

Board of Regents of the University System of Georgia

Short Term and Long Term Disability Plan Benefits

Effective January 1, 2014

Explore the coverage that helps you protect your income and your lifestyle.

What is the difference between Short Term and Long Term Disability insurance?

Short Term Disability (STD) insurance can help you replace a portion of your income during the initial weeks of a Disability and pays a weekly benefit.

Long Term Disability (LTD) insurance helps replace a portion of your income for an extended period of time and pays a monthly benefit.

Eligibility Requirements

Short Term Disability:

All active full-time employees working at least 30 hours per week are eligible to participate.

Long Term Disability:

All active full-time employees working at least 30 hours per week are eligible to participate.

How is “Disability” defined under the Plan?

Generally, you are considered disabled and eligible for short term and long term benefits if, due to sickness, pregnancy or accidental injury, you are receiving appropriate care and treatment and complying with your requirements of treatment and for STD you are unable to earn more than 80% of your pre-disability earnings at your Own Occupation and for LTD you are, during the first 24 months, unable to earn more than 80% of your pre-disability earnings at your Own Occupation for any employer in your local economy.

Following the 24 month Own Occupation period for LTD, you are considered disabled if, due to sickness, pregnancy or accidental injury, you are receiving appropriate care and treatment and complying with your requirements of treatment and you are unable to earn 60% of your pre-disability earnings at any gainful occupation for which you are reasonably qualified taking into account your training, education and experience.

Own Occupation is defined as the essential functions you regularly perform that provide your primary source of earned income.

For a complete description of this and other requirements that must be met, refer to the Certificate of Insurance or contact your MetLife benefits administrator at 1-866-832-5759 with any questions.

What is the benefit amount?

Short Term Disability:

The Short Term Disability benefit replaces a portion of your pre-disability earnings, less other income that was actually paid to you during the same Disability from other sources¹ (e.g., state disability benefits, no-fault auto laws, etc.). The Benefit amount is 60% of your pre-disability weekly earnings; subject to the plan’s maximum weekly benefit of \$2,500.00.

Long Term Disability:

The Long Term Disability benefit replaces a portion of your pre-disability monthly earnings, less other income you may receive from other sources¹ during the same Disability (e.g., Social Security, Workers' Compensation, etc.). The Benefit amount is 60% of your pre-disability monthly earnings subject to the plan's maximum monthly benefit.

What is the maximum monthly benefit?

The amount of the Long Term Disability benefit may not exceed the maximum monthly benefit established under the plan, regardless of your annual salary amount. The maximum monthly benefit under this plan is \$15,000. If your monthly salary exceeds \$25,000 your LTD benefit will be limited to this maximum.

When do benefits begin and how long do they continue?**Short Term Disability:**

Benefits begin after the end of the elimination period. The elimination period begins on the day you become disabled and is the length of time you must wait while being disabled before you are eligible to receive a benefit. The elimination period is 14 Calendar days for Injury or Sickness (including pregnancy).

Benefits continue for as long as you are disabled up to a maximum duration of 11 weeks of Disability

Long Term Disability:

Benefits begin after the end of the elimination period. The elimination period begins on the day you become disabled and is the length of time you must wait while being disabled before you are eligible to receive a benefit. Your elimination period for Long Term Disability is 90 days.

Your plan's maximum benefit period and any specific limitations are described in the Certificate of Insurance.

Additional Disability Plan Benefits:**Coverage with Your Best Interests in Mind...**

When you are ill or injured for a long time, MetLife believes you need more than a supplement to your income. That's why we offer return-to-work services, and financial incentives and assistance in obtaining Social Security Disability Benefits to help you get the maximum benefits from your coverage. Please note – this assistance is only offered if you are approved for LTD benefits.

Services to Help You Get Back to Work Can Include:***Nurse Consultant or Case Manager Services:***

Specialists who personally contact you, your physician and your employer to coordinate an early return-to-work plan when appropriate;

Vocational Analysis:

Help with identifying job requirements and determining how your skills can be applied to a new or modified job with your employer.

Job Modifications/Accommodations:

Adjustments (e.g., redesign of work station tools) that enable you to return to work.

Retraining:

Development programs to help you return to your previous job or educate you for a new one.

Financial Incentives:

Allow you to receive Disability benefits or partial benefits while attempting to return to work.

The Services of Social Security Specialists:

Once you are approved for Disability benefits, MetLife can help you obtain Social Security Disability benefits. Our specialists can guide you through the initial application and appeals processes and may also help you access assistance from attorneys or vendors to pursue Social Security benefits.

Answers to Some Important Questions...

Q. Can I still receive benefits if I return to work part time?

A. Yes. As long as you are disabled and meet the terms of your Disability plan, you may qualify for adjusted Disability benefits.

Your plan offers financial and Rehabilitation incentives designed to help you to return to work when appropriate, even on a part-time basis when you participate in an approved Rehabilitation Program. While disabled, you may receive up to 100% of your pre-disability earnings when combining benefits, Rehabilitation Incentives, other income sources such as Social Security Disability Benefits and state disability benefits, and part-time earnings (Please note – the Social Security Disability Benefit assistance is only offered if you are approved for LTD benefits).

Under Short Term Disability coverage and Long Term Disability coverage you can get a 10% increase in your weekly benefit with the Rehabilitation Incentive.

Q. Are there any exclusions for pre-existing conditions?

A. Yes, under the Long Term Disability Plan. For the first 12 months your plan may not cover a sickness or accidental injury that arose in the three (3) months prior to your participation in the plan. Thereafter, provided you remain disabled, the sickness or accidental injury may be covered. A complete description of the pre-existing condition exclusion is included in the Certificate of Insurance/ or contact your MetLife benefits administrator at 1-866-832-5759 with any questions.

Q. Are there any exclusions to my coverage?

A. Yes. Under Short Term Disability, your plan does not cover any Disability which results from or is caused or contributed to by • Elective treatment or procedures, such as cosmetic surgery, sex-change surgery, reversal of sterilization, liposuction, visual correction surgery, in-vitro fertilization, and embryo transfer procedure, artificial insemination or other specific procedures. However, pregnancies and complications from any of these procedures will be treated as a sickness.

Under Short Term and Long Term Disability coverage, your plan does not cover any Disability which results from or is caused or contributed to by:

- War, whether declared or undeclared, or act of war, insurrection, rebellion or terrorist act;
- Active participation in a riot;
- Intentionally self-inflicted injury or attempted suicide;
- Commission of or attempt to commit a felony.

Q. Are there any limitations to my coverage?

A. For Long Term Disability, limited benefits apply for specific conditions:

If you are disabled due to alcohol, drug or substance abuse or addiction, we will limit your disability benefits to one occurrence for a lifetime maximum of 24 months. During Your Disability, we require you to participate in an alcohol, drug or substance abuse or addiction recovery program recommended by a physician.

Benefits will end at the earliest of:

- The date you receive 24, months of disability benefit payments;
- The date you cease or refuse to participate in the recovery program referred above; or
- The date you complete such recovery program.

If you are disabled due to mental or nervous disorders or diseases AND/OR neuromuscular, musculoskeletal or soft tissue disorder AND/OR chronic fatigue syndrome and related conditions, we will limit your Disability benefits to, a lifetime maximum equal to the lesser of:

- 24months; or
- The Maximum Benefit Period.

Your Disability benefits will be limited as stated above for mental or nervous disorder or disease except for:

- schizophrenia;
- dementia; or
- organic brain disease;

Your Disability benefits will be limited as stated above for neuromuscular, musculoskeletal or soft tissue disorder except for a disability that has objective evidence of:

- Seropositive Arthritis;
- Spinal Tumors, malignancy or Vascular Malformations;
- Radiculopathies;
- Myelopathies;
- Traumatic Spinal Cord Necrosis; or
- Myopathies

Other limitations or exclusions to your coverage may apply. Please review your Certificate of Insurance for specific details or contact your benefits administrator at **1-866-832-5759** with any questions.

The "Plan Benefits" provides only a brief overview of the LTD and STD plans. A more complete description of the benefits provisions, conditions, limitations, and exclusions will be included in the Certificate of Insurance. If any discrepancies exist between this information and the legal plan documents, the legal plan documents will govern.

Long Term Disability ("LTD") and Short Term Disability ("STD") coverage are provided under a group insurance policy (Form GPNP99) issued to your employer by MetLife. This LTD and STD coverage terminates when your employment ceases, when you cease to be an eligible employee, when your LTD and STD contributions cease (if applicable) or upon termination of the group contract by your employer. Like most group insurance policies, MetLife's group policies contain certain exclusions, elimination periods, reductions, limitations and terms for keeping them in force. State variations may apply.

¹Please refer to your Certificate of Insurance/Certificate Rider for more details or contact your benefits administrator with any questions.

¹ Under certain circumstances, MetLife may estimate the amount of income you may receive from other sources.