Long Term Disability Insurance
replaces part of your income if a disability keeps you out of work for a long period of time

How does it work?
This employer-paid coverage pays a monthly benefit if you have a covered illness or injury and you can’t work for a few months — or even longer.
You’re generally considered disabled if you’re unable to do important parts of your job — and your income suffers as a result.

Why is this coverage so valuable?
Your employer is paying the cost of this coverage. You can use the money however you choose. It can help you pay for your rent or mortgage, groceries, out-of-pocket medical expenses and more.

How much coverage can I get?

<table>
<thead>
<tr>
<th>You*</th>
<th>You are eligible for coverage if you are an active employee in the United States working a minimum of 30 hours per week.</th>
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<tbody>
<tr>
<td>Coverage amounts</td>
<td>Cover 60% of your monthly income, up to a maximum payment of $10,000.</td>
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*See the Legal Disclosures for more information.

The monthly benefit may be reduced or offset by other sources of income. The IRS may require you to pay taxes on certain benefit payments. See your tax advisor for details.

What’s covered?
This insurance may cover a variety of conditions and injuries. Here are Unum’s top reasons for long term disability claims:
- Cancer
- Back disorders
- Injuries and poison
- Cardiovascular
- Joint disorders
This plan does not cover pre-existing conditions. See the disclosure section to learn more.

What else is included?
Survivor benefit
If you die while you’ve been disabled and receiving benefits for at least 180 days, your family could get a benefit equal to 3 months of your gross disability payment.

Waiver of premium
If you’re disabled and receiving benefit payments, Unum waives your cost until you return to work.

Elimination period (EP)
Your elimination period is 90 days. This is the number of days that must pass after a covered accident or illness before you can begin to receive benefits.

Benefit duration (BD)
This is the maximum length of time you can receive benefits while you’re disabled. You can receive benefits up to the Social Security normal retirement age.
**Exclusions and limitations**

**Active employee**
You are considered in active employment, if on the day you apply for coverage, you are being paid regularly by USC Verdugo Hills Hospital for the required minimum hours each week and you are performing the material and substantial duties of your regular occupation.

**Delayed effective date of coverage**
Insurance coverage will be delayed if you are not an active employee because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

**Benefit Duration (BD)**
The duration of your benefit payments is based on your age when your disability occurs.

Your Long Term Disability benefits are payable while you continue to meet the definition of disability. Please refer to your plan document for the duration of benefits under this policy.

**Definition of disability**
For the first 24 months, you are considered totally disabled when, as a result of sickness or injury, you are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your usual occupation in the usual and customary way.

After benefits have been paid for 24 months of disability, you are considered totally disabled when, as a result of sickness or injury, you are not able to engage with reasonable continuity in any occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life, and physical and mental capacity.

You are considered partially disabled when you are not totally disabled and while actually working in your usual occupation, as a result of sickness or injury you are unable to earn 80% or more of your indexed monthly pre-disability earnings.

After benefits have been paid for 24 months you are considered partially disabled when you are not totally disabled and while actually working in an occupation, as a result of sickness or injury you are unable to engage with reasonable continuity in that or in any other occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life, and physical and mental capacity.

You must be under the regular care of a physician in order to be considered disabled.

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

**Pre-existing conditions**
You have an excluded pre-existing condition if:
- You received medical treatment, care, or services for a diagnosed condition, or took prescribed medication for that diagnosed condition, in the 3 months immediately prior to your effective date of coverage; and
- The disability caused or substantially contributed to by the condition begins in the first 12 months after your effective date of coverage.

**Deductible sources of income**
Your disability benefit may be reduced by deductible sources of income and any earnings you have while disabled. Deductible sources of income may include such items as disability income or other amounts you receive or are entitled to receive under workers’ compensation or similar occupational benefit laws, state compulsory benefit laws, automobile liability and no fault insurance, legal judgments and settlements, certain retirement plans, salary continuation or sick leave plans, if applicable; other group or association disability programs or insurance, and amounts you or your family receive or are entitled to receive from Social Security or similar governmental programs.

Here’s an example of how the benefit may be reduced by deductible sources of income:

- Monthly pre-disability earnings: $3,000
- Long term disability benefit percentage: 60%
- Unreduced maximum benefit: $1,800
- Less Social Security disability benefit per month: $900
- Less state disability income benefit per month: $300
- Monthly long term disability benefit: $600

**Exclusions and limitations**
Your plan does not cover any disabilities caused by or resulting from:
- Intentionally self-inflicted injuries;
- Active participation in a riot;
- War, declared or undeclared or any act of war;
- Commission of a felony for which you have been convicted;
- Pre-existing conditions (See the disclosure section to learn more).

The loss of a professional or occupational license or certification does not, in itself, constitute disability.