To be attached to and made a part of Group Policy No. 34071-G issued by Minnesota Life Insurance Company to The University of Akron. This amendment is effective as of January 1, 2014. Continued payment of premiums shall constitute acceptance of the conditions stated in this amendment.

The maximum time period for leave of absence due to a sabbatical leave is increased to two years. As a result, the section entitled "Can an insured employee’s coverage be continued during sickness, injury, leave of absence or temporary layoff?" found on pages 3 and 4 of the policy, is amended to read as follows:

Can an insured employee’s coverage be continued during sickness, injury, leave of absence or temporary layoff?

Yes. Insurance may be continued on an insured employee who is not actively at work due to sickness, injury, leave of absence or temporary layoff, subject to the employer's practices and procedures, including the employer's limits on the length of continuation allowed for the type of absence. Continuation is contingent upon continued premium payment and is subject to the following maximum time frames:

1. for an employee on an administrative leave of absence, insurance cannot be continued beyond six months from the last day the insured employee was actively at work.
2. for an employee on a medical leave of absence, insurance cannot be continued beyond one year after the exhaustion of any sick leave. The maximum continuation period for a non-union employee is two years, and for a union employee, three years.
3. for an employee on temporary layoff, insurance cannot be continued beyond 30 days.
4. for an employee on a military leave of absence, insurance cannot be continued beyond 90 days.
5. For an employee on Family Medical Leave (FMLA), coverage can be continued for up to 12 weeks, or up to 26 weeks if the employee qualifies for Family Military Leave (or longer if required by other applicable law), following the date the leave commenced.
6. for an employee on a board-approved sabbatical, coverage may be continued for up to two years from the date the sabbatical commenced.

Continuation of insurance must be in accordance with a plan that precludes individual selection.

Coverage during a leave of absence and upon return from a leave of absence shall meet all state and federal requirements. The above limits will be expanded if necessary in order to meet such requirements.

Agreed to by Minnesota Life Insurance Company this 10th day of April, 2014.

By mmj

Assistant Secretary