

Group Long Term Disability Insurance

Virginia Association of Counties Group Self Insurance Risk Pool (VACORP)

Policy # AL0006723

Effective date: July 1, 2019

Group Long Term Disability (LTD) insurance from Anthem Life Insurance Company helps provide financial protection for insured members by promising to pay a monthly benefit in the event of a covered disability.

The cost of this insurance is paid by your Employer.

Employer means any unit of local government or other local agency, public entity, school, jail, department, board, or authority in the Commonwealth of Virginia which a) is eligible for and is participating in the Virginia hybrid retirement program described in §51.1-169 of the Code of Virginia, b) has signed a Participation Agreement with VACORP, and c) whose participation under the Group Policy has been approved in writing by the Policyholder.

Please refer to the plan summary document, your employee handbook, and Virginia Code Section § 51.1-1100 et. seq. for specific plan details, eligibility definitions, limitations, and exclusions

Eligibility

Definition of a Member: You are a member if you are:

1. A regular employee of the Employer who is participating in the Virginia hybrid retirement program described in §51.1-169 of the Code of Virginia.
2. a regular full-time or part-time employee of the Employer, working for pay on a scheduled normal week of at least 10 hours required per week; *and*
3. A citizen or resident of the United States.

You are not a member if you are a temporary or seasonal employee, full-time member of the armed forces, leased employee or an independent contractor.

Class Definition:

- Class 1: Members participating in the VRS Hybrid Retirement Plan within their first 12 consecutive months of employment with their Employers.
- Class 2: Members participating in the VRS Hybrid Retirement Plan with more than 12 consecutive months of employment with their Employers.

Eligibility Waiting Period: You are eligible on the latest of the following dates:

1. July 1, 2019
2. The effective date of your Employer's participation under the Group Policy
3. The first day as a Member that you are actively at work.

Benefits

Group long term disability benefit amount:

Class 1: Disability arising out of or in the course of employment with the Employer: 60% of monthly earnings up to a maximum monthly benefit of \$30,000.

Disability not arising out of or in the course of employment with the Employer: None

Class 2: 60% of monthly earnings up to a maximum monthly benefit of \$30,000.

Minimum monthly benefit is \$100.

Elimination period

The number of days you must be unable to work due to an approved qualifying disability before benefits begin:

- Later of 125 work days or the end of the STD.

Note: Only work related disabilities are covered in Class 1.

Maximum Benefit period:

If you become disabled before age 60, LTD benefits may continue until Social Security Normal Retirement Age (SSNRA). If you become disabled at age 60 or older, the benefit duration is determined by your age when disability begins:

| Age | Maximum Benefit Period |
|------------------------|------------------------|
| Less than age 60 | To SSNRA |
| 60 through 64 | 5 years |
| 65 through 68 | To age 70 |
| 69+ | 1 year |

Social Security Normal Retirement Age (SSNRA) means your normal retirement age under the Federal Social Security Act, as amended.

See your certificate for specific maximum payment durations based on age at the time of disability. Benefits paid at the time of an approved qualifying disability may vary from the benefit duration period shown.

Definition of Disability

Disabled and **Disability** mean during the Elimination Period and the next 24 months because of Your Injury or Illness, *all* of the following are true:

- You are unable to do the Material and Substantial Duties of Your Own Occupation; *and*
- You are receiving Regular Care from a Physician for that Injury or Illness; *and*
- Your Disability Work Earnings, if any, are less than or equal to 80% of Your Indexed Monthly Earnings.

Thereafter, Disabled and Disability mean because of Your Injury or Illness *all* of the following are true:

- You are unable to do the duties of any Gainful Occupation for which You are or may become reasonably qualified by education, training, or experience; *and*
- You are receiving Regular Care from a Physician for that Injury or Illness; *and*
- Your Disability Work Earnings, if any, are less than or equal to 80% of Your Indexed Monthly Earnings.

Partial disability benefits

If you are able to return to work part-time, you may still receive a portion of your long term disability benefit to help fill the gap in your income.

Survivor benefit

If you pass away after receiving Long Term Disability benefits for at least 180 consecutive days, and are receiving benefits at the time of your death, a lump-sum payment benefit will be paid to your beneficiary. The Survivor Benefit is equal to three times your monthly benefit.

Vocational rehabilitation

We may provide services, such as vocational testing and training, job modifications and job placement to help you return to active employment if you suffer a disability.

Social Security assistance

If you are receiving long term disability benefits, we will help you apply for Social Security and, if necessary, offer guidance through the appeal process.

Lifetime Protection (if elected by your employer)

Allows payment of LTD benefits beyond the Maximum Benefit Duration subject to certain requirements. See certificate for complete details.

Pension Plan Contribution rider

1%, to a maximum benefit of \$500.00 (monthly). See certificate for complete details.

Catastrophic Conditions

Included. An additional 20% of your Pre-disability Earnings not to exceed \$5,000. See certificate for complete details.

Additional Benefits

- Vocational Rehabilitation
- Social Security Assistance
- Cost of Living Freeze
- Recurrent Disability
- Work Retention Assistance
- Waiver of Premium

Value Added Services

Resource Advisor

This value-added support program gives you and your family access to work/life resources, at no additional cost to you, including: face-to-face visits with a counselor or online visits via LiveHealth Online; identity monitoring and identity theft victim recovery services, legal and financial consultations; toll-free, 24/7 phone counseling from anywhere in the United States; and unlimited access to Resource Advisor online resources at www.resourceadvisor.anthem.com, program name "AnthemResourceAdvisor". To access Resource Advisor call (888) 209-7840.

This is not a contract. It is a partial listing of benefits and services that is dependent on the Plan Options chosen. This benefit overview is only one piece of your entire enrollment package. All benefits and services are subject to the conditions, limitations, exclusions and provisions listed in the contract documents: the Certificate, Policy, and/or Trust Agreement for this product. In the event of a conflict between the contract documents and this benefits description, the contract documents will prevail. If you have any questions, please contact your Human Resources/Benefits manager.

Exclusions and limitations are listed in detail in the certificate, policy or trust agreement that applies to this product.

The Value Added additional services are not a part of the certificate, policy or trust agreement and do not modify any insured benefits. The Value Added additional services are provided based on negotiated agreements between the insurance company and certain service providers. Although the insurance company endeavors to make these services available to all policyholders and certificateholders as described, modifications to our agreements with service providers may require that services be periodically modified or terminated. Such modification or termination of services may be made based on cost to the insurer, availability of services, or other business reasons at the discretion of the insurer or service providers.