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**Benefits at a Glance for The City of Hope Trainee and Affiliate Benefit Program**

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**Group Policy # 646143**

**Effective Date January 1, 2009**

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## **Group Long Term Disability Insurance**

Group Long Term Disability (LTD) insurance from Standard Insurance Company provides financial protection for eligible employees by promising to pay a percentage of monthly earnings in the event of a covered disability.

The cost of this insurance is paid by The City of Hope Trainee and Affiliate Benefit Program.

### **Eligibility**

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#### **Eligible Employee**

A regular trainee or affiliate of the employer working at least 30 hours each week. An eligible employee does not include a temporary or seasonal employee, full-time member of the armed forces, leased employee or an independent contractor.

#### **Waiting Period Before Becoming Eligible for Insurance**

None for those that meet the definition of an eligible employee on the group policy effective date. All other employees become eligible on the date they become an eligible employee.

### **Benefits**

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#### **Monthly Benefit**

60 percent of the first \$8,333 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, social security, etc.)

#### **Maximum Monthly Benefit**

\$5,000

#### **Minimum Monthly Benefit**

\$100

#### **Waiting Period Before Benefits Become Payable**

180 days

### Definition of Disability

For the benefit waiting period and the first 24 months for which LTD benefits are paid, being unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of the employee's own occupation and suffering a loss of at least 20 percent of predisability earnings when working in the employee's own occupation.

After that, being unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of any gainful occupation which:

- The employee is able to perform, due to education, training or experience,
- Is available at one or more locations in the national economy, and
- The employee can be expected to earn at least 60 percent of predisability earnings within 12 months of returning to work, regardless of whether the employee is working in any other occupation.

The employee is not disabled when earning 60 percent or more of predisability earnings in any occupation.

### Maximum Benefit Period

If an employee becomes disabled before age 62, LTD benefits may continue until age 65. If an employee becomes disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

Age	Maximum Benefit Period
62	3 years 6 months
63	3 years
64	2 years 6 months
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69+	1 year

### Other Features & Services

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- 24 hour coverage, including coverage for work-related disabilities
- Survivor Benefit
- Return to Work Responsibility and Incentive
- Waiver of Premium while LTD benefits are payable
- Rehabilitation Plan Provision
- Employee Assistance Program

*This information is only a brief description of the group LTD insurance policy sponsored by The City of Hope Trainee and Affiliate Benefit Program. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and the employer may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for employees who become insured according to its terms. For more complete details of coverage, contact your human resources representative.*