

## Schwartz Brothers

Policy #466230

### Voluntary Long Term Disability Benefit Summary

Who is eligible?	You are eligible for Long Term Disability (LTD) coverage if you are an active employee in the United States working a minimum of 25 hours per week.																										
What is my monthly benefit amount?	You can elect to purchase a benefit of 60% of your monthly earnings to a maximum of \$10,000.																										
How long do I have to wait to receive benefits?	<p>The elimination period is the length of time you must be continuously disabled before you can receive benefits.</p> <p>You could begin receiving LTD benefits if, after 90 days of disability, you are still disabled (as described in the definition of disability).</p> <p>During your elimination period, you will be considered disabled if you are limited from performing the material and substantial duties of your regular occupation due to your sickness or injury, and you are under the regular care of a physician. You are not required to have a 20% or more earnings loss to be considered disabled during the elimination period due to the same sickness or injury.</p>																										
How long will my benefits last?	The duration of your benefit payments is based on your age when your disability occurs. Your LTD benefits are payable for the period during which you continue to meet the definition of disability. If your disability occurs before age 60, your benefits could be payable until you reach age 65. If your disability occurs at or after age 60, benefits could be paid according to a benefit duration schedule.																										
How much does it cost?	<table border="1" data-bbox="570 1171 1468 1610"> <thead> <tr> <th colspan="2">Rates per \$100 covered monthly payroll</th> </tr> <tr> <th>Age</th> <th>Rates</th> </tr> </thead> <tbody> <tr><td>&lt;25</td><td>0.14</td></tr> <tr><td>25-29</td><td>0.21</td></tr> <tr><td>30-34</td><td>0.38</td></tr> <tr><td>35-39</td><td>0.61</td></tr> <tr><td>40-44</td><td>0.99</td></tr> <tr><td>45-49</td><td>1.37</td></tr> <tr><td>50-54</td><td>1.77</td></tr> <tr><td>55-59</td><td>2.04</td></tr> <tr><td>60-64</td><td>1.90</td></tr> <tr><td>65-69</td><td>1.25</td></tr> <tr><td>70+</td><td>1.20</td></tr> </tbody> </table> <p>Here's how to calculate your per-paycheck costs</p> $\frac{\text{Annual Salary}}{100} = \text{Your rate} \times \text{Your annual cost} \div \text{\# of paychecks/yr} = \text{Cost per paycheck}$	Rates per \$100 covered monthly payroll		Age	Rates	<25	0.14	25-29	0.21	30-34	0.38	35-39	0.61	40-44	0.99	45-49	1.37	50-54	1.77	55-59	2.04	60-64	1.90	65-69	1.25	70+	1.20
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When is my coverage effective?	Please see your plan administrator for your effective date.																										

<p>Do I have to take a health exam to get coverage?</p>	<p>You may receive coverage without answering any medical questions or providing evidence of insurability if you apply for coverage within 31 days after your eligibility date. If you apply more than 31 days after your eligibility date, your coverage will be medically underwritten. You may also have to provide information about routine, planned, unplanned or ongoing medical care or consultation. This review may result in coverage being declined.</p>
<p>What if I am out of work when the coverage goes into effect?</p>	<p>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.</p>
<p>What is my maximum monthly benefit amount?</p>	<p>Your total monthly benefit (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.</p> <p>However, if you are participating in Unum's Rehabilitation and Return to Work Assistance program, your total monthly benefit (including all benefits provided under this plan) will not exceed 110% of your monthly earnings (unless the excess amount is payable as a Cost of Living Adjustment).</p>
<p>Can my benefit be reduced?</p>	<p><b>Your disability benefit may be reduced by deductible sources of income and any earnings you have while disabled.</b> 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.</p>
<p>When would I be considered disabled?</p>	<p>You are disabled when Unum determines that:</p> <ul style="list-style-type: none"> <li>• you are limited from performing the material and substantial duties of your regular occupation; and</li> <li>• you have a 20% or more loss in indexed monthly earnings due to the same sickness or injury.</li> <li>• After benefits have been paid for 24 months, you are disabled when Unum 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.</li> </ul> <p>You must be under the regular care of a physician in order to be considered disabled.</p>
<p>What does "gainful occupation" mean?</p>	<p>Gainful occupation means an occupation that is expected to provide, within 12 months of your return to work, an income that exceeds: 80% of your indexed monthly earnings, if you are working; or 60% of your indexed monthly earnings, if you are not working.</p>
<p>Do I have to pay for the coverage if I become disabled?</p>	<p>You will not be required to pay LTD premiums as long as you are receiving LTD benefits.</p>
<p>What happens if I die while receiving disability benefits?</p>	<p>Your eligible survivor will receive a lump-sum benefit equal to three months of your gross disability payment if, on the date of your death, you had been disabled for 180 or more consecutive days, and you were receiving or were entitled to receive payments under the plan.</p> <p>You may request this benefit early if you have been diagnosed with a terminal</p>

	illness resulting in a life expectancy of less than 12 months, and you are receiving monthly payments. If you choose to receive this benefit, no survivor benefit will be payable to your eligible survivor upon your death.
Are my benefits taxed?	It depends on how your premium was taxed during the plan year in which you become disabled. If you paid the premium for the plan year with <b>post-tax dollars</b> , your benefits <b>will not</b> be taxed. However, if you paid the premium for the plan year with <b>pre-tax dollars</b> , your benefits <b>will</b> be taxed. If you paid the premium for the plan year with a combination of pre- and post-tax dollars, then a portion of your benefits will be taxed. Any benefit that is paid by your employer is generally taxable.
Does my plan cover mental and nervous conditions?	Yes. Depending on your plan, the lifetime cumulative maximum benefit period for all disabilities due to mental illness and disabilities based primarily on self-reported symptoms is 24 months. Only 24 months of benefits will be paid for any combination of such disabilities — even if the disabilities are not continuous and/or are not related. Payments may only continue beyond 24 months if you are confined to a hospital or institution as a result of the disability.
What is not covered?	Benefits would not be paid for disabilities caused by, contributed to by, or resulting from: <ul style="list-style-type: none"> <li>• Intentionally self-inflicted injuries;</li> <li>• Active participation in a riot;</li> <li>• War, declared or undeclared, or any act of war;</li> <li>• Commission of a crime for which you have been convicted;</li> <li>• Loss of professional license, occupational license or certification; or</li> <li>• Pre-existing conditions (see pre-existing condition section)</li> </ul> <p>The loss of a professional or occupational license does not, in itself, constitute disability.</p> <p>Unum will not pay a benefit for any period of disability during which you are incarcerated.</p>
What is considered a pre-existing condition?	You have a pre-existing condition if: <ul style="list-style-type: none"> <li>• you received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the 12 months just prior to your effective date of coverage; and</li> <li>• the disability begins in the first 24 months after your effective date of coverage; unless you have been treatment-free from the pre-existing condition for 12 consecutive months after your effective date.</li> </ul>
When does my coverage end?	Your coverage under the policy ends on the earliest of the following: <ul style="list-style-type: none"> <li>• The date the policy or plan is cancelled;</li> <li>• The date you no longer are in an eligible group;</li> <li>• The date your eligible group is no longer covered;</li> <li>• The last day of the period for which you made any required contributions;</li> <li>• The last day you are in active employment except as provided under the covered layoff or leave of absence provision.</li> </ul> <p>Please see your plan administrator for further information on these provisions.</p> <p>Unum will provide coverage for a payable claim which occurs while you are covered under the policy or plan.</p>

How can I apply for coverage?

To apply for coverage, check with your plan administrator for your eligibility date, and complete your enrollment form within 31 days of that date.

Underwritten by Unum Life Insurance Company of America, Portland, Maine

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