

Summary of RBC Insurance / McMaster University Clinical Faculty Long Term Disability Plan

July 1, 2010 Renewal Unit Rate \$3.29 per \$100.00 of Monthly Benefit

Benefit

Monthly Benefit (as of September 1, 2006)	85% of NET income Less \$6,000 GSI coverage for Class 1 Less \$3,500 GSI coverage for Class II Less \$2,000 GSI coverage for Class III
Maximum Monthly Benefit	\$11,000 non taxable
Non Evidence Maximum	\$10,000 / month + GSI amount
Eligibility for Coverage	Minimum of 20 hours per week.
Elimination Period	180 days
Duration of Benefit	To age 65 (if disabled between age 64 and 65 you will be paid for 1 year)
Definition of Disability	Own occupation to age 65.
Partial Disability Benefits	Yes, with a loss between 20 to 80 percent of indexed monthly earnings.
Conversion Option	Yes, within 31 days of termination capped at \$4,000 / month.
Cost of Living	Yes, the lesser of 3% or CPI.
Future Entrants Eligibility	0 day waiting period.
Pre-Existing Condition	All current employees as of Feb. 1/01 are covered without pre-existing condition. New hires after Feb. 1/01 subject to 3/12 rule.
Survivor Benefit	Lump sum equal to 3 months gross disability payments after satisfying the elimination period.
Spouse Disability Benefit	If your spouse is unable to perform 2 activities of daily living, a benefit of \$1,000 / month will be paid a maximum of 2 years after a 60 day elimination period while residing in Canada.
Direct Offsets	Primary CPP, Worker's Compensation.
Association Plan Offsets	No offset up to 100% of pre-disability earnings.
Additional Offsets	No fault auto; Disability or retirement benefits from employer's retirement plan; EI benefits; Any other group LTD plans.
Waiver of Premium	180 days
Recurrent Disability	180 days
Best Doctors	Yes
Index Pre-Disability Earnings	Yes
Coverage for Leave of Absence	30 days after the end of the month leave began; eg: Mar. 15..coverage to April 30. <u>Paid</u> sabbatical leaves will be covered up to one year, unless in a war zone.
Participation Requirement	100% of eligible employees
Class I:	All full time employees earning \$160,000 per year or more. (13,333.34 or more per month)
Class II:	All full time employees earning \$90,000 to \$159,999 (\$7,500.00 to \$13,333.33 per month)
Class III:	All full time employees earning less than \$90,000 per year (Less than \$7,500 per month)