

GROUP BENEFITS

Employer Paid Long Term Disability Insurance



Benefit Highlights

Oracle America, Inc.

What is Employer Paid Long Term Disability Insurance?	<p>Employer Paid Long Term Disability Insurance pays you a portion of your Earnings if you cannot work because of a disabling illness or injury.</p> <p>You may elect either pre-tax or after-tax LTD coverage. If you enroll in pre-tax LTD, your payroll deductions are not taxed. However, if you receive LTD benefits in the future, they will be fully taxable to you. If you enroll in after-tax LTD, your benefits will generally not be taxed in the future because you've already paid taxes on your payroll contributions. You would be able to maximize the amount of benefit you receive in the event of a long-term disability.</p> <p>This highlight sheet is an overview of your Employer Paid Long Term Disability Insurance. Once a group policy is issued to your employer, a certificate of Insurance will be available to explain your coverage in detail.</p>
What is disability?	<p>Disability is defined in The Hartford's contract with your employer. The term Disabled or Disability shall mean Total Disability or Partial Disability as defined as follows:</p> <p>Total Disability means that during the Elimination Period of 90 days and during the next 24 months, as a result of injury or sickness, you are unable to perform with reasonable continuity the Essential Duties necessary to pursue your occupation in the usual or customary way. After that, as a result of injury or sickness, you are unable to engage with reasonable continuity in any occupation.</p> <p>Partial Disability means you are not totally Disabled, and while actually working in an occupation, as a result of sickness or injury, you are unable to engage with reasonable continuity in that or any other occupation in which you could reasonably be expected to perform satisfactory in light of your age, education, training, experience or station in life, and physical and mental capacity.</p>
Am I eligible?	<p>You are eligible if you are a regular full-time employee or regular part-time employee on the U.S. payroll working 30 hours or more per week. All regular part-time employees on the U.S. payroll working at least an average of 20-29 hours per week are also eligible.</p>
How much coverage would I have?	<p>Your employer provides 2 Options of Employer Paid Long Term Disability Insurance:</p> <p>Option 1: pays you a benefit of 50% of your earnings to a maximum of \$12,000 per month.</p> <p>Option 2: pays you a benefit of 66 2/3% of your earnings to a maximum of \$18,500 per month.</p> <p>This plan includes a minimum benefit of \$50 per month.</p> <p>Earnings are defined as in The Hartford's contract with your employer.</p>
When can I enroll?	<p>You must make an active election by enrolling into the plan via the benefits portal by a specified date. If you do not enroll by the specified date, you will be defaulted to the pre-tax 50% plan.</p> <p>As an employee you are eligible for either option and can move between each option every year at Annual Enrollment or at the time of a Family Status Change event.</p>
When is it effective?	<p>Coverage goes into effect subject to the terms and conditions of the policy. Benefits will be effective on your date of hire. You must be Actively at Work with your employer on the day your coverage takes effect.</p>

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Help Protect Tomorrow.**

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How long do I have to wait before I can receive my benefit?	You must be disabled for at least 90 days before you can receive an Employer Paid Long Term Disability Insurance benefit payment.
I already have Disability coverage; do I have to do anything?	If you are already enrolled in Long Term Disability you do not have to do anything unless you are changing the amount of your coverage or tax status. You must make all changes via the benefits portal by a specified date.
Can the duration or amount of my benefit be reduced?	Yes. Your benefit duration may be reduced once you reach certain ages specified in The Hartford's contract with your employer. In addition, as described below within the Important Details, your monthly Long-Term benefit may be reduced by other income you receive.
How long will my disability payments continue?	For as long as you remain disabled, or until you reach your Social Security Normal Retirement Age (as stated in the 1983 revision of the United States Social Security Act), whichever is sooner. If your disability occurs at age 63 or above, your payments may be reduced.

Important Details

The following is an overview of your Employer Paid Long Term Disability Insurance. Once a group policy is issued to your employer, a certificate of Insurance will be available to explain your coverage in detail.

Exclusions:

You cannot receive Employer Paid Long Term Disability Insurance benefit payments for disabilities that are caused or contributed to by:

- War or act of war (declared or not)
- The commission of, or attempt to commit a felony
- An intentionally self-inflicted injury
- Any case where your being engaged in an illegal occupation was a contributing cause to your disability

You must be under the regular care of a physician to receive benefits.

Mental Illness, Alcoholism and Substance Abuse:

- You can receive benefit payments for Long-Term Disabilities resulting from mental illness, alcoholism and substance abuse for a total of 24 months for all disability periods during your lifetime.
- Any period of time that you are confined in a hospital or other facility licensed to provide medical care for mental illness, alcoholism and substance abuse does not count toward the 24 month lifetime limit.

Pre-existing Conditions

This policy will not provide for any period of Disability beginning within the first 12 months of the effective date of your coverage under this policy if the period of Disability is caused by or substantially contributed to by a pre-existing condition or the medical or surgical treatment of a pre-existing condition.

You have a pre-existing condition if:

- You received medical treatment, care or services for a diagnosed condition or took prescribed medication for a diagnosed condition in the 3 months immediately prior to the effective date of coverage under this Policy; or
- You suffered from a physical or mental condition, whether diagnosed or undiagnosed, which was misrepresented or not disclosed in Your application and
 - for which you received a physician's advice or treatment within 3 months before the date of your coverage under this policy; or
 - which caused symptoms within 3 months before the date of issue for which a prudent person would usually seek medical advice or treatment.

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Your benefit payments **will be reduced** by other income you receive or are eligible to receive due to your disability, such as:

- Social Security Disability Insurance (please see next section for exceptions)
- Workers' Compensation
- Other employer-based Insurance coverage you may have
- Unemployment benefits
- Settlements or judgments for income loss
- Retirement benefits that your employer fully or partially pays for (such as a pension plan)

Your benefit payments **will not be reduced** by certain kinds of other income, such as:

- Retirement benefits if you were already receiving them before you became disabled
- Retirement benefits that are funded by your after-tax contributions
- Your personal savings, investments, IRAs or Keoghs
- Profit-sharing
- Most personal disability policies
- Social Security increases

This Benefit Highlights Sheet is an overview of the Employer Paid Long Term Disability Insurance being offered and is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the Insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your Insurance coverage. In the event of any difference between the Benefit Highlights Sheet and the Insurance policy, the terms of the Insurance policy apply.

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