

# THE UNIVERSITY OF TENNESSEE REGULAR NON-EXEMPT EMPLOYEES



## Long-Term Disability (LTD) Benefit Highlights

- **Eligibility:** All active regular non-exempt employees who are U.S. citizens or U.S. residents regularly scheduled to work a minimum of 30 hours per week, excludes all term and student employees.

You become eligible for coverage the first of the next month following entry into an eligible class. If you are a newly hired employee and enroll within 31 days after you become eligible, your coverage is effective the first day of the following month. Employees who enroll in the plan more than 31 days after their eligibility date are required to provide proof of good health that Prudential must approve before your coverage can begin.

- **Premium Payment:** This product is voluntary. If you elect to purchase coverage, premium payment is made via payroll deduction. Please contact your campus human resources department for applications and information.
- **Elimination Period:** 120 days. This is the period of time you must be disabled before benefits become payable.
- **Benefit Percentage/Maximum & Minimum Monthly Benefit:** Plan 0 replaces 50% of your pre-disability earnings; Plans 1 and 2 replace 60% of your pre-disability earnings; and Plans 3 and 4, 63%; to a maximum of \$2,500 per month for all plans.
- **COLA (Cost of Living Adjustment):** Plans 2 and 4 only: A cost of living adjustment benefit equal to 3% multiplied by and added to your monthly benefit will be payable every year that you remain totally disabled.
- **Conversion Privilege:** A conversion privilege lets you convert your LTD coverage to another group disability plan should you leave the University of Tennessee. If you have been in the University of Tennessee's LTD plan for at least 12 months and apply for conversion within 60 days of termination, you can purchase coverage at rates that are generally lower than normal individual rates.
- **Benefit Duration:** As long as you remain totally disabled, LTD benefit payments will continue according to the following schedule:

### Maximum Period of Benefit:

Your Age on Date Disability Begins	Your Maximum Benefit Duration
Under age 61	To your normal retirement age,* but not less than 60 months
Age 61	To your normal retirement age,* but not less than 60 months
Age 62	60 months
Age 63	60 months
Age 64	60 months
Age 65	To age 70, but not less than 12 months
Age 66	To age 70, but not less than 12 months
Age 67	To age 70, but not less than 12 months
Age 68	To age 70, but not less than 12 months
Age 69 and over	12 months

\* Your normal retirement age is your retirement age under the Social Security Act where retirement age depends on your year of birth.



## Long-Term Disability (LTD) Benefit Highlights (continued)

- **Prudential's Definition of Disability:** You are disabled when Prudential determines that:

- You are unable to perform the material and substantial duties of your regular occupation due to your sickness or injury;
- You are under the regular care of a doctor; and
- You have a 20% or more loss in your monthly earnings due to that sickness or injury.

After 36 months of payments, you are disabled when Prudential 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; and
- You are under the regular care of a doctor.

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

Prudential will assess your ability to work and the extent to which you are able to work by considering the facts and opinions from:

- Your doctors; and
- Doctors, other medical practitioners or vocational experts of our choice.

When we may require you to be examined by doctors, other medical practitioners or vocational experts of our choice, Prudential will pay for these examinations. We can require examinations as often as it is reasonable to do so. We may also require you to be interviewed by an authorized Prudential representative. Refusal to be examined or interviewed may result in denial or termination of your claim.

- **Pre-Existing Condition Limitation:** A disability due to a pre-existing condition that begins within the first 12 months of the effective date of coverage is excluded from coverage. A pre-existing condition is an injury or sickness for which you received medical treatment, consultation, diagnostic measures or prescribed drugs or medicines or followed treatment recommendations during the six months prior to your effective date of coverage.
- **Pre-Disability Earnings:** Means your monthly rate of basic earnings in effect on the day before you became disabled.
- **Your Occupation:** Means your occupation as it is recognized in the general workplace; it doesn't mean the specific job you are performing for a specific employer at a specific location.
- **Any Occupation:** Means an occupation for which you are qualified by education, training or experience.
- **Benefit Cost:** The cost of your LTD coverage depends on your pay and your age. To determine your cost:

1. Enter your annual earnings <sup>†</sup> :	\$ _____
2. Divide by 1,200:	\$ _____
3. Enter your rate from the table below:	\$ _____
4. Multiply line 2 by line 3. This is your monthly cost.	\$ _____
5. Multiply line 4 by 12 and then divide by 26. This is your biweekly cost.	\$ _____

<sup>†</sup>The maximum is \$60,000 for Plan 0; \$50,000 for Plans 1 and 2; and \$48,000 for Plans 3 and 4.

Plan 0 Rate 50% Benefit	Plan 1 Rate 60% Benefit	Plan 2 Rate 60% Benefit with COLA	Plan 3 Rate 63% Benefit	Plan 4 Rate 63% Benefit with COLA
\$0.235	\$0.335	\$0.366	\$0.385	\$0.440

This Benefit Highlights Sheet explains the general purposes of the insurance described, but in no way changes or affects the plan as actually issued. In the event of any discrepancy between this document and the policy, the terms of the booklet/certificate apply. Complete coverage information is in the booklet/certificate issued to each insured individual. Please read it carefully and keep it in a safe place with your other important papers.

Group Long Term Disability Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, 751 Broad Street, Newark, NJ 07102. The Booklet-Certificate contains all details, including any policy exclusions, limitations, and restrictions, which may apply. Contract Series: 83500. This is a general announcement only. Eligibility is determined solely by the summary plan description or plan documents of the plan.

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# THE UNIVERSITY OF TENNESSEE REGULAR FACULTY AND EXEMPT EMPLOYEES



## Long-Term Disability (LTD) Benefit Highlights

- **Eligibility:** All active regular faculty and exempt employees who are U.S. citizens or U.S. residents regularly scheduled to work a minimum of 30 hours per week, excludes all term and student employees.

You become eligible for coverage the first of the next month following entry into an eligible class. If you are a newly hired employee and enroll within 31 days after you become eligible, your coverage is effective on the first day of the following month. Employees who enroll in the plan more than 31 days after their eligibility date are required to provide proof of good health that Prudential must approve before your coverage can begin.

- **Premium Payment:** This product is voluntary. If you elect to purchase coverage, premium payment is made via payroll deduction. Please contact your campus human resources department for applications and information.
- **Elimination Period:** 120 days. This is the period of time you must be disabled before benefits become payable.
- **Benefit Percentage/Maximum & Minimum Monthly Benefit:** Plan AA replaces 70% of your pre-disability earnings; Plan A replaces 66 2/3% of your pre-disability earnings; Plan B, 63%; Plan C, 60%; to a maximum of \$7,500 per month for all Plans. Benefits will never be less than \$100 for Plans AA, A and B, and \$50 for Plan C.
- **COLA (Cost of Living Adjustment):** A cost of living adjustment benefit equal to 3% multiplied by and added to your monthly benefit will be payable every year that you remain totally disabled.
- **Conversion Privilege:** A conversion privilege lets you convert your LTD coverage to another group disability plan should you leave the University of Tennessee. If you have been in the University of Tennessee's LTD plan for at least 12 months and apply for conversion within 60 days of termination, you can purchase coverage at rates that are generally lower than normal individual rates.
- **Benefit Duration:** As long as you remain totally disabled, LTD benefit payments will continue according to the following schedule:

Maximum Period of Benefit:	
Your Age on Date Disability Begins	Your Maximum Benefit Duration
Under age 61	To your normal retirement age,* but not less than 60 months
Age 61	To your normal retirement age,* but not less than 48 months
Age 62	To your normal retirement age,* but not less than 42 months
Age 63	To your normal retirement age,* but not less than 36 months
Age 64	To your normal retirement age,* but not less than 30 months
Age 65	24 months
Age 66	21 months
Age 67	18 months
Age 68	15 months
Age 69 and over	12 months

\* Your normal retirement age is your retirement age under the Social Security Act where retirement age depends on your year of birth.



## Long-Term Disability (LTD) Benefit Highlights (continued)

- **Prudential's Definition of Disability:** You are disabled when Prudential determines that:

- You are unable to perform the material and substantial duties of your regular occupation due to your sickness or injury;
- You are under the regular care of a doctor; and
- You have a 20% or more loss in your monthly earnings due to that sickness or injury.

After 36 months of payments, you are disabled when Prudential 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; and
- You are under the regular care of a doctor.

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

Prudential will assess your ability to work and the extent to which you are able to work by considering the facts and opinions from:

- Your doctors; and
- Doctors, other medical practitioners or vocational experts of our choice.

When we may require you to be examined by doctors, other medical practitioners or vocational experts of our choice, Prudential will pay for these examinations. We can require examinations as often as it is reasonable to do so. We may also require you to be interviewed by an authorized Prudential representative. Refusal to be examined or interviewed may result in denial or termination of your claim.

- **Pre-Existing Condition Limitation:** A disability due to a pre-existing condition that begins within the first 12 months of the effective date of coverage is excluded from coverage. A pre-existing condition is an injury or sickness for which you received medical treatment, consultation, diagnostic measures or prescribed drugs or medicines or followed treatment recommendations during the six months prior to your effective date of coverage.
- **Pre-Disability Earnings:** Means your monthly rate of basic earnings in effect on the day before you became disabled.
- **Your Occupation:** Means your occupation as it is recognized in the general workplace; it doesn't mean the specific job you are performing for a specific employer at a specific location.
- **Any Occupation:** Means an occupation for which you are qualified by education, training or experience.
- **Benefit Cost:** The cost of your LTD coverage depends on your pay and your age. To determine your cost:

1. Enter your annual earnings†:	\$ _____
2. Divide by 1,200:	\$ _____
3. Enter your rate from the table below:	\$ _____
4. Multiply line 2 by line 3. This is your monthly cost.	\$ _____

† Maximum \$129,000 for Plan AA; \$135,000 for Plan A; \$143,000 for Plan B; and \$150,000 for Plan C.

Plan AA Rate 70% Benefit with COLA	Plan A Rate 66⅔% Benefit with COLA	Plan B Rate 63% Benefit with COLA	Plan C Rate 60% Benefit with COLA
\$0.350	\$0.295	\$0.250	\$0.230

This Benefit Highlights Sheet explains the general purposes of the insurance described, but in no way changes or affects the plan as actually issued. In the event of any discrepancy between this document and the policy, the terms of the booklet/certificate apply. Complete coverage information is in the booklet/certificate issued to each insured individual. Please read it carefully and keep it in a safe place with your other important papers.

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