

## Group Long-Term Disability Insurance with Core Buy-Up Option

### SUMMARY OF BENEFITS

**Sponsored by:** Lane Community College

**All Full-Time Management Employees**

**Long-term disability is intended to protect your income for a long duration after you have depleted short-term disability or any sick leave your company may offer.**

**Eligibility** All full-time active employees working 20 or more hours per week in an eligible class are eligible for coverage on the policy effective date.

**Maximum Monthly Benefit** 66.67% of salary up to \$2,000 per month for the core plan  
66.67% of salary up to \$6,700 per month for the buy-up option

**Elimination Period** 90 days  
The number of days you must be disabled prior to collecting disability benefits.

**Accumulation of Elimination Days** You can satisfy the days of your elimination period with either total (off work entirely) or partial (working some hours at your current job) disability. If you are working on a partial basis, you will have 2x the elimination period days to satisfy the total of 90 days.

**Plan Choices** You have 2 plan choices to choose from. The cost will be deducted from your salary.

	Monthly Benefit	Max Benefit	Elimination Period	Benefit Duration
<b>Core Plan</b>	66.67%	\$2,000	90 days	Social Security Normal Retirement Age
<b>Buy-Up Option</b>	66.67%	\$6,700	90 days	Social Security Normal Retirement Age

**Monthly Core Rate** \$11.80 per employee per month

**Monthly Buy-Up Rate** \$.240 per \$100 of monthly covered payroll (maximum covered payroll is \$10,049.50 monthly)

**Pre-Existing Condition** You may not be eligible for benefits if you have received treatment for a condition within the past 3 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, or may be responsible for the cost of required examinations.

**Waiver of Premium** You will not be required to pay premium during any time of approved total or partial disability.

**Survivor Income Benefit** A survivor benefit may be paid to your beneficiary if you should die while receiving qualifying disability payments.

**EmployeeConnect<sup>SM</sup>** Access to an employee assistance program for the employee or an immediate household family member who may be experiencing personal or workplace issues.

**Benefit Limitations** Mental Illness: 24 months  
Substance Abuse: 24 months  
Specified Illness: No Limit

#### Buy-Up Plan

EXAMPLE  
John Doe

List your monthly earnings (*Maximum covered payroll is up to \$10,045 monthly )	\$ _____	\$2,643
Multiply by	_____	0.00240
Your Estimated Monthly Premium	\$ _____	\$6.34

## 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 own occupation. Your “own” occupation is covered for a specific period of time. Following this, the definition of total disability becomes the inability to perform any occupation for which you are reasonably suited based on your experience, education, or training.
<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 six months of returning to work, you will begin receiving benefits again immediately.
<b>Benefit Duration Reduction</b>	Your benefit duration may be reduced if you become disabled after age 65.
<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>• You were involved in a felony commission, act or war, or participation in a riot.</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 compulsory benefit act or law (such as state disability plans);</li><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><li>• Workers compensation;</li><li>• Salary continuance or employer contributions to an employer sponsored retirement plan.</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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