Welcome to the 2016-2017
RESIDENTS, FELLOWS AND INTERNS
DISABILITY INSURANCE PLAN
Administered by the Office of Student Health Benefits

- Monthly benefit should you become disabled while in training
- Student loan payoff benefit
- Option to enroll in individual disability income coverage—with no pre-existing condition exclusions
Read on to learn about the services and resources you can enjoy as a member.

Welcome Letter ........................................... 1

Eligibility and Enrollment .............................. 2
While You Are in Training at the University

Quick Reference Benefit Chart ........................ 3
Long and Short Term Disability

Eligibility and Enrollment .............................. 4
Preparing to Leave the University

Quick Reference Benefit Chart ........................ 5
Guaranteed Standard Issue Conversion Option

Learn to Speak the Lingo ............................... 6

Financial Services ........................................ 7

Representatives .......................................... 8
July 1, 2016

Dear University of Minnesota residents, fellows and interns,

The University of Minnesota is very pleased to partner with Foster Klima & Company, Inc., to provide a Disability Insurance Plan through Guardian Life to eligible residents, fellows and interns. Enrollment is automatic for those in a qualifying program.

If you become disabled while you are in training at the University of Minnesota, the Disability Insurance Plan through Guardian Life provides a tax-free monthly disability payment and student loan payoff benefit (see chart on page 3 for specifics).

Also included in the Disability Insurance Plan through Guardian Life is the opportunity to purchase an individual disability policy with no medical underwriting. This means you will not be turned down for coverage regardless of your medical history, which is extremely valuable and rare. You have the option to enroll anytime during and up to 60 days after completion of your residency, fellowship or internship. Approximately 30% of you would not otherwise qualify for this type of coverage due to pre-existing medical conditions.

I highly encourage you to contact your University-designated representative during your time at the University of Minnesota. Your designated representative can explain the benefits of purchasing an individual disability policy with negotiated discounts that you take with you after you leave the University. No time is too early to contact your representative — the cost of disability insurance increases with age. Applying now locks in the lowest rate you’ll ever receive.

Email and U.S. mail correspondence related to your benefits will come from the Office of Student Health Benefits. Please add umshbo@umn.edu to your email address book to ensure you receive our e-mails, and bookmark this webpage: www.shb.umn.edu.

To make the most of your coverage, and to be sure that you are aware of deadlines, policies and procedures that affect you, please review the information found in this brochure and on the web carefully.

Please feel free to contact me with any questions. Our office looks forward to serving you!

Susann Jackson
Director of Student Health Benefits
Office of Student Health Benefits
University of Minnesota
410 Church Street S.E., N323
Minneapolis, MN 55455
612-624-0627
1-800-232-9017
umshbo@umn.edu
www.shb.umn.edu
Eligibility and Enrollment

While You Are in Training at the University of Minnesota

**Medical School**
Residents and fellows are automatically enrolled in the University-sponsored Short- and Long-Term Disability Insurance Plan.

**School of Dentistry**
Residents and fellows are automatically enrolled in the University-sponsored Long-Term Disability Insurance Plan.

**College of Veterinary Medicine**
 Residents and interns are automatically enrolled in the University-sponsored Long-Term Disability Insurance Plan.

**Submitting a Claim**
To submit a disability claim during your residency, fellowship or internship, please send an e-mail to the Office of Student Health Benefits at umshbo@umn.edu and request paperwork for a future claim or leave. For questions about claims paperwork, contact Foster Klima at 612-746-2200 or Dale Forsythe, disability specialist with Foster Klima, at 612-746-2206 or dale_forsythe@glic.com.
### Quick Reference Benefit Chart

While You Are in Training at the University of Minnesota

#### 2016-2017 Disability Insurance Plan**

University of Minnesota Residents, Fellows and Interns

The following benefits apply to residents, fellows and interns while training at the University of Minnesota.

<table>
<thead>
<tr>
<th></th>
<th>College of Veterinary Medicine Residents and Interns</th>
<th>Medical School Residents and Fellows</th>
<th>School of Dentistry Residents and Fellows</th>
<th>Medical School Residents and Fellow</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monthly Benefit (all eligible)</strong></td>
<td>Maximum 80% to $5,000 monthly; Minimum Greater of 10% or $100</td>
<td>Maximum 80% to $5,000 monthly; Minimum Greater of 10% or $100</td>
<td>Maximum 80% to $5,000 monthly; Minimum Greater of 10% or $100</td>
<td>Maximum 70% of weekly income up to $1,000 per week. Minimum of $25.</td>
</tr>
<tr>
<td><strong>Waiting Period</strong></td>
<td>90 days</td>
<td>90 days</td>
<td>90 days</td>
<td>14 days</td>
</tr>
<tr>
<td><strong>Maximum Benefit Period</strong></td>
<td>Social Security Normal Retirement Age</td>
<td>Social Security Normal Retirement Age</td>
<td>Social Security Normal Retirement Age</td>
<td>11 weeks</td>
</tr>
<tr>
<td><strong>Disability Definition</strong></td>
<td>Extended Own Occupation; Single Test of Disability</td>
<td>Extended Own Occupation; Single Test of Disability</td>
<td>Extended Own Occupation; Single Test of Disability</td>
<td>Own Job</td>
</tr>
<tr>
<td><strong>Pre-existing Condition Exclusion</strong></td>
<td>3/12</td>
<td>3/12</td>
<td>3/12</td>
<td>None</td>
</tr>
<tr>
<td><strong>Survivor Benefit</strong></td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Student Loan Payoff Provision</strong></td>
<td>$175,000</td>
<td>$175,000</td>
<td>$175,000</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Cost of Living Benefit</strong></td>
<td>3% (12-month delay)</td>
<td>3% (12-month delay)</td>
<td>3% (12-month delay)</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Critical Disability Benefit</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Guaranteed Standard Issue Conversion Option</strong></td>
<td>Yes, to an Individual True Own Occupation Policy available through Guardian Life. Up to $3,000 of guaranteed coverage is available without underwriting.</td>
<td>Yes, to an Individual True Own Occupation Policy available through Guardian Life. Up to $10,000 of guaranteed coverage is available without underwriting.</td>
<td>Yes, to an Individual True Own Occupation Policy available through Guardian Life. Up to $3,000 of guaranteed coverage is available without underwriting.</td>
<td>None</td>
</tr>
</tbody>
</table>

This Quick Reference Benefit Chart is intended as a guide. This summary presents a brief explanation of the resident, fellow and intern short- and long-term disability coverage. It should not be used to determine whether your disability claim will be paid. The written contract governs the benefits available. For plan details, please refer to the Office of Student Health Benefits website at [www.shb.umn.edu](http://www.shb.umn.edu).
As part of your University-sponsored Disability Insurance Plan, you have a time-sensitive and unique opportunity to purchase an individual disability income policy. Like your education, this policy goes with you when you leave the University, and the benefits follow you to where life may take you.

“Roughly 25 to 30 percent of residents and fellows may not otherwise qualify for this type of coverage on a standard basis due to a pre-existing medical condition,” says Dale Forsythe, Disability Income Specialist for Foster Klima & Company, Inc.

The University is extremely pleased to offer this one-of-a-kind opportunity. We encourage you to take the time to meet with your University-designated Foster Klima representative to learn more about the benefits of purchasing an individual disability income policy.

Highlights of this opportunity include:

- Tax-free monthly disability benefits
- No medical underwriting—coverage is guaranteed standard issue
- True Own Occupation definition of total disability with medical specialty language—this policy is portable and you can take it with you after you leave the University. New enhanced medical specialty definition now available for physicians.
- Several important optional benefits, including a future increase option rider, a cost of living adjustment rider, a residual disability benefit rider, and a catastrophic disability benefit rider.

You may enroll in this guaranteed standard issue option anytime during and up to 60 days after completion of your residency, fellowship or internship. Higher limits are available six months prior to completion of your residency, fellowship or internship. No time is too early to contact your representative!

For more information or to schedule a meeting, visit www.umndisabilitybenefits or contact the representative assigned to your department (listed on page 8). Your designated representative can explain the benefits of purchasing an individual disability policy that you take with you after you leave the University.
**Quick Reference Benefit Chart**

**Preparing to Leave the University—Guaranteed Standard Issue Conversion Option**

**Guaranteed Standard Issue Disability Insurance Plan** | University of Minnesota Residents, Fellows and Interns

The following benefits apply to residents, fellows and interns after leaving the University of Minnesota. You can enroll in the GSI plan at any time during your residency, fellowship or internship and up to 60 days after completion of your program. Participation in this plan is contingent on enrollment.

<table>
<thead>
<tr>
<th>College of Veterinary Medicine Residents and Interns</th>
<th>Medical School Residents and Fellows</th>
<th>School of Dentistry Residents and Fellows</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monthly Benefit</strong> (for those who have completed a residency, fellowship or internship)</td>
<td>Up to $3,000</td>
<td>Up to $10,000</td>
</tr>
<tr>
<td><strong>Elimination Period</strong></td>
<td>90 days</td>
<td>90 days</td>
</tr>
<tr>
<td><strong>Maximum Benefit Period</strong></td>
<td>To age 67</td>
<td>To age 67</td>
</tr>
<tr>
<td><strong>Total Disability Definition</strong></td>
<td>True Own Occupation Coverage to age 67 with Medical Specialty Language</td>
<td>True Own Occupation Coverage to age 67 with Medical Specialty Language - new enhanced specialty definition now available</td>
</tr>
<tr>
<td><strong>Residual or Partial Disability Benefit Rider</strong></td>
<td>Yes, only a 15% loss required and a 100% income replacement available first 12 months</td>
<td>Yes, only a 15% loss required and a 100% income replacement available first 12 months</td>
</tr>
<tr>
<td><strong>Pre-existing Condition Benefits</strong></td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Mental and/or Substance-Related Disorders Coverage</strong></td>
<td>Yes, 24-month limitation</td>
<td>Yes, 24-month limitation</td>
</tr>
<tr>
<td><strong>Residual and Recovery Benefit</strong></td>
<td>Yes, to age 67</td>
<td>Yes, to age 67</td>
</tr>
<tr>
<td><strong>Capital Sum Benefit</strong></td>
<td>Yes, 12 times monthly benefit</td>
<td>Yes, 12 times monthly benefit</td>
</tr>
<tr>
<td><strong>Premiums with 10% permanent discount</strong></td>
<td>Guaranteed Level or Graded Available</td>
<td>Guaranteed Level or Graded Available</td>
</tr>
<tr>
<td><strong>Waiver of Premium Benefit</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>Presumptive Total Disability Benefit</strong></td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><strong>Waiver of Elimination Period</strong></td>
<td>For 5 years following a disability which lasts for 6 months and benefits were paid</td>
<td>For 5 years following a disability which lasts for 6 months and benefits were paid</td>
</tr>
<tr>
<td><strong>Cost of Living Adjustment Rider</strong></td>
<td>N/A</td>
<td>3% Compound</td>
</tr>
<tr>
<td><strong>Serious Illness Benefit</strong></td>
<td>Additional benefit payable if disabled from cancer, stroke or heart attack</td>
<td>Additional benefit payable if disabled from cancer, stroke or heart attack</td>
</tr>
<tr>
<td><strong>Student Loan Protection Rider</strong></td>
<td>Yes, up to $2,000 monthly benefit with full underwriting</td>
<td>Yes, up to $2,000 monthly benefit with full underwriting</td>
</tr>
<tr>
<td><strong>Additional Coverage Available With Underwriting</strong></td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

This Quick Reference Benefit Chart is intended as a guide. This summary presents a brief explanation of the resident, fellow and intern Guaranteed Standard Issue disability coverage. It should not be used to determine whether your disability claim will be paid. The written contract governs the benefits available. For plan details, please refer to the Office of Student Health Benefits website at [www.shb.umn.edu](http://www.shb.umn.edu).

*The individual disability insurance policy is issued with a 10% permanent discount through the University of Minnesota Student and Resident Discount Program.*
Disability Income Insurance

What Every Resident, Fellow and Intern Needs to Know

Disability may be far more common than you imagine. Even if you’re young and careful, it could happen to you through an accident, an injury, or a lengthy illness. Statistics show that disability is more commonplace than most people think: in a recent survey more than half of employees surveyed felt they had less than a 2% chance of becoming disabled during their working years1. In reality more than 25% of Americans entering the workforce today (1 in 4) will become disabled before they retire2.

Want to be better prepared? Consider the following:

It’s simply not safe to rely solely on a Group Long-Term Disability (LTD) policy your future practice may have purchased. While Group LTD insurance is often relatively inexpensive and easy to administer, it can also fall short just when you need it most—leaving you with some unpleasant surprises when it’s too late to correct the situation.

Learn to speak the lingo

The right Individual Disability Insurance (IDI) coverage can help you keep your household going if you suffer a long-term disability. But before you go shopping for a policy, you need to know which features to look for—and the language the insurance industry uses to describe them. The following terms are part of the language describing high-quality policies, and are what you should look for to get coverage you can count on:

Non-cancellable and Guaranteed Renewable

To avoid the possibility of losing your coverage just when you need it most, choose a policy that’s non-cancellable and guaranteed renewable to age 65. This provision will guarantee that as long as your premiums are paid on time, your policy cannot be cancelled, premiums cannot be increased, and policy provisions cannot be changed. With group or association coverage, you run the risk of being dropped and left unprotected at a time in your life when, due to your age or a change in your health, it would be difficult to qualify for coverage from another provider. The premiums for your classification group can also be increased at any time. Unlike Group LTD, non-cancellable and guaranteed renewable IDI coverage stays with you even if you change careers.

True Own Occupation

A True Own Occupation policy considers you totally disabled—and therefore eligible for benefits—when, solely due to injury or sickness, you are unable to perform the material and substantial duties of your occupation, even if you are gainfully employed in another occupation. As a highly skilled professional who has greatly invested in your education and training, you want to make sure you have True Own Occupation coverage. Group LTD plans rarely include a True Own Occupation definition of total disability. New enhanced medical specialty definition available for physicians.

Residual Disability Benefits

Through an optional rider, a good IDI policy can provide you with a residual benefit for when you suffer a loss of income as a result of partial (residual) disability—even if you have never previously suffered a period of total disability. This kind of residual coverage is not available with many Group LTD plans.

Recovery Benefit

This benefit is important for many medical professionals. It provides a benefit—even if you have recovered—if you continue to suffer a loss of income due to an injury or illness that caused your disability. The best policies have a recovery benefit payable to age 65 or 67.

Personalize your policy with riders

Optional riders offer additional coverage such as Catastrophic Disability Benefits, annual Future Increase Options, and Cost of Living Adjustments (COLA).
Financial Services

From Learning, to Living, to Retirement

As a medical professional, your financial situation is unique. Upon completion of your training, you may have more financial questions than answers.

Have you started asking yourself:

• Is now the right time to work with a financial professional?
• Should I pay off my student loans first or start investing?
• How much should I have in my emergency fund?
• If I purchase a home, what is the best way to finance it?
• Do I need life insurance? If so, how much and what type is best for me?
• How do I start planning for retirement? What are my options?
• What is the best way to save for my child’s education?
• How solid is my employee benefits package?

Foster Klima & Company, Inc., has a keen perspective of the uncommon challenges you will face today, tomorrow, and throughout your career. Their University-designated representatives guide their clients through questions such as these every day.

In addition to offering the highest quality disability coverage, your Foster Klima representatives are equipped with a full suite of financial planning tools.

Additional services:

• Debt Elimination Strategies (Student Loans, Mortgage Choice)
• Retirement Planning
• Life Insurance and Disability Income Planning
• College Savings Strategies
• Mutual Funds and Money Management
• Fixed and Variable Annuities

Expand your view of your financial world.

Contact your Foster Klima & Company, Inc., representative to build a strong financial foundation to Protect, Save, and Grow your financial wealth.
## Representatives

<table>
<thead>
<tr>
<th>Medical School Residents and Fellows</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dermatology, Laboratory Medicine and Pathology, Medicine, Neurology, Ophthalmology, Otolaryngology, Physical Medicine and Rehabilitation, Psychiatry, Radiation Oncology, Radiology</td>
</tr>
<tr>
<td>Donald Beattie, C.F.P.®</td>
</tr>
<tr>
<td>612-746-2218</td>
</tr>
<tr>
<td><a href="mailto:donald_beattie@fosterklima.com">donald_beattie@fosterklima.com</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>School of Dentistry Residents and Fellows</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Dentistry</td>
</tr>
<tr>
<td>Dustin Peltier</td>
</tr>
<tr>
<td>612-746-2348</td>
</tr>
<tr>
<td><a href="mailto:dustin_peltier@fosterklima.com">dustin_peltier@fosterklima.com</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>College of Veterinary Medicine Residents and Interns</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Veterinary Medicine</td>
</tr>
<tr>
<td>Heather Bantle</td>
</tr>
<tr>
<td>612-746-2339</td>
</tr>
<tr>
<td><a href="mailto:heather_bantle@fosterklima.com">heather_bantle@fosterklima.com</a></td>
</tr>
</tbody>
</table>
Important Information: We limit the duration of payments for long-term disabilities caused by mental or emotional conditions, or alcohol or drug abuse. We do not pay LTD or STD benefits for charges relating to a covered person: taking part in any war or act of war (including service in the armed forces); committing a felony or taking part in any riot or other civil disorder; or intentionally injuring themselves or attempting suicide while sane or insane. We do not pay benefits during any period in which a covered person is confined to a correctional facility, an employee is not under the care of a doctor, and the employee's loss of earnings is not solely due to disability. This policy provides disability income insurance only. It does not provide “basic hospital,” “basic medical,” or “major medical” insurance as defined by the New York State Insurance Department. If the plan is new (not transferred): This LTD plan does not pay charges relating to a pre-existing condition. On New York cases, no benefit will be payable until the employee has been insured for 12 consecutive months. At that time, provided the employee remains disabled, he or she becomes eligible to receive benefits for the full plan duration, from that day forward, subject to all plan provisions. A pre-existing condition includes pregnancy and any condition for which an employee, in the three-month period prior to coverage under this plan, consults with a physician, receives treatment, takes prescribed drugs, or exhibits symptoms which would cause an ordinarily prudent person to seek medical care or treatment. Please refer to plan documents for specific time periods. Pre-existing condition limitations vary by state. Contract # BSP 214-98. The Guardian Life Insurance Of America.

1Disability insurance Policy Forms 1400 underwritten and issued by Berkshire Life Insurance Company of America, Pittsfield, MA, a wholly owned stock subsidiary of The Guardian Life Insurance Company of America, New York, NY.

2This publication is provided for informational purposes only and should not be considered tax or legal advice. Please contact your tax or legal advisor regarding the tax treatment of the policy and policy benefits. You should consult with your own independent tax and legal advisors regarding your particular set of facts and circumstances. The information provided is not intended or written to be used, and cannot be relied upon, to avoid penalties imposed under the Internal Revenue Code or state and local tax law provisions.

Variable annuities are long-term investment vehicles that involve certain risks, including possible loss of the principal amount invested. The investment return and principal value will fluctuate so that the investment, when redeemed, may be worth more or less than original cost. Withdrawals of taxable amounts will be subject to ordinary income tax and possible mandatory federal income tax withholding. If taken prior to age 59½, a 10% IRS penalty may also apply. Withdrawals affect the variable annuity's death benefit, cash surrender value, and any living benefit and may also be subject to a contingent deferred sales charge.

Variable annuities and their underlying variable investment options are sold by prospectus only. Prospectuses contain important information, including fees and expenses. Please read the prospectus carefully before investing or sending money. You should consider the investment objectives, risks, fees, and charges of the investment company carefully before investing. The prospectus contains this and other important information. To obtain a prospectus, please contact your investment professional or call 1-800-221-3253. To download a contract or fund prospectus, please visit www.GuardianInvestor.com.

Registered Representatives and Financial Advisor of Park Avenue Securities LLC (PAS). Securities products/services and advisory services are offered through PAS, a registered broker-dealer and investment advisor (612-746-2200). Field Representative, The Guardian Life Insurance Company of America (Guardian), New York, N.Y. PAS is an indirect, wholly owned subsidiary of Guardian. Foster Klima & Company, Inc., is not an affiliate or subsidiary of PAS or Guardian. 920 Second Avenue South, Suite 1100, Minneapolis, MN 55402

PAS is a member of FINRA, SIPC

Joel Greenwald, Financial Professional. Not practicing for Guardian or any subsidiaries or affiliates thereof.

Any resident, fellow, or intern previously declined by Guardian does not qualify for the guaranteed standard issue offer.

Optional riders are available for an additional premium

Conversion policies are issued with a 24-month mental and/or substance related disorder limitation endorsement and an endorsement that removes the Presumptive Total Disability Benefit provision.