits Office will review the request and make a final decision as to whether or not the requested change qualifies.

Child means:

1. a natural child;
2. an adopted child;
3. a stepchild who has a regular parent/child relationship with the Employee;
4. a foster child under a legally supervised foster care program; or
5. other child who is in a parent-child relationship with the Employee.

You may be required to provide legal papers to show Your relationship to a child who is not Your natural child.

Contributory means You pay all or a portion of the premium for this insurance coverage.

Dependent Voluntary AD&D or **Dependent VAD&D** means Dependent Voluntary Accidental Death and Dismemberment insurance.

Employee means a benefits-eligible employee in Active Service with the Policyholder, at the Policyholder's usual place of business or such place(s) that the Policyholder's normal course of business may require and is reported on the Employer's records for Social Security and tax withholding purposes.

Injury means bodily harm resulting directly from an Accident and independently of all other causes.

Insured means an Employee covered under the Policy, unless otherwise specifically defined for purposes of a covered benefit.

Male Pronoun whenever used includes the female.

Noncontributory means the Policyholder pays 100% of the premium for this insurance.

Policy means the group contract between the Policyholder and Us which provides group insurance benefits.

Policyholder means The University of Texas System or System.

Prior Plan means the plan of insurance providing similar benefits to Employees, sponsored by the Employer and in effect immediately prior to the Policy Effective Date.

System means The University of Texas System.

Voluntary AD&D or **VAD&D** means Voluntary Accidental Death and Dismemberment insurance.

Voluntary Spouse AD&D means Voluntary Spouse Accidental Death and Dismemberment insurance.

Us means Fort Dearborn Life Insurance Company or FDL. For purposes of the Policy, any notice or other form that is required pursuant to the Policy is considered to have been submitted to Us by an Employee upon delivery of the Form to the institution HR/Benefits Office at the Employee's institution for delivery to Us.

You or **Your** means the Employee covered under the Policy and the person to whom this Certificate was delivered.