



# Summary of Benefits

EAB Global, Inc.

All Full-Time and Part-Time Employees regularly working a minimum of 20 hours per week in the United States or in the United Kingdom, who are citizens or permanent resident aliens of the United States, excluding Employees classified as Policy Committee Members

**Basic Term Life, Basic Accidental Death & Dismemberment, Optional Term Life, Optional Dependent Term Life, Optional Accidental Death & Dismemberment, and Long Term Disability**

**Issued by The Prudential Insurance Company of America**

The Short Term Disability Plan is administered by The Prudential Insurance Company of America on your employer's behalf.

This is a summary of benefits and does not include all plan provisions, exclusions and limitations. If there is a discrepancy between this document and the group contract issued by The Prudential Insurance Company of America, the terms of the group contract will govern.

## Basic Term Life

100% Employer Paid

- ▶ Basic Term Life - You are automatically enrolled for \$50,000. **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**
- ▶ If you are terminally ill, you can get a partial payment of your group life insurance benefit. You can use this payment as you see fit. The payment to your beneficiary will be reduced by the amount you receive with the Accelerated Benefit Option.\* Refer to the plan booklet for details
- ▶ Payment of premium can be waived if you are totally disabled for 9 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 65. This provision may vary by state.
- ▶ Coverage will be reduced as you age – by 35% at age 70 and 50% at age 75.
- ▶ You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your coverage ending to a separate group term life contract.

## Basic Accidental Death & Dismemberment

100% Employer Paid

- ▶ Basic Accidental Death & Dismemberment pays you and your beneficiary a benefit for the loss of life or other injuries resulting from a covered accident — 100% for loss of life and a lesser percentage for other injuries. Injuries covered may include loss of sight or speech, paralysis, and dismemberment of hands or feet. Basic Accidental Death & Dismemberment benefits are paid regardless of other coverages you may have.
- ▶ Basic Accidental Death & Dismemberment: You are automatically enrolled for an amount equal to your Basic Term Life coverage amount.
- ▶ Coverage will be reduced as you age – by 35% at age 70 and 50% at age 75.

## Employee - Optional Term Life

100% Employee Paid

- ▶ Purchase coverage in increments of \$10,000 up to a maximum of \$1,000,000, not to exceed 5 times your covered annual earnings. **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**
  - If enrolling when first eligible, you can elect up to the guaranteed issue amount of \$200,000 without providing proof of good health to Prudential. <sup>1</sup>
  - During the annual enrollment period, if currently enrolled, you can increase your current coverage amount by \$50,000, up to a total coverage of the Guaranteed Issue amount, without providing proof of good health to Prudential. <sup>1</sup>
- ▶ If terminally ill, you can get a partial payment of your group term life insurance benefit. You can use this payment as you see fit. In the event of your death, your beneficiary will receive a benefit payout which has been reduced by the amount you receive.
- ▶ Payment of premium can be waived if you are totally disabled for 9 months, you are less than 60 years old when the disability begins, and you continue to be totally disabled. This waiver terminates at age 65. This provision may vary by state.
- ▶ Coverage will be reduced as you age – by 35% at age 70 and 50% at age 75.
- ▶ You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your coverage ending to a separate group term life contract.

## Spouse/Domestic Partner - Optional Dependent Term Life

100% Employee Paid

- ▶ Purchase coverage on your spouse/domestic partner in increments of \$5,000 up to a maximum of \$500,000. **Please Note:** The Optional Dependent Term Life coverage amount on your spouse/domestic partner cannot exceed 100% of your Optional Term Life coverage amount.
  - If enrolling your spouse/domestic partner when first eligible, you can elect up to the guaranteed issue amount of \$25,000, on your spouse/domestic partner, without providing proof of good health to Prudential. <sup>1</sup>
- ▶ Coverage will be reduced as you age – by 35% at age 70 and 50% at age 75.
- ▶ You may convert your dependent(s) insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your dependent(s) coverage ending to a separate group term life contract.

## Child - Optional Dependent Term Life

100% Employee Paid

- ▶ Purchase coverage on your child in increments of \$2,000 up to a maximum of \$10,000. **Please note:** The Optional Dependent Term Life Insurance coverage amount on your children may not exceed 100% of your Optional Term Life coverage amount.
- ▶ Coverage begins at live birth, and continues to age 26, if unmarried.
- ▶ You may convert your dependent(s) insurance to an individual life insurance policy issued by the Prudential Insurance Company of America, or you may be eligible to port your dependent(s) coverage ending to a separate group term life contract.

## Employee - Optional Accidental Death & Dismemberment

100% Employee Paid

- ▶ Purchase coverage in increments of \$10,000 to a maximum of \$1,000,000, not to exceed 5 times your covered annual earnings. **Please refer to your plan certificate(s) to review the required minimum and maximum coverage amounts allowed.**
- ▶ Coverage will be reduced as you age – by 35% at age 70 and 50% at age 75.

## Spouse/Domestic Partner - Optional Accidental Death & Dismemberment

100% Employee Paid

- ▶ Purchase coverage in increments of \$5,000 to a maximum coverage amount of \$500,000. **Please Note:** The Optional Accidental Death & Dismemberment coverage amount cannot exceed 100% of your Optional AD&D coverage amount.
- ▶ Coverage will be reduced as you age – by 35% at age 70 and 50% at age 75.

## Child - Optional Accidental Death & Dismemberment

100% Employee Paid

- ▶ Purchase coverage in increments of \$2,000 to a maximum coverage amount of \$10,000. **Please Note:** The Optional Accidental Death & Dismemberment coverage amount cannot exceed 100% of your Optional AD&D coverage amount.
- ▶ Coverage begins at live birth, and continues to age 26, if unmarried.

## Short Term Disability

- ▶ Your Employer has provided for the cost of your coverage by adding the premium amount to your earnings. As a result, the Short Term Disability plan is considered to be provided to you on a contributory basis with after-tax dollars, and benefits are considered non-taxable.
- ▶ Your weekly Short Term Disability benefit paid by your employer will be 60% of your weekly pre-disability earnings, up to the maximum of \$2,309, less deductible sources of income. No medical questions asked - if enrolling when first eligible. The minimum weekly benefit is \$25.
- ▶ Deductible sources of income may include benefits from statutory plans, unemployment income and salary continuation.
- ▶ If you meet the definition of disability, your employer will begin paying benefits on the 8th day following a non-occupational injury or the 8th day following a non-occupational sickness. The benefit duration is 25 weeks. You are considered disabled when, because of injury or sickness, you are under the regular care of the doctor, are unable to perform the material and substantial duties of your regular occupation and your disability results in a loss of weekly income of at least 20%.
- ▶ You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, active participation in a riot, and commission of a crime for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

## Long Term Disability

- ▶ Your Employer has provided for the cost of your coverage by adding the premium amount to your earnings. As a result, the Long Term Disability plan is considered to be provided to you on a contributory basis with after-tax dollars, and benefits are considered non-taxable.
- ▶ Your monthly Long Term Disability benefit will be 60% of your monthly pre-disability earnings, up to the maximum of \$10,000, less deductible sources of income. No medical questions asked - if enrolling when first eligible. The minimum monthly benefit is the greater of \$100 or 10% of your gross monthly benefit.
- ▶ Deductible sources of income may include benefits from statutory plans, Social Security to you and your dependents, workers' compensation, unemployment income and other income.
- ▶ If you meet the definition of disability, your benefits will begin 180 days following an accidental injury or sickness. The benefit duration is up to your normal retirement age under the Social Security Act. However, if you become disabled at or after age 65 benefits are payable according to an age-based schedule. Refer to the Booklet- Certificate for details.
- ▶ You are considered disabled when, because of injury or sickness, you are under the regular care of a doctor, and you are unable to perform the material and substantial duties of your regular occupation or your disability results in a loss of income of at least 20%. After receiving benefits for 24 months, you are considered disabled when, due to the same sickness or injury, you are unable to perform the material and substantial duties of any gainful occupation for which you are reasonably fitted by education, training or experience, and disability results in a loss of income of a specified percentage determined by your plan.
- ▶ Disabilities due to mental illness are limited to 24 months of benefits during your lifetime. Examples of mental illness include schizophrenia, depression, manic depressive or bipolar illness, anxiety, somatization, substance related disorders (including drug and alcohol abuse), and/or adjustment disorders. Disabilities which are primarily based on self-reported symptoms are limited to 24 months of benefits during your lifetime. Examples of self-reported symptoms include headache, pain, fatigue, stiffness, soreness, ringing in the ears, dizziness, numbness and loss of energy. Disabilities due to mental illness and disabilities which are primarily based on self-reported symptoms have a combined limited pay period during your lifetime.
- ▶ LTD benefits will not be paid for a disability that begins within 12 months of coverage effective date and is due to a pre-existing condition. A pre-existing condition is an injury or sickness for which you received medical treatment, consultation, diagnostic measures, prescribed drugs or medicines, or for which you followed treatment recommendations during the 3 months prior to your effective date of coverage.
- ▶ During the first 24 months of part-time work while disabled, you can receive full benefits as long as your combined income and disability benefits do not exceed your monthly pre-disability earnings.
- ▶ If you die while collecting disability benefits, a lump sum payment may be paid to your eligible survivors.
- ▶ You are not covered for a disability caused by war or any act of war, declared or undeclared, an intentionally self-inflicted injury, active participation in a riot, and commission of a crime for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

Implementation of the insurance plan(s) will depend on having a specific percentage of all eligible employees enrolling in the plan(s). If this percentage of enrollment level is not met, these coverage(s) may not be effective.

*Benefits, exclusions and provisions may vary by state. Refer to the plan booklet for details.*

For your coverage to become effective, you must be actively at work on the effective date of the plan. If you apply for an amount that requires satisfactory evidence of insurability to The Prudential Insurance Company of America, you must be actively at work on the date of approval for the amount requiring satisfactory evidence of insurability.

<sup>1</sup>Elections made outside of approved enrollment events and elections exceeding the guaranteed issue amount may require proof of good health. Employees previously declined coverage must also provide proof of good health.

\*Accelerated Death Benefit option is a feature that is made available to group life insurance participants. It is not a health, nursing home, or long-term care insurance benefit and is not designed to eliminate the need for those types of insurance coverage. The death benefit is reduced by the amount of the accelerated death benefit paid. There is no administrative fee to accelerate benefits. Receipt of accelerated death benefits may affect eligibility for public assistance and may be taxable. The federal income tax treatment of payments made under this rider depends upon whether the insured is the recipient of the benefits and is considered "terminally ill" or "chronically ill." You may wish to seek professional tax advice before exercising this option.

Important Notice: The acceleration of life insurance benefits offered under this certificate is intended to qualify for favorable tax treatment under the Internal Revenue Code of 1986 (under IRC Section 101(g)). If the acceleration of life insurance benefits qualifies for such favorable treatment, the benefits will be excludable from your income and not subject to federal taxation. Tax laws relating to acceleration of life benefits are complex. You are advised to consult with a qualified tax advisor about circumstances under which you could receive acceleration of life insurance benefits that are excludable from income under federal law.

Receipt of accelerated benefits may be taxable and assistance should be sought from a personal tax advisor.

This policy provides ACCIDENT insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

**IMPORTANT NOTICE - THIS POLICY DOES NOT PROVIDE COVERAGE FOR SICKNESS.**

This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York Department of Financial Services.

**North Carolina residents: THIS IS NOT A MEDICARE SUPPLEMENT PLAN. If you are eligible for Medicare, review the Guide to Health Insurance for People with Medicare, which is available from the company.**

Group Short Term Disability coverage is administered by The Prudential Insurance Company of America, a Prudential Financial Company, Newark, NJ. Your employer will inform you of the plan details, including any exclusions, limitations and restrictions which may apply.

**This coverage is not health insurance coverage (often referred to as "Major Medical Coverage").**

**This type of plan is NOT considered "minimum essential coverage" under the Affordable Care Act and therefore does NOT satisfy the individual mandate that you have health insurance coverage.**

Group Basic Term Life, Group Basic Accidental Death & Dismemberment, Group Optional Term Life, Group Optional Dependent Term Life, Group Optional Accidental Death & Dismemberment, Group Long Term Disability coverages are issued by The Prudential Insurance Company of America, a Prudential Financial company, Newark, NJ. The Booklet-Certificate contains all details, including any policy exclusions, limitations, and restrictions, which may apply. Contract Series: 83500

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