

## Group Short-Term Disability Insurance

### SUMMARY OF BENEFITS

Sponsored by: **The University of Alabama in Huntsville**    Effective date: **January 1, 2009**  
**OPTION 1**

Short-term disability is intended to protect your income for a short duration in case you become ill or injured.

- Eligibility**                      All full-time active employees working 32 or more hours per week in an eligible class are eligible for coverage on the policy effective date.
- Maximum Weekly Benefit**      60% of weekly salary up to \$1,000 per week
- Maximum Benefit Duration**    11 weeks
- Elimination Period**            Benefits begin on:  
    15th day for an accident  
    15th day for an illness
- Benefit Reductions**            Your benefits may be reduced if:
- You are receiving benefits from any compulsory benefit, act, or law, such as a state disability plan.
  - You are receiving sick leave pay from your employer.
- Pre-Existing Condition**            You may not be eligible for benefits if you have received treatment for a condition within the past 12 months until you have been covered under this plan for 12 months.
- Enrollment**                      You are able to take advantage of this coverage now without a health examination. You may not be offered this opportunity again.

**Bi-Weekly Premium Calculation**

John Doe is 33 and earns \$500 per week.  
 \$500 x .00582 = \$2.91 Bi-Weekly premium

| Attained Age | Premium Factors |
|--------------|-----------------|
| Less than 55 | .00582          |
| 55 – 59      | .00775          |
| 60 – 64      | .00914          |
| 65 – 69      | .01025          |
| 70 – 74      | .01135          |
| 75+          | .01246          |

$$\begin{array}{c}
 \$ \underline{\hspace{2cm}} \times \underline{\hspace{2cm}} = \$ \underline{\hspace{2cm}} \\
 \text{Your Weekly Salary*} \quad \text{Premium Factor} \quad \text{Your Bi-Weekly Cost} \\
 \text{*Maximum covered payroll is \$1,666.67}
 \end{array}$$

(Please see other side)

## Understanding Your Benefits

|                                   |  |
|-----------------------------------|--|
| <b>Total Disability</b>           | You are considered totally disabled if, due to an injury or illness, you are unable to perform each of the main duties of your regular occupation.   |
| <b>Partial Disability</b>         | You are considered partially disabled if you are unable, due to an injury or illness, to perform the main duties of your regular occupation on a full-time basis. Partial Disability benefits may be payable if you are earning at least 20% of the income you earned prior to becoming disabled, but not more than 99%. Partial disability benefits allow you to work and earn income from your employer as well as continue to receive benefits, which may enable you to receive 100% of your income during your time of disability. |
| <b>Continuation of Disability</b> | If you return to work full-time but become disabled from the same disability within two weeks of returning to work, you will begin receiving benefits again immediately.   |
| <b>Pre-Existing Condition</b>     | Any sickness or injury for which you have received medical treatment, consultation, care, or services (including diagnostic measures or the taking of prescribed medications) during the specified months prior to the coverage effective date. A disability arising from any such sickness or injury will be covered only if it begins after you have performed your regular occupation on a full-time basis for the specified months following the coverage effective date.  |
| <b>Benefit Exclusions</b>         | You will not receive benefits in the following circumstances: <ul style="list-style-type: none"><li>• Your disability is the result of a self-inflicted injury.</li><li>• You are not under the regular care of a doctor when requesting disability benefits.</li><li>• Your disability is covered under a worker's compensation plan and/or is due to a job-related sickness or injury.</li><li>• You are receiving payment under a salary continuance or retirement plan sponsored by the group policyholder.</li></ul>              |
| <b>Benefit Reductions</b>         | Your benefits may be reduced if you are receiving benefits from any of the following sources: <ul style="list-style-type: none"><li>• Any governmental retirement system earned as a result of working for the current policyholder;</li><li>• Any disability or retirement benefit received under a retirement plan;</li><li>• Any Social Security, or similar plan or act, benefits;</li><li>• Earnings the insured earns or receives from any form of employment.</li></ul>   |
| <b>Benefit Termination</b>        | This coverage will terminate when you terminate employment with this policyholder, or at your retirement.  |

### For assistance or additional information

Contact Lincoln Financial Group at (800) 423-2765 or log on to [www.LincolnFinancial.com](http://www.LincolnFinancial.com)

NOTE: This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater details. Should there be a difference between this summary and the contract, the contract will govern.

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