What if your last paycheck were your last paycheck?

You may think that a disability won’t happen to you. But did you know:

- 47% of all people age 30 will have a long term disability event prior to age 65. (JHA Disability Fact book, 2006)
- Odds are 1 out of 21 that... You will have a disabling accident. (JHA Disability Fact book, 2006)
- In the last 20 years, deaths due to the “big three” (cancer, heart attack, and stroke) have gone down significantly. But disabilities due to those same three are up dramatically! Things that used to kill now disable. (National Underwriter, May 2002)

The risk of disability is far greater than many think.

How would you pay your bills?

Even if you’re not working, you still need to keep a roof over your head, put food on the table, and pay utilities, auto loans, and other expenses. Consider this: roughly half of all mortgage foreclosures are due to disability, whereas only 2-3% are due to death. (National Underwriter May 2002)

Many people make the mistake of assuming that if they became sick or injured and were unable to work and earn a paycheck, they could rely on the following:

- **Social Security**
  Only 1 in 3 applicants initially receives Social Security Disability Income (SSDI) benefits. (Social Security Administration, Annual Statistical Supplement 2005)
  It is important to have a Long Term Disability program in effect so benefits are payable while a claimant is attempting to secure a SSDI award.

- **Workers Compensation**
  Workers Compensation covers only injuries and illnesses that are work-related. About two-thirds of the disabling injuries suffered by workers in 2003 occurred off the job. (JHA Disability Factbook, 2005/6)

- **Personal Savings**
  Do you have sufficient savings to replace your income in case you were without a paycheck for several weeks? How about several months? Several years? Not many people do.

Why Long Term Disability coverage is important:

- A disabling event can occur at anytime and anywhere.
- Social Security awards are never guaranteed and may not be enough to cover your expenses.
- Sometimes personal savings are not enough.

How does Gurley Leep help you protect your paycheck?

Gurley Leep recognizes the value of protecting your paycheck. That’s why they have teamed up with Liberty Life Assurance Company, a member of the Liberty Mutual Group, to provide Long Term Disability (LTD) coverage. If you become disabled due to an illness or accident, you can apply to receive LTD benefits equal to a percentage of your salary.

Contact your Benefit Services department if you have questions regarding your eligibility for Long Term Disability Insurance or specific coverage information. Refer to the Summary Plan Description (SPD) for additional information regarding disability insurance.
Protecting Your Loved Ones

Effective March 1, 2009

**Voluntary Group Long Term Disability Insurance**

for Employees of Gurley Leep Automotive Management, LLC and its Affiliates

This plan offers you an opportunity to purchase Group Long Term Disability Insurance from Liberty Life Assurance Company of Boston through payroll deductions. Please review this document carefully before you make your selection.

**Eligibility**

All Active, Full-Time Employees working a minimum of 35 regularly scheduled hours per week.

**Voluntary Group LTD Insurance Benefits**

**Employee Benefits**

Employees are eligible for 60% of their Basic Monthly Earnings not to exceed a Maximum Monthly Benefit of $6,000 less Other Income Benefits and Other Income Earnings. The Minimum Monthly Benefit is $100 or 10% of your Gross Monthly Benefit, whichever is greater.

You must be continuously disabled for 90 days or more in order to receive Long Term Disability benefits. If you return to work for any 30 or fewer days during this Elimination Period and cannot continue working, you will not need to start a new Elimination Period. Liberty will count those disabled days as part of your elimination period.

You will be considered disabled if, during the Elimination Period and the next 24 months of Disability, you are unable to perform all of the material and substantial duties of your occupation.

For the first 12 months of disability, you are eligible for a work incentive benefit. The work incentive benefit will be an amount equal to your monthly salary multiplied by 60% without any reductions from earnings. The work incentive benefit will only be reduced, if the Monthly Benefit payable plus any earnings exceed 100% of your monthly salary. If the combined total is more, the Monthly Benefit will be reduced by the excess amount so that the Monthly Benefit plus your earnings does not exceed 100% of your monthly salary.

**About Your Coverages**

**Effective Date**

Medical Evidence of Insurability is required for employees who did not enroll during this one time open enrollment or within 31 days of becoming eligible for coverage.

When Medical Evidence of Insurability is required, insurance coverage for you will become effective on the date Liberty Life Assurance Company of Boston approves each applicant.

NOTE: The effective date of insurance will be delayed for employees not actively employed because of injury or illness. The insurance will begin on the date the individual returns to active employment.
**Premium**

**Voluntary Group Long Term Disability**

The premium for the amount of Voluntary Group Long Term Disability Insurance is payable through the convenience of payroll deduction.

To determine your Voluntary Group Long Term Disability Insurance premium:

- Take your monthly salary* and enter into the space provided below
- Multiply this by the amount by $.41 and Divide by 100.

*Monthly salary means your monthly earnings plus commissions and bonuses will be averaged over a 24 month period. Your salary does not include overtime pay and extra compensation other than commissions and bonuses.

Monthly Salary: _____________  
Rate: __ .41 _______  
Divided by 100: ___________  
**Monthly Premium=______________**

**Example:**

Employee A earns $2500 per month in salary, bonuses and commissions (averaged over 24 months)  
His Monthly premium is calculated as: $2500 x .41 /100= $10.25* per month.

*Divide this amount by the number of paychecks received per month to determine the premium deduction for each pay period.*
Additional Features

Three Month Survivor Benefit:
Lump sum payment equal to 3 months of benefits paid to an eligible survivor if you are receiving a benefit and have been disabled for at least 180 days.

Workplace Modification
If you are Disabled or Partially Disabled and receiving a benefit from Liberty, Liberty may reimburse your employer up to the greater of $1,000; or the equivalent of two months of your Monthly Benefit, as part of your benefit for modifications to the workplace to accommodate your return to work or to assist you in remaining at work.

Beneficiary Designation
Be sure to indicate your beneficiary designation on your enrollment form. You may change your beneficiary at any time. You will be the beneficiary for any spouse or dependent coverage that is selected.

Exclusions
Voluntary Group Long Term Disability will not cover any Disability due to:

- War, declared or undeclared, or any act of war
- A gender change, including, but not limited to, any operation, drug therapy or any other procedure related to a gender change.
- Committing or attempting a felony
- No benefit will be payable during any period of incarceration.
- Intentional self-inflicted injuries
- Cosmetic surgery unless such surgery is in connection with an Injury or Sickness sustained while you are covered under this plan;
- Active participation in a riot
- Disability which is caused, contributed to, or results from a Pre-Existing Condition; and which begins in the first 12 months immediately after your effective date of coverage.
- "Pre-Existing Condition" means a condition resulting from an Injury or Sickness for which you were diagnosed or received Treatment within 3 months prior to your effective date of coverage.

***This document describes the highlights of your voluntary group Long Term Disability insurance plan. It does not and is not intended to cover the program in detail. If a conflict exists between a statement in this document and any provision in the policy, the policy will govern.