

THE SCRIPPS RESEARCH INSTITUTE

All Active Full Time Benefit Eligible Employees Working in California

All coverages are issued by The Prudential Insurance Company of America.

Basic Term Life, Basic Accidental Death & Dismemberment, Buy-Up Term Life, Buy-Up Dependent Term Life, Buy-Up Accidental Death & Dismemberment and Long Term Disability

Effective: 1/1/2016

Coverage Options

Basic Term Life - 100% Employer Paid

- Option 1: You are automatically enrolled for 2.0 times your covered annual earnings to \$1,500,000.
- Option 2: You can elect not to receive Basic Term Life coverage in excess of \$50,000, in which case you will not have imputed income.
- 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 6 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.
- The amount of insurance reduces by 35% at age 65 and 50% at age 70.
- Coverage will end on your termination of employment or as specified in the plan booklet. You may convert your insurance to an individual life insurance policy issued by the Prudential Insurance Company of America.

Basic Accidental Death & Dismemberment - 100% Employer Paid

- Basic AD&D 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 AD&D benefits are paid regardless of other coverages you may have.
- Basic AD&D: You are automatically enrolled for an amount equal to your Basic Term Life coverage amount.

Buy-Up Term Life - 100% Employee Paid

- Purchase coverage for 1.0 times your covered annual earnings to a combined Basic Term Life and Buy-Up Term Life maximum of \$1,500,000.
 - **New Hires:** Get up to \$1,000,000 - no medical questions asked - when enrolling when first eligible in Buy-Up Group Term Life.
 - **Current Participants:** Your current coverage amount will be continued. Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all increases in coverage amounts if the combined Basic Term Life and Buy-Up Term Life amounts exceed \$1,000,000.
 - **Current Employees who were denied coverage in the past:** Evidence of insurability satisfactory to The Prudential Insurance Company of America is required for all coverage amounts if amount exceeds \$1,000,000.
- 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 6 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. Refer to the plan booklet for details.
- Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70.
- Upon termination of employment, you (if eligible to port) may choose to continue a coverage amount equal to or lower than your current benefit amount. Coverage amounts will be subject to a maximum of five times your annual earnings or \$1 million, whichever is less.



Coverage Options

Buy-Up Dependent Term Life - 100% Employee Paid

- Purchase coverage for your spouse/domestic partner for \$5,000 and for each of your children for \$5,000, not to exceed 100% of your Buy-Up Term Life coverage amount.
 - **New Hires:** Get up to \$5,000 for both your spouse and children - no medical questions asked - when enrolling when first eligible in Buy-Up Dependent Group Term Life.
 - **Current Spouse and Children Participants:** Your spouse and children's current coverage amount will be continued.
- Spouse coverage will be reduced as your spouse ages - by 35% at age 65 and 50% at age 70.
- Child coverage begins from live birth, and continues to age 19, if unmarried. If unmarried, dependent on you and a full-time student, coverage continues to age 25.

Buy-Up AD&D Employee - 100% Employee Paid

- Purchase a Buy-Up AD&D Insurance coverage amount equal to your Buy-Up Term Life Insurance coverage amount. This amount cannot exceed a combined Basic AD&D and Buy-Up AD&D maximum of \$1,500,000.
- Coverage will be reduced as you age - by 35% at age 65 and 50% at age 70.

Coverage Options

Long Term Disability - 100% Employer Paid

- Your monthly Long Term Disability benefit will be the lesser of 70% of your pre-disability earnings, reduced by deductible sources of income or 60% of your monthly pre-disability earnings, not reduced by deductible sources of income, up to the plan maximum of \$20,000. 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 90 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 totally disabled when you are not working at your usual occupation and, as a result of your sickness or injury you are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your usual occupation. You are considered partially disabled while actually working in your usual occupation and as a result of your sickness or injury, you are unable to earn 80% or more of your indexed monthly earnings.
- After receiving benefits for 24 months, you are considered totally disabled when, as a result of the same sickness or injury, you are unable to engage with reasonable continuity in any occupation in which you could reasonably be expected to perform satisfactorily in light of your age, education, training, experience, station in life, and physical and mental capacity. You are considered partially disabled after 24 months of payments while actually working in an occupation, and as a result of the same 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 satisfactorily in light of your age, education, training, experience, station in life and physical and mental capacity.
- Disabilities primarily 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.
- LTD benefits will not be paid for a disability that begins during the first 6 months of coverage and is caused by or substantially contributed to by a pre-existing condition. A pre-existing condition is a diagnosed condition for which you received medical treatment, care or services or took prescribed medication in the 3 months just prior to your effective date. This provision also applies to undiagnosed conditions under very limited circumstances as outlined in your Booklet-Certificate.
- 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 felony for which you have been convicted. Benefits are not payable for any period of incarceration as a result of a conviction.

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.

