



Oakland University Medical Students Long Term Disability Program Benefit Illustration

Plan Features:

- o If you suffer from a disabling accident or illness on or off the job, this plan covers:
 - \$1000 per month for first or second year students
 - \$1500 per month for third or fourth year students
- o The minimum monthly benefit covered under this plan is \$100.
- o Benefit payments will begin after you have been unable to work for 90 days (elimination period) due to disability.
- o For the first two years of disability, you will receive benefit payments while you are unable to be a student. After two years, you will continue to receive benefits if you cannot work in any occupation based on training, experience and education.
- o You will receive benefit payments until Social Security Normal Retirement Age while you remain disabled.
- o Maternity is covered as any other illness.
- o The Guardian will waive your premium payment for this plan while you are entitled to receive a benefit.
- o You may convert your group disability coverage if your full-time employment ends.
- o Under a zero day residual contract, an insured can return to work in a limited capacity in his own or some other job. There is no requirement for an initial period of total disability. Return to work earnings are not offset until they exceed 20% of the disabled insured's pre-disability earnings. When return to work earnings reach: (a) 80% of the insured's pre-disability earnings during the own occupation period; and (b) 60% of the insured's pre-disability earnings, during the any occupation period, the insured may no longer be considered disabled, and the disability claim may end.
- o Mandatory Rehabilitation: Participation entitles the insured to receive an LTD benefit equal to 110% of the net payment they would otherwise be entitled to. If deemed eligible, employee's must participate in Guardian approved Rehabilitation program.

Long Term Disability Limitations:

- o This plan will not cover a disability caused by any pre-existing condition you had within 3 months before the latest of (a) the effective date of your insurance under our plan; (b) the effective date of a change that increases the benefits payable by our plan; and (c) the effective date of a change in your benefit election that increases the benefit payable by our plan. You can receive benefits for this condition if your disability begins after you have been insured under this plan for 12 months. However, if this plan

replaces an existing plan, we will credit the number of months you were covered under your previous plan and under our plan to determine whether you have met the requirement for 12 months.

- o You can receive benefits for a disability due to mental/nervous or alcohol/drug disorder for up to 24 months, combined, during your lifetime.
- o Benefit payments will be reduced by any Social Security disability benefits that you or your family members are eligible to receive; benefits will also be reduced by other forms of income you receive, such as Workers' Compensation and sick leave.

Long Term Disability General Limitations and Exclusions: 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 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. A pre-existing condition includes any condition for which an employee consults with a physician, receives advice or treatment, or takes prescribed drugs. Employees must be legally working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding 1 year; or (b) in an area under travel warning by the US Department of State, subject to state specific variations. Please refer to plan documents for specific time periods. Contract #'s GP-1-LTD94-A,B,C-1.0 et al.; GP-1-STD94-1.0 et al; GP-1-LTD2K-1.0 et al, GP-1-STD2K-1.0 et al

This handout is for illustrative purposes. You will receive benefit booklets when your enrollment application is processed. If there is a discrepancy between this handout and your benefit booklet, the benefit booklet prevails.