



---

**University of Dayton**  
**Policy # 335731-104**

Please read carefully the following description of your UnumProvident Long Term Disability Income Protection insurance plan.

**Your Plan**

**Eligibility**

You are eligible for LTD coverage if you are an active employee in the United States working a minimum of 35 hours per week for at least 9 months per year or work at least 1,500 hours per year on a regularly scheduled basis

Class 1: Any faculty member hired before July 1, 2000 or any Tenure Track Faculty Member hired on or after July 1, 2000.

Class 2: An Administrator, a Professional Employee or Technical Employee of the Research Institute who was hired prior to July 1, 2000.

Class 3: An Administrator, a Professional Employee or Technical Employee of the Research Institute who was hired on or after July 1, 2000 or a Non-Tenure Track Faculty member hired on or after July 1, 2000.

Class 4: A Clerical Employee, a Technical Employee other than a Technical Employee at the Research Institute, or Bargaining Unit Employee.

Class 5: Employees with Rank Level E and Above.

**Benefit Amount**

**Base LTD Benefit:**

Class 1,2,3 and 4

- 40% of your monthly earnings
- To a maximum of \$10,000

Class 5

- 40% of monthly earnings
- To a maximum of \$15,000

**Buy up LTD Benefit:**

Class 1,2,3 and 4

- 60% of your monthly earnings
- To a maximum of \$10,000

Class 5

- 60% of monthly earnings
- To a maximum of \$15,000

The total benefit payable to you on a monthly basis (including all benefits provided under this plan) will not exceed 100% of your monthly earnings, unless the excess amount is payable as a Cost of Living Adjustment. However, if you are participating in UnumProvident's Rehabilitation and Return to Work Assistance program, the total benefit payable to you on a monthly basis (including all benefits provided under this plan) will not

---

**Benefit Amount, cont.**

exceed 110% of your monthly earnings (unless the excess amount is payable as a Cost of Living Adjustment).

**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; 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.

**Definition of Disability**

You are disabled when UnumProvident determines that:

- you are limited from performing the material and substantial duties of your regular occupation; and
- you have a 20% or more loss in indexed monthly earnings due to the same sickness or injury.
- and during the elimination period you are unable to perform any of the material and substantial duties of your regular occupation.
- After benefits have been paid for 24 months, you are disabled when UnumProvident determines that due to the same sickness or injury, you are unable to perform the duties of any gainful occupation for which you are reasonably fitted by education, training or experience.

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

**Elimination Period**

The Elimination Period is the length of time of continuous disability which must be satisfied before you are eligible to receive benefits.

Class 1, 2, & 5: LTD benefits would begin after 180 days of disability, if you are disabled, as described in the definition above.

Class 3 & 4 LTD benefits would begin after 90 days of disability, if you are disabled, as described in the definition above.

**Benefit Duration**

Your duration of benefits is based on your age when the disability occurs. Your LTD benefits are payable for the period during which you continue to meet the definition of disability up to Social Security Normal Retirement Age. If your disability occurs at or after age 60, benefits would be paid for the lesser of 60 months or to age 70.

**Gainful Occupation**

Gainful occupation means an occupation that is or can be expected to provide you with an income at least equal to 60% of your indexed monthly earnings within 12 months of your return to work.

---

---

## **Additional Benefits**

### ***Rehabilitation and Return to Work Assistance***

UnumProvident has a vocational Rehabilitation and Return to Work Assistance program available to assist you in returning to work. We will make the final determination of your eligibility for participation in the program, and will provide you with a written Rehabilitation and Return to Work Assistance plan developed specifically for you. This program may include, but is not limited to the following benefits:

- coordination with your Employer to assist your return to work;
- adaptive equipment or job accommodations to allow you to work;
- vocational evaluation to determine how your disability may impact your employment options;
- job placement services;
- resume preparation;
- job seeking skills training; or
- education and retraining expenses for a new occupation.

If you are participating in a Rehabilitation and Return to Work Assistance program, we will also pay an additional disability benefit of 10% of your gross disability payment to a maximum of \$1,000 per month. In addition, we will make monthly payments to you for 3 months following the date your disability ends, if we determine you are no longer disabled while:

- you are participating in a Rehabilitation and Return to Work Assistance program; and
- you are not able to find employment.

### ***Retirement Income Protection Benefit***

The Monthly Annual Premium Benefit continues contributions to the University of Dayton Retirement Plan while you are receiving disability benefits. The amount of monthly contribution is 10% of your monthly wage base to a maximum of \$2,500.

### ***Sabbatical Leave***

12 Month sabbatical leave

### ***Dependent Care Expense Benefit***

If you are disabled and participating in UnumProvident's Rehabilitation and Return to Work Assistance program, UnumProvident will pay a Dependent Care Expense Benefit when you are disabled and you:

- are incurring expenses to provide care for a child under the age of 15;
- and/or start incurring expenses to provide care for a child age 15 or older or a family member who needs personal care assistance.

The payment will be \$350 per month per dependent, to a maximum of \$1,000 per month for all dependent care expenses combined.

### ***Waiver of Premium***

You will not be required to pay LTD premiums as long as you are receiving LTD benefits.

### ***Conversion***

If you are covered under this group LTD plan for 12 consecutive months and your employment ends, you may be eligible to purchase LTD coverage under Unum's group conversion policy.

### ***Security Security Disability Advocacy***

We offer excellent success and support when working with claimants referred for Social Security Disability Insurance. When we assist claimants in seeking SSDI benefits, our average time to approval is 8.8 months, compared to the national average of approximately 14 months.

---

---

**Survivor Benefit**

UnumProvident will pay your eligible survivor a lump sum benefit equal to 3 months of your gross disability payment.

This benefit will be paid if, on the date of your death, your disability had continued for 180 or more consecutive days, and you were receiving or were entitled to receive payments under the plan. If you have no eligible survivors, payment will be made to your estate, unless there is none. In this case, no payment will be made. However, we will first apply the survivor benefit to any overpayment which may exist on your claim.

You may receive your survivor benefit prior to your death if you have been diagnosed as terminally ill, your life expectancy has been reduced to less than 12 months, and you are receiving monthly payments. If you elect to receive this benefit, no survivor benefit will be payable to your eligible survivor upon your death.

**Limitations/Exclusions/  
Termination of Coverage****Pre-existing Condition  
Exclusion**

You have a pre-existing condition if:

- you received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the 3 months just prior to your effective date of coverage; and
- the disability begins in the first 12 months after your effective date of coverage.

**Instances When Benefits  
Would Not Be Paid**

Benefits would not be paid for disabilities caused by, contributed to by, or resulting from:

- intentionally self-inflicted injuries;
- active participation in a riot;
- war, declared or undeclared, or any act of war;
- conviction of a crime;
- loss of professional license, occupational license or certification;
- pre-existing conditions (see definition).

UnumProvident will not pay a benefit for any period of disability during which you are incarcerated.

**Mental and Nervous**

Disabilities due to mental illness will be treated as any other disability, whether or not you are confined to a hospital.

**Termination of Coverage**

Your coverage under the policy ends on the earliest of the following:

- The date the policy or plan is cancelled;
- The date you no longer are in an eligible group;
- The date your eligible group is no longer covered;
- The last day of the period for which you made any required contributions;
- The last day you are in active employment except as provided under the covered layoff or leave of absence provision.

UnumProvident will provide coverage for a payable claim which occurs while you are covered under the policy or plan.

---

---

## **Next Steps**

### ***How to Apply***

**For employees hired on or after 01/01/2007:** To apply for coverage, complete your enrollment form within 31 days of your eligibility date.

### ***Effective Date of Coverage***

Your effective date of coverage is 01/01/2007. For employees who become eligible after this date, coverage is effective the first of the month following the date you join a benefit eligible classification.

### ***Delayed Effective Date of Coverage***

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

### ***Changes to Coverage***

Each year, you will have the opportunity to change your long term disability coverage. Any increase in coverage will be subject to the pre-existing condition exclusion. For late enrollees, evidence of insurability will be required and the pre-existing condition exclusion will also apply.

### ***Questions***

If you should have any questions about your coverage or how to enroll, please contact your Plan Administrator.

This plan highlight is a summary provided to help you understand your insurance coverage from UnumProvident. Some provisions may vary or not be available in all states. Please refer to your certificate booklet for your complete plan description. If the terms of this plan highlight summary or your certificate differ from your policy, the policy will govern. For complete details of coverage, please refer to policy form number C.FP-1, et al.

*Underwritten by:*

**Unum Life Insurance Company of America** 2211 Congress Street, Portland, Maine 04122, [www.unumprovident.com](http://www.unumprovident.com)

©2005 UnumProvident Corporation. All rights reserved. UnumProvident is the marketing brand of UnumProvident Corporation's insuring subsidiaries.

---