NOTICE TO EMPLOYEES CONCERNING WORKERS' COMPENSATION INSURANCE

**LeTourneau University**, has elected not to obtain workers' compensation insurance coverage. As an employee of a non-covered employer, you are not eligible to receive workers' compensation benefits under the Texas Workers' Compensation Act. The company has, however, implemented the Injury Benefits Plan of **LeTourneau University** (the "Plan") that provides medical and wage continuation benefits to employees who suffer on-the-job with the Plans reporting, testing and treatment guidelines.

A summary of the terms and conditions of the Plan is contained in the Summary Plan Description, a copy of which is available to you via LETU website. By signing below, you acknowledge availability of the Summary Plan Description. Please familiarize yourself with the Summary Plan Description and contact the Plan Administrator if you have any questions.

As an employee of a non-covered employer, you may also have rights under the common law of Texas should you suffer an on-the-job injury or illness. You are advised, however, that any payments under the Plan for Medical bills and/or lost-time benefits are made on a voluntary basis with the definite understanding that such payments in no way constitute an admission of liability on the part of the company.

**SAFETY HOTLINE**: The Workers' Compensation Commission has established a 24-hour toll-free telephone number for reporting unsafe conditions in the workplace that may violate occupational health and safety laws. Employers are prohibited by law from Suspending, terminating, or discriminating against any employee because he or she in good faith reports an alleged occupational health or safety violation. Contact the Division of Workers' Health & Safety at 1-800-452-9595.

________________________________________________  __________________
University Representative      Date

________________________________________________  __________________
Employee Signature        Date

Print Employee Name

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