

## Group Long-Term Disability Insurance

### SUMMARY OF BENEFITS

**Sponsored by: GROWMARK, Inc.**

*All Active Full-Time Salaried Employees*

**Long-term disability is intended to protect your income for a long duration after you have depleted short-term disability or any sick leave your company may offer.**

<b>Eligibility</b>	See your benefits administrator for benefit eligibility requirements.	
<b>Maximum Monthly Benefit</b>	60% of salary up to \$20,000 per month (Benefits are based off prior year earnings. Earnings are updated April 1 <sup>st</sup> of each year)	
<b>Maximum Benefit Duration</b>	<b>Age on Day following waiting period</b>	<b>Basic Period Ends</b>
	Under age 60	On your 65th birthday
	Age 60-64	After 5 yrs of benefit payments
	Age 65-68	On your 70th birthday
	Age 69+	After 1 year of benefit payments
<b>Own Occupation Period</b>	24 Months	
<b>Elimination Period</b>	180 days The number of days you must be disabled prior to collecting disability benefits.	
<b>Accumulation of Elimination Days</b>	You can satisfy the days of your elimination period with either total (off work entirely) or partial (working some hours at your current job) disability. If you are working on a partial basis, you will have 2x the elimination period days to satisfy the total of 180 days.	
<b>Pre-Existing Condition</b>	You may not be eligible for benefits if you have received treatment for a condition within the past 12 months until you have been covered under this plan for 12 months.	
<b>Waiver of Premium</b>	You will not be required to pay premium during any time of approved total or partial disability.	
<b>Survivor Income Benefit</b>	A survivor benefit may be paid to your beneficiary if you should die while receiving qualifying disability payments.	
<b>EmployeeConnect<sup>SM</sup></b>	Access to an employee assistance program for the employee or an immediate household family member who may be experiencing personal or workplace issues.	
<b>Benefit Limitations</b>	Mental Illness: 24 Months Substance Abuse: 24 Months Specified Illness: No Limit	
<b>Progressive Income Benefit</b>	If you are disabled and have a loss of 2 or more Activities of Daily Living, you will receive an additional benefit of 10% to a maximum of \$5,000.	
<b>Medical Premium</b>	If you are disabled and experience a COBRA qualifying event and elect to continue COBRA coverage, you will receive a reimbursement of up to \$300 toward your COBRA costs for up to 18 months.	
<b>Family Care Expense</b>	If you have a qualified disability and incur Family Care Expenses, you will be reimbursed for expenses up to \$250 for a maximum of 24 months.	
<b>Retirement Protection</b>	If you are disabled and were previously contributing to your company's qualified plan, you will receive an additional benefit of 5% which will be put into a retirement account on your behalf.	

## Understanding Your Benefits

<b>Own Occupation</b>	The occupation trade or profession you were employed in prior to your disability as defined by the US DOL Dictionary of Occupational Titles.
<b>Total Disability</b>	You are considered totally disabled if, due to an injury or illness, you are unable to perform each of the main duties of your own occupation. Your "own" occupation is covered for a specific period of time. Following this, the definition of total disability becomes the inability to perform any occupation for which you are reasonably suited based on your experience, education, or training.
<b>Partial Disability</b>	You are considered partially disabled if you are unable, due to an injury or illness, to perform the main duties of your regular occupation on a full-time basis. Partial Disability benefits may be payable if you are earning at least 20% of the income you earned prior to becoming disabled, but not more than 99%. Partial disability benefits allow you to work and earn income from your employer as well as continue to receive benefits, which may enable you to receive 100% of your income during your time of disability.
<b>Continuation of Disability</b>	If you return to work full-time but become disabled from the same disability within 6 months of returning to work, you will begin receiving benefits again immediately.
<b>Benefit Duration Reduction</b>	Your benefit duration may be reduced if you become disabled after age 65.
<b>Pre-Existing Condition</b>	Any sickness or injury for which you have received medical treatment, consultation, care, or services (including diagnostic measures or the taking of prescribed medications) during the specified months prior to the coverage effective date. A disability arising from any such sickness or injury will be covered only if it begins after you have performed your regular occupation on a full-time basis for the specified months following the coverage effective date.
<b>Benefit Exclusions</b>	You will not receive benefits in the following circumstances: <ul style="list-style-type: none"><li>• Your disability is the result of a self-inflicted injury.</li><li>• You are not under the regular care of a doctor when requesting disability benefits.</li><li>• You were involved in a felony commission, act of war, or participation in a riot.</li><li>• You were residing outside of the United States or Canada for more than 12 consecutive months for purposes other than employment with your Employer.</li></ul>
<b>Benefit Reductions</b>	Your benefits may be reduced if you are receiving benefits from any of the following sources: <ul style="list-style-type: none"><li>• Any compulsory benefit act or law (such as state disability plans);</li><li>• Any governmental retirement system earned as a result of working for the current policyholder;</li><li>• Any disability or retirement benefit received under a retirement plan;</li><li>• Any Social Security, or similar plan or act, benefits;</li><li>• Earnings the insured earns or receives from any form of employment;</li><li>• Workers compensation;</li><li>• Salary continuance or employer contributions to an employer sponsored retirement plan.</li></ul>
<b>Benefit Termination</b>	This coverage will terminate when you terminate employment with this policyholder, or at your retirement.

### For assistance or additional information

Contact Lincoln Financial Group at (800) 423-2765 or log on to [www.LincolnFinancial.com](http://www.LincolnFinancial.com)

NOTE: This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describe the benefits in greater details. Should there be a difference between this summary and the contract, the contract will govern.

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