



**BlueCross BlueShield
of Texas**

Group Benefit Program Summary for

THURMOND EYE ASSOCIATES, PLLC - GAE4022 - Class 1

Group Long-term Disability Insurance (LTD)

Without a steady income, most people would not be able to make payments on their homes or keep their family financially stable. LTD reduces the burden during these unstable times. It is a convenient, economical way of securing an income while out of work from an unexpected injury or illness. Your employer has made LTD coverage available for you to enroll in. Below are some of the major features of this program.

Eligibility	ALL ACTIVE FULL-TIME DOCTORS AND KEY EMPLOYEES
Group LTD Benefit Percentage	60%
Maximum Monthly Benefit	\$6,000
Minimum Monthly Benefit	\$100 or 10% of gross monthly earnings, whichever is greater
Elimination Period	90 days
Maximum Period Payable	Social Security Normal Retirement Age (SSNRA)
Social Security Offset Method	Primary and Family Integration
Own Occupation Period	Definition of disability is inability to do own occupation for duration of the claim
Partial Disability Earnings Test	80%
Work Incentive Benefit	Proportionate – 12 months. Partially disabled employees are eligible for a Work Incentive Benefit. The Work Incentive Benefit allows the partially disabled employee to receive their monthly benefit if their benefit plus their earnings do not exceed 100% of indexed pre-disability income. If their benefit plus their earnings exceeds 100% of indexed pre-disability income, their benefit is reduced by the excess. After 12 months, the employee's Work Incentive Benefit is calculated by multiplying their monthly benefit by their loss of salary ratio. "Partially Disabled" means that an employee is working in a partial or part-time capacity after becoming disabled and meets the earnings test shown above.
Rehabilitation Incentive Income (RII)	Proportionate–12 months. RII is offered to employees who agree to take part in a rehabilitation plan, structured to return them to gainful employment in another occupation because they can not return to their regular occupation. During the first 12 months, RII is equal to the monthly benefit. If disability earnings during this period exceed 100% of indexed pre-disability earnings, the monthly benefit is reduced by the excess. After 12 months, RII is equal to the monthly benefit reduced by multiplying the monthly benefit by the adjusted loss of salary ratio.
Survivor Benefit	If the employee passes away after being disabled and receiving long-term disability benefits for 6 consecutive months, We will pay the employee's beneficiary a lump sum benefit equal to 3 months of disability benefits.
Day Care Expense Benefit	While receiving RII, and participating in an approved rehabilitation plan, the claimant may be reimbursed for eligible day care expenses.

For illustrative purposes only. May not be available in all jurisdictions. Coverage may be subject to limitations, exclusions and other coverage conditions contained in issued policy. Please consult the policy for the actual terms of coverage.

Insurance products issued by Dearborn Life Insurance Company, 701 E. 22nd St. Suite 300, Lombard, IL 60148. Blue Cross and Blue Shield of Texas, is the trade name of Dearborn Life Insurance Company, an independent licensee of the Blue Cross and Blue Shield Association. BLUE CROSS®, BLUE SHIELD® and the Cross and Shield Symbols are registered service marks of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield Plans.

Mental Disorder Limitation	24 months
Substance Abuse Limitation	24 months
Special Conditions Limitation	24 months
Pre-Existing Condition Limitation	3/12 - A pre-existing condition means a sickness or injury for which an employee received treatment within 3 months prior to the effective date. Any disability contributed to or caused by a pre-existing condition within the first 12 months of the effective date will not be covered.
Additional Features	Disability Resource Services - In addition to the resource services available on-line at GuidanceResources.com , Disability Resource Services provides a 24-hour telephonic support for all LTD insureds for behavioral health issues. A staff of master degree clinicians are available to provide each caller with assessment, counseling and referral advice for face-to-face counseling. Face-to-face counseling – Up to three face-to-face counseling sessions per year to address appropriate behavioral health issues. Available for groups with 10 or more employees.

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**BlueCross BlueShield
of Texas**

Group Benefit Program Summary for

THURMOND EYE ASSOCIATES, PLLC -

GAE40228

Voluntary Group Long-term Disability Insurance (LTD)

Without a steady income, most people would not be able to make payments on their homes or keep their family financially stable. LTD reduces the burden during these unstable times. It is a convenient, economical way of securing an income while out of work from an unexpected injury or illness. Your employer has made LTD coverage available for you to enroll in. Below are some of the major features of this program.

Eligibility	All eligible, active full time employees
Group LTD Benefit Percentage	60%
Maximum Monthly Benefit	\$5,000
Minimum Monthly Benefit	\$100 or 10% of gross monthly earnings, whichever is greater
Elimination Period	90 days
Maximum Period Payable	Social Security Normal Retirement Age (SSNRA)
Social Security Offset Method	Primary and Family Integration
Own Occupation Period	24 months
Partial Disability	
Earnings Test – During Own Occ Period	80%
Earnings Test – After Own Occ Period	60%
Work Incentive Benefit	Proportionate – 12 months. Partially disabled employees are eligible for a Work Incentive Benefit. The Work Incentive Benefit allows the partially disabled employee to receive their monthly benefit if their benefit plus their earnings do not exceed 100% of indexed pre-disability income. If their benefit plus their earnings exceeds 100% of indexed pre-disability income, their benefit is reduced by the excess. After 12 months, the employee's Work Incentive Benefit is calculated by multiplying their monthly benefit by their loss of salary ratio. "Partially Disabled" means that an employee is working in a partial or part-time capacity after becoming disabled and meets the earnings test shown above.
Rehabilitation Incentive Income (RII)	Proportionate–12 months. RII is offered to employees who agree to take part in a rehabilitation plan, structured to return them to gainful employment in another occupation because they can not return to their regular occupation. During the first 12 months, RII is equal to the monthly benefit. If disability earnings during this period exceed 100% of indexed pre-disability earnings, the monthly benefit is reduced by the excess. After 12 months, RII is equal to the monthly benefit reduced by multiplying the monthly benefit by the adjusted loss of salary ratio.
Survivor Benefit	If the employee passes away after being disabled and receiving long-term disability benefits for 6 consecutive months, We will pay the employee's beneficiary a lump sum benefit equal to three months of disability benefits.
Day Care Expense Benefit	While receiving RII, and participating in an approved rehabilitation plan, the claimant may be reimbursed for eligible day care expenses.

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Mental Disorder Limitation	24 months
Substance Abuse Limitation	24 months
Special Conditions Limitation	Unlimited
Pre-Existing Condition Limitation	3/12 - A pre-existing condition means a sickness or injury for which an employee received treatment within 3 months prior to the effective date. Any disability contributed to or caused by a pre-existing condition within the first 12 months of the effective date will not be covered.
Additional Features	Disability Resource Services - In addition to the resource services available on-line at GuidanceResources.com , Disability Resource Services provides a 24-hour telephonic support for all LTD insureds for behavioral health issues. A staff of master degree clinicians are available to provide each caller with assessment, counseling and referral advice for face-to-face counseling. Face-to-face counseling – Up to three face-to-face counseling sessions per year to address appropriate behavioral health issues. Available for groups with 10 or more employees.

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**BlueCross BlueShield
of Texas**

Group Benefit Program Summary for

THURMOND EYE ASSOCIATES, PLLC - GAE4022 - Class 3

Group Long-term Disability Insurance (LTD)

Without a steady income, most people would not be able to make payments on their homes or keep their family financially stable. LTD reduces the burden during these unstable times. It is a convenient, economical way of securing an income while out of work from an unexpected injury or illness. Your employer has made LTD coverage available for you to enroll in. Below are some of the major features of this program.

Eligibility	ALL ACTIVE FULL TIME SURGICAL PROFESSIONAL EMPLOYEES
Group LTD Benefit Percentage	60%
Maximum Monthly Benefit	\$6,000
Minimum Monthly Benefit	\$100 or 10% of gross monthly earnings, whichever is greater
Elimination Period	90 days
Maximum Period Payable	Social Security Normal Retirement Age (SSNRA)
Social Security Offset Method	Primary and Family Integration
Own Occupation Period	Definition of disability is inability to do own occupation for duration of the claim
Partial Disability Earnings Test	80%
Work Incentive Benefit	Proportionate – 12 months. Partially disabled employees are eligible for a Work Incentive Benefit. The Work Incentive Benefit allows the partially disabled employee to receive their monthly benefit if their benefit plus their earnings do not exceed 100% of indexed pre-disability income. If their benefit plus their earnings exceeds 100% of indexed pre-disability income, their benefit is reduced by the excess. After 12 months, the employee’s Work Incentive Benefit is calculated by multiplying their monthly benefit by their loss of salary ratio. “Partially Disabled” means that an employee is working in a partial or part-time capacity after becoming disabled and meets the earnings test shown above.
Rehabilitation Incentive Income (RII)	Proportionate–12 months. RII is offered to employees who agree to take part in a rehabilitation plan, structured to return them to gainful employment in another occupation because they can not return to their regular occupation. During the first 12 months, RII is equal to the monthly benefit. If disability earnings during this period exceed 100% of indexed pre-disability earnings, the monthly benefit is reduced by the excess. After 12 months, RII is equal to the monthly benefit reduced by multiplying the monthly benefit by the adjusted loss of salary ratio.
Survivor Benefit	If the employee passes away after being disabled and receiving long-term disability benefits for 6 consecutive months, We will pay the employee’s beneficiary a lump sum benefit equal to 3 months of disability benefits.
Day Care Expense Benefit	While receiving RII, and participating in an approved rehabilitation plan, the claimant may be reimbursed for eligible day care expenses.

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Mental Disorder Limitation	24 months
Substance Abuse Limitation	24 months
Special Conditions Limitation	24 months
Pre-Existing Condition Limitation	3/12 - A pre-existing condition means a sickness or injury for which an employee received treatment within 3 months prior to the effective date. Any disability contributed to or caused by a pre-existing condition within the first 12 months of the effective date will not be covered.
Additional Features	Disability Resource Services - In addition to the resource services available on-line at GuidanceResources.com , Disability Resource Services provides a 24-hour telephonic support for all LTD insureds for behavioral health issues. A staff of master degree clinicians are available to provide each caller with assessment, counseling and referral advice for face-to-face counseling. Face-to-face counseling – Up to three face-to-face counseling sessions per year to address appropriate behavioral health issues. Available for groups with 10 or more employees.

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**BlueCross BlueShield
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Group Benefit Program Summary for

THURMOND EYE ASSOCIATES, PLLC - GAE4022 - Class 2

Group Long-term Disability Insurance (LTD)

Without a steady income, most people would not be able to make payments on their homes or keep their family financially stable. LTD reduces the burden during these unstable times. It is a convenient, economical way of securing an income while out of work from an unexpected injury or illness. Your employer has made LTD coverage available for you to enroll in. Below are some of the major features of this program.

Eligibility	ALL ACTIVE FULL-TIME EMPLOYEES NOT ELIGIBLE IN ANOTHER CLASS
Group LTD Benefit Percentage	60%
Maximum Monthly Benefit	\$5,000
Minimum Monthly Benefit	\$100 or 10% of gross monthly earnings, whichever is greater
Elimination Period	90 days
Maximum Period Payable	Social Security Normal Retirement Age (SSNRA)
Social Security Offset Method	Primary and Family Integration
Own Occupation Period	Definition of disability is inability to do own occupation for duration of the claim
Partial Disability Earnings Test	80%
Work Incentive Benefit	Proportionate – 12 months. Partially disabled employees are eligible for a Work Incentive Benefit. The Work Incentive Benefit allows the partially disabled employee to receive their monthly benefit if their benefit plus their earnings do not exceed 100% of indexed pre-disability income. If their benefit plus their earnings exceeds 100% of indexed pre-disability income, their benefit is reduced by the excess. After 12 months, the employee’s Work Incentive Benefit is calculated by multiplying their monthly benefit by their loss of salary ratio. “Partially Disabled” means that an employee is working in a partial or part-time capacity after becoming disabled and meets the earnings test shown above.
Rehabilitation Incentive Income (RII)	Proportionate–12 months. RII is offered to employees who agree to take part in a rehabilitation plan, structured to return them to gainful employment in another occupation because they can not return to their regular occupation. During the first 12 months, RII is equal to the monthly benefit. If disability earnings during this period exceed 100% of indexed pre-disability earnings, the monthly benefit is reduced by the excess. After 12 months, RII is equal to the monthly benefit reduced by multiplying the monthly benefit by the adjusted loss of salary ratio.
Survivor Benefit	If the employee passes away after being disabled and receiving long-term disability benefits for 6 consecutive months, We will pay the employee’s beneficiary a lump sum benefit equal to 3 months of disability benefits.
Day Care Expense Benefit	While receiving RII, and participating in an approved rehabilitation plan, the claimant may be reimbursed for eligible day care expenses.

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Mental Disorder Limitation	24 months
Substance Abuse Limitation	24 months
Special Conditions Limitation	24 months
Pre-Existing Condition Limitation	3/12 - A pre-existing condition means a sickness or injury for which an employee received treatment within 3 months prior to the effective date. Any disability contributed to or caused by a pre-existing condition within the first 12 months of the effective date will not be covered.
Additional Features	Disability Resource Services - In addition to the resource services available on-line at GuidanceResources.com , Disability Resource Services provides a 24-hour telephonic support for all LTD insureds for behavioral health issues. A staff of master degree clinicians are available to provide each caller with assessment, counseling and referral advice for face-to-face counseling. Face-to-face counseling – Up to three face-to-face counseling sessions per year to address appropriate behavioral health issues. Available for groups with 10 or more employees.

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