

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

SUMMARY OF BENEFITS

Sponsored by: Hope College

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.

All Full-Time Faculty and Administrators

LTD Benefit					
	Monthly Benefit	Maximum Benefit	Maximum Benefit Duration	Own Occupation Period	Elimination Period
Employer Paid Plan	60%	\$6,000	Later of Age 65 or Social Security Normal Retirement Age	60 Months	180 Days
Buy-Up Plan	70%	\$7,500	Later of Age 65 or Social Security Normal Retirement Age	60 Months	180 Days
Plans	The core plan is paid for by your employer and there is no cost to you. If you elect the buy-up option, the cost will be deducted from your salary.				
Pre-Existing Condition	You may not be eligible for benefits if you have received treatment for a condition within 3 months prior to your effective date under this policy until you have been covered under the policy for 12 months.				
Waiver of Premium	You will not be required to pay premium during any time of approved total or partial disability.				
Benefit Limitations	Mental Illness: 24 months Substance Abuse: 24 months Specified Illness: No Limit				

Enrolling for Coverage

Eligibility:	All employees in an eligible class.
Buy-Up	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.

Semi-Monthly Buy-Up Premium Calculation

		EXAMPLE
		Sample Employee
List your monthly earnings (*Maximum covered payroll is \$10,714 Monthly)	\$ _____	\$2,500
Multiply by your premium factor	_____	0.001125
Your Estimated Semi-Monthly Buy-Up Premium**	\$ _____	\$2.81

**This is an estimate of premium cost. Actual deductions may vary slightly due to rounding and payroll frequency.

Understanding Your Benefits

Elimination Period	The number of days you must be disabled prior to collecting disability benefits.
Own Occupation	The trade or profession you were employed in prior to your disability as defined by the US DOL Dictionary of Occupational Titles.
Total Disability	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.
Partial Disability	Due to an injury or illness, you are unable to perform each of 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 and continue to receive benefits, which may enable you to receive 100% of your income during your time of disability.
Continuation of Disability	If you return to work full-time but become disabled from the same disability within 6 months of returning to work, you will begin receiving benefits again immediately with no new Elimination Period.
Benefit Duration Reduction	Your benefit duration may be reduced if you become disabled after age 65.
Pre-Existing Condition	Any sickness or injury for which you received medical treatment, consultation, care, or services (including diagnostic measures or the taking of prescribed medications) during the specified months prior to your 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.
Benefit Exclusions	You will not receive benefits in the following circumstances: <ul style="list-style-type: none">• Your disability is the result of a self-inflicted injury.• You are not under the regular care of a doctor when requesting disability benefits.• You were involved in a felony commission, act of war, or participation in a riot.• You were residing outside of the United States or Canada for more than 12 consecutive months for purposes other than employment with your Employer.
Benefit Reductions	Your benefits may be reduced if you are receiving benefits from any of the following sources: <ul style="list-style-type: none">• Any compulsory benefit act or law (such as state disability plans);• Any governmental retirement system earned as a result of working for the current policyholder;• Any disability or retirement benefit received under a retirement plan;• Any Social Security, or similar plan or act, benefits;• Earnings from any form of employment;• Workers compensation;• Salary continuance or employer contributions to an employer sponsored retirement plan.
Coverage Termination	Coverage will terminate when you terminate employment with this policyholder, or at your retirement.

Additional Benefits

EmployeeConnect SM	Survivor Income Benefit
Family Care Expense	Medical Premium Reimbursement
Progressive Income Benefit	

See your Schedule of Benefits on your Certificate for more information

For assistance or additional information

Contact Lincoln Financial Group at (800) 423-2765 or log on to 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 detail. Should there be a difference between this summary and the policy, the policy will govern.

©2008 Lincoln National Corporation

Group Insurance products are issued by The Lincoln National Life Insurance Company (Ft. Wayne, IN), which is not licensed and does not solicit business in New York. In New York, group insurance products are issued by Lincoln Life & Annuity Company of New York (Syracuse, NY). Both are Lincoln Financial Group companies. Product availability and/or features may vary by state. Lincoln Financial Group is the marketing name for Lincoln National Corporation and its affiliates. Each affiliate is solely responsible for its own financial and contractual obligations.