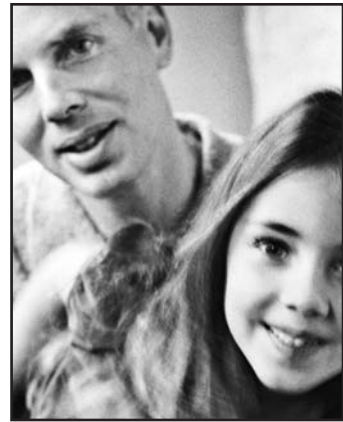


Protect the most important people in your life.



What You Should Know About Voluntary Disability Income Protection Insurance

What would happen if you couldn't work?

How would your life change if you became ill or injured and couldn't bring home a paycheck?

If you're married, could your spouse pay all the bills with just one paycheck? What would happen to your family's future plans?

If you are a single parent, how would you provide for your children?

Even if you're single and have no children, how would you support yourself?

Should I be concerned about becoming disabled?

In the United States, a fatal injury occurs every six minutes. Disabling injuries happen much more often — every two seconds. And three out of five disabling injuries happen off the job, when you're not covered by workers' compensation.¹

The Social Security Administration predicts that over the next ten years, the aging baby boomer generation work force will spark a predicted 37% increase in the incidence of disability.²

Approximately 30% of all people 35 to 65 will suffer a disability for at least 90 days, and about one in seven can expect to become disabled for five years or more.³ At age 35, you have a 50-50 chance of being unable to work for more than three months before you turn age 65.⁴

Most people have savings to cover less than six months of expenses. This savings could be depleted before Social Security Disability Income even begins to pay.⁵ Forty-eight percent of all home foreclosures are the result of disability, while only 3% of all foreclosures result from death.⁶

How can I protect my earnings if I become disabled?

The answer is disability income insurance. Your employer is offering you the opportunity to participate in a Voluntary Disability Income Protection insurance program as part of a comprehensive employee benefits package.

What is Voluntary Disability Income Protection insurance?

It's disability insurance that pays benefits if you cannot work because of illness or injury. Your employer has made it possible for you to obtain this insurance with:

- Lower cost group rates
- No physical examination
- The convenience of payroll deduction

"Voluntary" means that it's your choice.

You choose the amount of coverage you need and can afford. If you become disabled and can't work because of a covered sickness or injury, your Voluntary Disability Income Protection insurance will pay you a benefit based on your choice. You'll start receiving payments after you meet the definition of disability and satisfy the elimination period.

First Reliance Standard Life Insurance Company provides this insurance. It specializes in employee group benefits.

Who is eligible?

You are eligible to participate in this plan if you:

- Are actively at work
- Are a full-time employee working 30 or more hours a week
- Earn at least \$15,000 annually in base pay

"Actively at work" includes approved time off for vacation, jury duty and funeral leave but does not include time off as a result of injury or sickness.

Your employer also may require that you work for the company for a minimum period of time before you can buy insurance.

¹ National Safety Council, 1998

² Spencer's Research, 1997

³ Health Insurance Association of America, The New York Times, February 2000

⁴ Society of Actuaries, Money Magazine, April 2000

⁵ Business Almanac, 1997

⁶ Housing and Home Finance Agency of the U.S. Government, 1998



How much coverage can I buy?

You can choose an amount from \$100 to \$1,250 per week in \$25 units, as long as your selected amount doesn't exceed 60% of covered earnings.

"Covered earnings" means your basic salary for up to a 40-hour workweek. It usually does not include bonuses, benefits, overtime and commissions you earn. If your plan includes commissions, the amount is averaged over 36 months.

Is my benefit taxable?

If you pay your insurance premiums with after-tax dollars, you won't have to pay federal income tax on your benefits.

How soon do benefits begin after I become disabled?

No benefits are payable during the elimination period, which your employer has chosen. The elimination period starts on the first day you become disabled. It continues as long as the policy specifies. You must pay your premiums during the elimination period. Once the elimination period is satisfied, you begin collecting benefits while disabled.

If I am disabled, how long can I receive benefits?

Voluntary Disability Income Protection insurance pays benefits for a disability due to an injury or sickness. The benefit duration period (amount of time benefits can be paid) can range from 13 weeks to a person's normal retirement age as defined by the 1983 amendments to the United States Social Security Act. All duration schedules comply with the Age Discrimination and Employment Act (ADEA).

Of course, if you recover from your disability, you can no longer receive benefits.

Your employer selects the maximum duration of benefits.

What is a disability? How is it defined?

Disability may be defined in different ways during the course of your injury or sickness:

- Own job
- Own occupation
- Any occupation

"**Own job**" means that you cannot perform the duties you routinely performed for your employer.

"**Own occupation**" means that you cannot perform the occupation you are routinely performing. We will look at your occupation as it is normally performed in the national economy, and not how the work tasks are performed for a specific employer or at a specific location.

"**Any occupation**" means that you cannot perform any occupation normally performed in the national economy for which you are reasonably suited based upon your education, training or experience.

The "own job" definition of disability can apply for up to one year depending on the benefit duration schedule that your employer chose.

The "own occupation" definition can be applicable from one to five years, depending on the benefit duration schedule.

The "any occupation" definition applies for the remainder of the disability. That means from the end of the "own job" and/or "own occupation" period up to the maximum benefit duration period.

First Reliance Standard considers you to be disabled during and after the elimination period if, because of injury or sickness, you cannot perform the material duties of your "own job," "own occupation" or "any occupation" (as applicable) on a part-time basis, or some of the material duties full-time. "Total" disability is not required.

Your employer selected the definitions available in your plan.



Will my Voluntary Disability Income Protection benefits be reduced if I receive income from other sources while I am disabled?

Yes, some other sources of income that you receive or are eligible to receive will reduce the disability benefit paid by First Reliance Standard. Income that reduces your Voluntary Disability Income Protection benefits:

- Disability income benefits you are eligible to receive under any group insurance plan(s)
- Disability income benefits you are eligible to receive under any government retirement system, except benefits payable under a federal government employee pension benefit
- Disability income benefits you are eligible to receive under workers' compensation laws, occupational disease law, and any compulsory benefit law
- Wages or other compensation you are entitled to receive from your employer, excluding the amount that is allowable while you are performing rehabilitative employment
- Commissions or monies you are entitled to receive, including vested renewal commissions, but excluding commissions or monies that you earned before becoming disabled that are paid after the disability has begun
- Disability or retirement benefits under the United States Social Security Act, the Canadian pension plans, federal or provincial plans or any similar law that you [and your dependents] are eligible to receive
- Individual disability income benefits to the extent that the sum of the FirstRSL benefit and other sources of income exceed 100% of covered earnings
- That part of a disability or retirement benefit paid for by your employer that you are eligible to receive under a group retirement plan

Retirement benefits that do **not** reduce your disability benefits are:

- A federal government employee pension
- A thrift plan
- A deferred compensation plan
- An individual retirement account
- A tax sheltered annuity
- A stock ownership plan
- A profit sharing plan
- Section 401(k), 403(b) or 457 plans

Your state may have different laws about the sources of income that can reduce your Voluntary Disability Income Protection benefits.

What happens to my benefits if I am able to go back to work part-time?

This insurance program is designed to encourage you to go back to work.

You don't have to be totally disabled during the elimination period. You can work part-time and still be eligible for disability benefits at the end of the elimination period.

You can also return to active, full-time work up to eight days (if the elimination period is less than 90 days) or up to 30 days (if the elimination period is 90 days or more). If you have to go back on disability for the same injury or illness, you will not have to satisfy a new elimination period.

Once the disability benefit is payable, for the first twelve months we will not reduce the disability benefit by earnings from rehabilitative employment until the sum of the benefit prior to offsets with other income benefits and earnings exceed 100% of your covered earnings for plans with a benefit duration greater than 26 weeks.

After that, we will continue to pay the disability benefit but will subtract an amount equal to 50% of earnings you receive from rehabilitative employment for plans with a benefit duration greater than 104 weeks.

How much does voluntary disability income protection insurance cost?

How do I enroll?

Why should I buy this coverage now?

Is coverage limited for any illnesses?

Limited benefits are available for disabilities related to substance abuse, mental or nervous disorders, chronic fatigue syndrome, environmental allergic or reactive illness, fibromyalgia, self-reported conditions and certain musculoskeletal and connective tissue disorders. The combined maximum benefit period is 24 months when the plan's maximum benefit duration exceeds 104 weeks.

What is not covered?

First Reliance Standard will not pay a benefit for any disability caused by:

- An act of war, declared or undeclared
- Intentionally self-inflicted injury, while sane or insane
- Your committing or attempting to commit a felony
- An injury or sickness that occurs while you are confined in any penal or correctional institution

During the first six months of disability, we will not pay a benefit for a disability caused by:

- Cosmetic surgery or treatment primarily to change appearance
- In vitro fertilization
- Embryo transfer procedures
- Artificial insemination
- Sex change surgery
- Reversal of sterilization
- Liposuction
- Radial keratotomy

Why should I buy this coverage now?

If you enroll within 31 days of becoming eligible for the insurance, coverage is available on a "guaranteed issue" basis. You do not have to answer any health questions.

If you apply at any other time, you will be required to provide proof of good health. Late entrants can only apply during the annual enrollment period.

See "How do I enroll?" for additional details.

How much does Voluntary Disability Income Protection insurance cost?

Voluntary Disability Income Protection is offered at group rates* through convenient payroll deduction. The cost is based on your age and the benefit amount you select. The cost may change annually on the anniversary of the group policy. (See your enrollment materials.) Your employer will tell you the date your first payroll deduction will be taken. You must be actively at work on the effective date of your coverage. If you are not, your coverage becomes effective the day you return to work full-time.

*Rates are subject to change.

How do I enroll for Voluntary Disability Income Protection insurance?

Fill out the enrollment request form. Be sure to answer all the questions about your benefit choices.

Your coverage begins on the entry date that is specified in your group policy, as long as you are actively at work on that date. If you are not, your coverage will begin on the date you return to full-time work.

Do I have to have a physical or answer medical questions?

No. If you enroll in the plan within 31 days of your date of eligibility you don't have to show proof of good health. However, this plan does not pay benefits for any disability which is the result of a pre-existing condition, which begins during the first 24 months of coverage.

A pre-existing condition is any sickness or injury that you received medical treatment, consultation, care or services, including diagnostic procedures, or took prescribed drugs or medicines during the six months preceding your effective date of coverage.

Can I get more coverage later?

Will I get help so I can return to work?

Can I get more coverage later?

Yes. During your annual enrollment period, you can increase your coverage up to the plan's maximum. The insurance you add will be subject to a new limitation period for pre-existing conditions.

When will this plan become effective?

This group plan will only become effective if the greater of ten employees or 50% of eligible employees have enrolled. No employee will be covered unless the minimum number of employees signs up. If your group falls below the minimum, or if the premiums aren't paid, First Reliance Standard can cancel the policy after 31 days with written notice to your employer, who is the policyholder.

If I am disabled, will I get help so I can return to work?

First Reliance Standard has many ways to help you return to work as quickly and easily as possible.

- **Vocational Rehabilitation Assessment** - This service is performed and managed by our in-house staff. We work with a field vocational rehabilitation counselor who helps you.
- **Social Security Assistance Program** - We will explain all the details of applying for Social Security disability coverage, including how to make an appeal if you are turned down.
- **Job Search Assistance** - If you can't return to your original job, our vocational counselors will help you find work that does not require relocation or a change in lifestyle.
- **Educational Expenses** - If you will need to go back to school to learn new skills before you can go back to work, our rehabilitation program may help with educational expenses for training in a new occupation.

First Reliance Standard offers other benefits to help you return to work:

Worksite Modification

Sometimes a change in your worksite would make it possible for you to return to work. First Reliance Standard will pay your employer up to \$2,000 (actual and reasonable costs) to modify your worksite, if you then return to work part-time or full-time. This provision is available for plans with a maximum benefit period that is longer than 26 weeks.

Return to Work Incentive and Child Care Expense Benefit

During the first 12 months of rehabilitative employment, First Reliance Standard will keep paying your disability benefit. We will not deduct the amount you earn until, when you add it to your disability benefit, the amount is more than 100% of your pre-disability earnings.

If you have dependent child(ren) under age 14, then we will add an amount equal to actual expenses incurred for child care, up to \$250 per month, to your covered earnings when we calculate your benefit. That means we will not subtract anything until your earnings plus your disability benefit are more than 100% of covered earnings plus child care expenses.

The above provisions are available for plans with a maximum benefit period that is longer than 26 weeks.

After 12 months, we will continue to pay the disability benefit but will subtract an amount equal to 50% of earnings you receive from rehabilitative employment while you are still disabled. This provision applies for plans with a benefit duration greater than 104 weeks.

Temporary Recovery During the Elimination Period (Interruption Period)

If you have a temporary recovery from your disability, you don't have to start all over again with a new elimination period. If you return to full-time work for up to eight days (if the elimination period is less than 90 days) or 30 days (if the elimination period is 90 days or more) during the elimination period, the disability will be considered continuous.



Rehabilitative Employment

First Reliance Standard encourages you to return to work either on a part-time or full-time basis. Vocational rehabilitation services help you gain the skills to go back to work.

The managed rehabilitation benefit encourages you to return to work on a part-time basis in any gainful occupation, including your occupation, for which your training, education or experience will reasonably allow.

We will continue to pay the disability benefit less an amount equal to 50% of the earnings received through rehabilitative employment. If you refuse rehabilitation, we may reduce or stop the disability benefit depending on the circumstances.

Family and Medical Leave Act (FMLA) and Military Service Leave of Absence

The Family and Medical Leave Act of 1993 mandates that employers with more than 50 workers maintain your group health coverage (medical expense and health flexible spending account) during an allowed period of family or medical leave, just as if you were on the job during that time.

The FMLA does not require your employer to maintain your group disability coverage, but First Reliance Standard makes it available as an option to your employer's master policy.

Your Voluntary Disability Income Protection insurance can continue for up to 12 weeks in a 12 month period:

- If you are on a leave of absence approved by your employer under FMLA
- If you are on an approved leave of absence due to entering military service of the United States

You must continue to pay your premiums while on either of these leaves. All coverage provisions apply during the leave period, except that for military services leave there is no coverage for any loss which occurs while you are on active duty if such loss is caused by or arises out of such military service, including but not limited to war or act of war (declared or undeclared).

Are there other benefits I should know about?

Yes. Your plan includes these extra benefits:

Conversion Privilege

If you are laid off, resign or are fired, you can convert to an individual disability policy. You must meet the same eligibility requirements as the group policy. You can maintain the same benefit level as the group policy, up to a maximum of \$3,000. You are not required to provide evidence of insurability. The conversion privilege is available for plans with a maximum benefit period that is five years or longer.

Specific Indemnity Benefit

If you are disabled by an accidental injury, this provision guarantees you will receive a minimum number of benefit payments if you suffer one of a number of specific losses from the accident (listed in the policy). This provision is available for plans with a maximum benefit period that is five years or longer.

Survivor Benefit

This is a benefit that is paid to your spouse or unmarried children under 25 if you die after becoming disabled. It is a lump sum equal to three times your net monthly benefit before your death. It is paid if you had been receiving a disability benefit and were disabled for at least 180 consecutive days. This provision is available for plans with a maximum benefit period that is five years or longer.

Complete details of these benefits are contained in the Certificate of Insurance.

Please read this important information

This brochure does not describe the whole plan. It is not an insurance policy. This brochure just provides an overview and answers some of the most common questions. There is a detailed description of the plan's provisions, limitations, and exclusions in the Certificate of Insurance. You will receive this Certificate if you decide to enroll.

There is also a detailed description of all provisions of the group plan in the master policy, which is the legal contract. If there are discrepancies between this brochure and the policy, the policy takes precedence.

In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, home office: New York, NY.

Benefits are provided under group policy form series LRS-9099-0701, et al.

10 Reasons You Should Consider Voluntary Disability Income Protection



1. Disability is more common than you think. One in every five people age 35 to 65 will become disabled for five or more years before they reach age 65.¹
2. Disabilities aren't just the result of accidental injury. Common chronic health conditions can cause disabilities that limit your ability to work. In fact, the top three chronic health conditions that can cause work limitation are back disorders, heart disease and arthritis.²
3. As you get older, your chances of having a work disability increase. If you are 45, your chances of having a work disability are three times as high as someone in the early 20's. By the time you are in the 55-64 age group, you have a 23% chance of having a disability that affects your ability to work.³
4. Disability insurance covers you when workers' compensation doesn't. It provides income when you are disabled due to a covered sickness or injury.
5. Your employer makes it possible for you to purchase this coverage at group rates.
6. You pay for your coverage through easy payroll deduction.
7. You cannot be turned down for this insurance, as long as you are eligible.
8. Partial disabilities can be covered also.
9. You are buying disability insurance from First Reliance Standard Life Insurance Company, a New York company.

And the best reason of all:

10. You'll know you and your family are protected for a covered sickness or injury.

This information is not an insurance policy and does not describe the whole plan. For more detailed information, you must ask your employer or Human Resources benefits manager. There is a detailed description of the plan's provisions, limitations and exclusions in the Certificate of Insurance, which is issued to you after your application is processed. Applications may be subject to medical underwriting.

In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, home office: New York, NY.

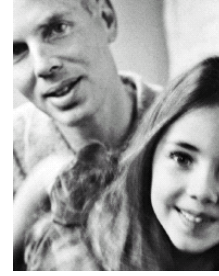
Benefits are provided under group policy form series LRS-9099-0701, et al.

¹ 1987 Commissioners Group Disability Table, Society of Actuaries.

² Chartbook on Work and Disability in the United States, 1998, U.S. Department of Education

³ Ibid.

FIRST RELIANCE STANDARD



Look at the Features of your First Reliance Standard Voluntary Plan Disability Income Protection Insurance

Plan Holder: The Research Foundation of State University of New York

Choose Your Benefit Amount:

Choose the amount of income you wish to insure up to 60% of your earnings.

Amounts of coverage available: \$100/week up to \$1,250/week
(in \$100 increments)

◆ **Injury/Sickness:** Disability income protection insurance pays a benefit for a disability resulting from a covered injury or sickness. Benefits begin at the end of the elimination period and continue while you are disabled up to the maximum benefit duration.

Elimination Period:

◆ 7 days or exhaustion of accumulated sick leave whichever is greater.

Maximum Benefit Duration:

◆ Injury/Sickness: 26 Weeks

Plan Highlights

- ◆ Elimination Period interruption included
- ◆ Maternity covered as any other illness
- ◆ No Pre-Existing Condition Limitation if enrolling during the initial enrollment period
- ◆ 6/12 Pre-Existing Condition Limitation applies for late entrants
- ◆ FMLA / Military Services Leave of Absence coverage included
- ◆ Definition of Disability – Own Job only
- ◆ Benefits payable under this plan will be offset by the New York State Disability Benefits Law (DBL) benefit. This offset is reflected in the rates.
- ◆ Non-Occupational coverage
- ◆ Minimum weekly benefit: \$25/week



THE RESEARCH FOUNDATION
The State University of New York

FIRST RELIANCE STANDARD



First Reliance Standard Voluntary Plans Disability Income Protection Insurance Premium Table

Plan Holder: The Research Foundation of State University of New York

Scheduled Benefit: Each eligible employee may elect an amount of insurance, in increments of \$100 from a minimum of \$100 to a maximum of the lesser of \$1,250 per week or 60% of covered earnings.

You may select any benefit amount from \$100 up to your maximum weekly benefit. Locate your weekly earnings to determine your maximum weekly benefit amount. If your covered earnings fall between ranges, the lesser benefit amount will apply.

Bi-Weekly Premiums

Weekly Earnings	Weekly Benefit Amount	Age - 19	Age 20-24	Age 25-29	Age 30-34	Age 35-39	Age 40-44	Age 45-49	Age 50-54	Age 55-59	Age 60-64	Age 65-69	Age 70 +
\$288	\$100	\$1.71	\$1.71	\$1.98	\$1.98	\$1.98	\$1.71	\$1.85	\$2.17	\$2.54	\$2.77	\$3.00	\$3.00
\$334	\$200	\$3.42	\$3.42	\$3.97	\$3.97	\$3.97	\$3.42	\$3.69	\$4.34	\$5.08	\$5.54	\$6.00	\$6.00
\$500	\$300	\$5.12	\$5.12	\$5.95	\$5.95	\$5.95	\$5.12	\$5.54	\$6.51	\$7.62	\$8.31	\$9.00	\$9.00
\$667	\$400	\$6.83	\$6.83	\$7.94	\$7.94	\$7.94	\$6.83	\$7.38	\$8.68	\$10.15	\$11.08	\$12.00	\$12.00
\$834	\$500	\$8.54	\$8.54	\$9.92	\$9.92	\$9.92	\$8.54	\$9.23	\$10.85	\$12.69	\$13.85	\$15.00	\$15.00
\$1,000	\$600	\$10.25	\$10.25	\$11.91	\$11.91	\$11.91	\$10.25	\$11.08	\$13.02	\$15.23	\$16.62	\$18.00	\$18.00
\$1,167	\$700	\$11.95	\$11.95	\$13.89	\$13.89	\$13.89	\$11.95	\$12.92	\$15.18	\$17.77	\$19.38	\$21.00	\$21.00
\$1,334	\$800	\$13.66	\$13.66	\$15.88	\$15.88	\$15.88	\$13.66	\$14.77	\$17.35	\$20.31	\$22.15	\$24.00	\$24.00
\$1,500	\$900	\$15.37	\$15.37	\$17.86	\$17.86	\$17.86	\$15.37	\$16.62	\$19.52	\$22.85	\$24.92	\$27.00	\$27.00
\$1,667	\$1,000	\$17.08	\$17.08	\$19.85	\$19.85	\$19.85	\$17.08	\$18.46	\$21.69	\$25.38	\$27.69	\$30.00	\$30.00
\$1,834	\$1,100	\$18.78	\$18.78	\$21.83	\$21.83	\$21.83	\$18.78	\$20.31	\$23.86	\$27.92	\$30.46	\$33.00	\$33.00
\$2,000	\$1,200	\$20.49	\$20.49	\$23.82	\$23.82	\$23.82	\$20.49	\$22.15	\$26.03	\$30.46	\$33.23	\$36.00	\$36.00
\$2,084	\$1,250	\$21.35	\$21.35	\$24.81	\$24.81	\$24.81	\$21.35	\$23.08	\$27.12	\$31.73	\$34.62	\$37.50	\$37.50

Note: The benefit amount you purchase includes up to \$170 of coverage under the New York State Disability Benefit Law (DBL). Benefits payable under this plan will be offset by the DBL benefit. This Premium Table rates reflect the DBL benefit offset.

Rates Are Subject to Change.



THE RESEARCH FOUNDATION
The State University of New York

FIRST RELIANCE STANDARD

FIRST RELIANCE STANDARD

Life Insurance Company

a DELPHI company

Instructions: Use this form only for cases that offer the employee the ability to purchase voluntary disability coverage. Type or print with ballpoint pen. The employee and the policyholder must each receive a copy of the completed Group Disability Enrollment Form.

Group Disability Enrollment Form

All sections must be completed to ensure accurate processing.	(1) Policyholder/Employer The Research Foundation of State University of New York		(2) FRSL Policy No. VIP 530237		
	(3) Location/Bill Group 1		(4) Full-Time Employment Date / /		
	(5) Class 1		(6) Hours Per Week		
	(7) Job Title		(8) Base Salary \$		
	(9) Employee's Full Name		(10) Payroll Cycle I receive my paycheck:		
Last		First		MI	
(11) Social Security Number - -		(12) Gender <input type="checkbox"/> Male <input type="checkbox"/> Female		(13) Employee's Birth Date / /	
Choose Only One (14) or (15)	(14) Request for Group Insurance Coverage				
	<input type="checkbox"/> I request to purchase STD Coverage in a weekly benefit amount of \$ _____ as described in the Policy. (Please refer to the Premium Table chart.) I authorize my employer to deduct from my salary or wages the necessary premium for the coverage requested above. The signature below also verifies the accuracy of the information contained on this form.				
(15) Declination of Group Insurance Coverage					
<input type="checkbox"/> I have been offered and have declined to purchase the Group Disability Insurance Coverage. I understand that in the event I desire such insurance at a later date: (1) I will be required to furnish evidence of insurability at my own expense; and (2) First Reliance Standard Life Insurance Company (FRSL) will have the right to refuse my request.					

I understand that any coverage will not become effective until and unless approved by FRSL, and upon approval, any benefits payable are subject to the terms, conditions and limitations of the Group Disability Policy. I also understand that the amount of any payroll deduction may be adjusted based on underwriting changes or age changes that affect the rates charged.

_____/_____/_____
 Employee Signature Date

Please sign, date and return this enrollment form to your Campus Benefits Administrator.

Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information, or conceals for the purpose of misleading, information concerning any fact material thereto, commits a fraudulent insurance act, which is a crime, and shall also be subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.



