

### Dear Colleague:

American Airlines has partnered with Harvey Watt and Company as the Claim Administrator for the Pilot Long Term Disability Plan (the Plan). We have enclosed the Claim Application along with the Application Instructions to assist you with submission of the required forms, information and evidence to support of your claim. Please complete all forms and attach the required information as directed. If the information is incomplete, it may unnecessarily delay processing of your claim.

The Plan requires you to file your application "within one (1) year after the Pilot Employee's date of Disability in order to be eligible for benefits". We recommend you return the completed application as soon as possible to help expedite the processing of your disability claim.

In addition there are several aspects of your disability claim that you should be aware of:

- Initial Determination of Eligibility: Harvey Watt will make an initial determination of your claim for benefits based on your application for disability, the medical evidence and other information you submit in support of it.
- 2) <u>Proof of Continuing Disability</u>: Harvey Watt will verify your continued disability, when and as often as may be reasonable but not more than once during a 90 day period. This may include regularly scheduled reports from you and your attending physician(s) as well as Independent Medical Examinations (IME's), Fitness for Duty Exams (FDE's) and other required documentation.
- 3) <u>Return To Work (RTW)</u>: The RTW process can be complex however; AA Medical will continue to assist you through this process. Depending on your disability, direct interaction with the FAA may be required. For this reason, prompt updates are required to keep your claim current. By signing the attached release, your medical file will be shared between Harvey Watt and AA Medical to ensure your prompt return to work. You should also notify AA Medical and your Flight Administration office of your intent to RTW with a probable RTW date as soon as possible.

Thank you in advance for your anticipated cooperation.

Best Regards, Flight Administration

#### **Enclosures**



# American Airlines - Pilot Long Term Disability Claim Application Instructions

### **General Instructions:**

Your claim application consists of four forms: (1) Employee Statement, (2) Employer Statement, (3) Authorization to Obtain Information and (4) Initial Physician's Statement. Please **fill in every space** – do not leave any blanks. If a particular section does not apply to you, or information is not available, write "**N/A**" in the space to indicate you have not overlooked that particular question. <u>Sign and date</u> forms as requested. This will prevent unnecessary delays in processing of your claim.

### Forms - Overview:

### 1. Employee Statement:

This form provides Harvey Watt with required employee information. *If you are eligible for - or - are currently receiving benefits from* Social Security, Workers' Compensation or State Disability you must attach copies of the applicable benefit determination notice. This information is necessary to assure proper documentation and processing of your claim.

### 2. Employer Statement:

This form is to be completed by your local Flight Administrator and provides Harvey Watt with the information regarding your last paid sick and vacation date.

### 3. Authorization to Obtain Information:

Your signature on this form enables Harvey Watt to obtain the necessary information about you to determine your eligibility for benefits. This authorization also allows Harvey Watt to release this information to other people or organization(s) for specific purposes concerning your disability. You will receive a copy of this authorization upon request. This form *cannot be altered* in any manner.

### **4. Initial Physician's Statement**: (Two-part form)

Section I - Employee completes. Section II - Physician completes, including signature. This statement should be completed by each physician (if more than one) who has examined you for your disability and include the appropriate supporting medical documentation\*. Treating or examining physicians should not be related to you by blood, marriage or a domestic partner. You may copy this form or obtain additional copies from Harvey Watt. This form must be completed without cost to either Harvey Watt or American Airlines.

\* FAILURE TO PROVIDE COMPLETE AND ACCURATE SUPPORTING INFORMATION MAY DELAY OR JEOPARDIZE THE DETERMINATION OF YOUR CLAIM. (See Physician's Statement for examples of supporting documentation.)

### **Completed Application:**

Please return the Employer Statement to your base Flight Administrator. The Employee Statement, Authorization and Initial Physician's Statement including all supporting documentation should be sent to Harvey Watt at:

Harvey Watt & Company – Claims Department P.O. Box 20787 Atlanta Airport Atlanta, GA 30320

Fax: 404-761-8326



\*RETURN COMPLETED FORM TO HARVEY WATT

<u>In order to properly process your disability claim Harvey Watt must receive all portions of the claim paperwork completed in full.</u>

EMPLOYEE:	
Full Name:	
Street Address:	
City: State:	Zip Code:
Telephone Number:	Cellular Telephone Number:
US Badge Number:	Employee Number:
Date of Birth:	Last 4 digits of Social Security Number:
Email Address:	
Claim Information	
	/ Date you became unable to fly:/
	a either resumed work or plan to resume work://
	retailer resumed work of plain to resume work:
Date Sick Leave commenced:/	Approximate date Sick Leave exhausts:/
	aly one and fill in date certificate is valid through or date that action was
Current ( ) Date/ Lapsed ( ) Date	
Revoked ( ) Date/ Denied ( ) Date	
Complete this section ONLY if your disability is due to I	
Nature of Illness:	
Cause of Illness:	
Date Illness was first noticed:/ Date first	at treated for Illness:/
List of ALL symptoms:	
Have you ever had this condition or been treated for this con	ndition previously? ( ) Yes ( ) No
If Yes, list date(s) of previous treatment(s):/	



Complete this section ONLY if your disability is due to	JURY:	
Complete description of Injury:		
Cause of Injury:		
Date of Assidants / / Time of Assidants		Lainer on Duty? Voc ( ) No ( )
Date of Accident:/ Time of Accident:/		
Attending Physician Information (Attending Physician	ust not be related by blood	l, marriage or a domestic partner)
City:State: Telephone Number:	Fax Telephone Number:	
List any other physicians consulted for this illness or injur		
Name:	Address:	
Telephone Number:		
Name:		
Telephone Number:		
List all periods of hospital admission for the past five y condition or disqualifying condition:	rs that pertain to or may p	ertain to either my medically disabling
Name of Hospital:	Address:	
Telephone Number:		
Date(s) of Admission: From:/ Thru: _ Reason for Admission:		
Name of Hospital: Telephone Number:		
Date(s) of Admission: From:// Thru: _		
Reason for Admission:		
Name of Hospital:		
Telephone Number:		
Date(s) of Admission: From:/ Thru: _	/	
Reason for Admission:		



PRIOR DISABILITY CLAIM HISTORY: List ALL Illnesses and Injuries for which you have filed a disability claim and/or had treatment over the past five years. Be sure to include those claims or treatment that pertain to or may pertain to either your medically disabling condition or disqualifying condition. (Please attach additional pages if more space is needed):

Name of Physician:			_Address:								
Telephone Number:			_								
Date(s) of Treatment:	_/,	//_	,	/	/	,	/	/	_,	_/	_/
Reason for Treatment:											
Name of Physician:											
Telephone Number:			_								
Date(s) of Treatment:	_/,	//_	,	/	/	,	/_	/	_,	_/	_/
Reason for Treatment:											
Name of Physician:			_Address:								
Telephone Number:			<del></del>								
Date(s) of Treatment:											
Reason for Treatment:											
Are you receiving, eligible	e to receive or have	you applied	l to receiv	e bene	fits fro	om: (	check `	YES or N	<b>O</b> )		
	Eligibility		Applied 1	for Bei	nefits		Applic	ation Da	te Re	ceiving	<b>,</b>
Social Security Workers' Compensation State Disability	() Yes () No () Yes () No () Yes () No		() Yes () () Yes () () Yes ()	No					()	Yes ()	No
If yes, please specify the so	ource(s):										
Other earned income : <b>If yes</b> , please specify the so			() Yes ()						()	Yes ()	No
If you become eligible to renotified immediately. We r											



#### Agreement to Reimburse Overpayment of Long Term Disability Benefits

If I receive a disability benefit payment(s) greater than that which should have been paid, I understand and agree that the Plan has the right to recover such overpayment from me in any manner available, including the right to reduce or cease future payments from the Plan or from American Airlines after I return to work from LTD, and I hereby authorize the deduction of any such overpayment from either my LTD payment or payroll check.

I understand that if I fail to apply for Social Security Disability Benefits or furnish a copy of the Social Security award or denial letter within six months after the disability claim is approved, my benefits under the Plan may be offset by an estimated Social Security Disability award amount.

I understand that I am required to furnish evidence of my initial and continued disability as required and directed and that may include furnishing medical records from any or all providers of medical treatment.

I understand that I am required to pursue appropriate qualified medical care and treatment of my disabling condition. Such qualified medical care must be consistent with the nature of my illness or injury. I understand that my Disability will cease to exist if my health is restored so as not to prevent me from acting as an Active Pilot Employee in the service of the Company.

I understand that my LTD payments will cease the day prior to my release to return to work by AA Medical.

I understand that any disability benefit that I receive will be subject to all of the terms and conditions of the plan.

I certify that the information provided by me in support of this claim is true and correct. I understand that any intentional misrepresentation or falsification of information will be reported to American Airlines and could result in disciplinary action.

	_
Printed Name:	
Signature:	
Date:/	



\*FORM TO BE COMPLETED BY BASE FLIGHT ADMINISTRATOR

EMPLOYEE:			
Full Name:			
		US Badge Number:	
Date of Birth:	Last 4 digits of Social Se	ecurity Number:	
Email Address:			
Claim Information			
Date Sick Leave commenced:	<u></u>		
Last day paid sick and/or accrued va-	cation pay/		
Printed Name of Flight Administrato	r:		
Signature:			
Date:/			



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March 2014 8





P. O. BOX 20787, ATLANTA, GA 30320 / TELEPHONE (404) 767-7501 or (800) 241-6103 / FAX (404) 761-8326 / http://www.harveywatt.com

HIPAA: This Authorization has been carefully and specifically drafted to permit disclosure of health information consistent with the privacy rules adopted and subsequently amended by the United States Department Health and Human Services pursuant to Health Insurance Portability and Accountability Act of 1996 (HIPAA).

Instructions for completing the form:

- 1. Complete all applicable areas of the form.
- 2. If you are the Authorized Representative, include a copy of the legal document(s) authorizing you to act on the Employee/Claimant's behalf.
- 3. Sign this form.
- 4. Fax or return this form as soon as possible to expedite processing of your claim retain original for your records.

Your refusal to complete and sign this form may affect your	eligibility for benefits under your	employer's disability plan.
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	/	,
Name of Employee (Please Print)	Last 4 Digits of Social Security Number	Claim Number

#### **Authorization to Disclose Information**

For purposes of determining my eligibility for disability benefits, the administration of my employer's disability benefit plan (which may include assisting me in returning to work), and the administration of other benefit plans in which I participate that may be affected by my eligibility for disability benefits, I permit the following disclosures of information about me to be made in the format requested, including by telephone, fax or mail:

- 1. I permit: any physician or other medical/treating practitioner, hospital, clinic, other medical related facility or service, insurer, pharmacy benefit managers, employer, government agency, (for example, including without limitation the Pension Benefit Guaranty Corporation, Federal Aviation Administration, and Social Security Administration), group policyholder, contract holder or benefit plan administrator to disclose, exchange, discuss or release to Harvey Watt & Company ("Harvey Watt"), my employer and AA Medical, and any, investigative agencies, attorneys, and independent claim administrators acting on Harvey Watt's behalf, any and all information about my disability claim, including health, medical, and employment information.
- 2. I permit Harvey Watt to disclose, exchange, discuss or release to my employer and AA Medical, or to any parties required in the administration of this plan, any and all information about my disability claim, including health, medical, employment information.

#### This Authorization to Disclose Information Includes the Following Information:

Charts, notes, x-ray reports, operative reports, lab and pharmaceutical or medication records and all other medical information, including surgical notes, medical history, diagnosis, testing and test results. Prognosis and treatment of any physical or mental condition, including:

- Any disorder of the immune system, including HIV, Acquired Immune Deficiency Syndrome (AIDS) or other related syndromes or complexes.
- Any communicable or sexually transmitted disease or disorder.
- Any psychiatric or psychological condition, including test results, but *excluding* psychotherapy notes. Psychotherapy notes include: notes recorded (in any medium) by a health care provider who is a mental health professional documenting or analyzing the content of conversation during a private counseling session or a group, joint or family counseling session and that are separate from the rest of the individual's medical records. Psychotherapy notes do not include a summary of diagnosis, functional status, the treatment plan, symptoms prognosis and progress to date.
- Any condition, treatment or therapy related to substance abuse, including alcohol and drugs.

**I understand** that I may revoke this authorization at any time by writing to Harvey Watt and Company at P.O. Box 20787, Atlanta, GA 30320, except to the extent that action has been taken in reliance on it. A revocation of this authorization or the failure to sign this authorization:

- May impair Harvey Watt's ability to evaluate or process my claim for benefits.
- May also impair American Airlines Medical's ability to evaluate my eligibility for FAA license re-certification assistance and may be a basis for Harvey Watt being unable to provide such assistance.





P. O. BOX 20787, ATLANTA, GA 30320 / TELEPHONE (404) 767-7501 or (800) 241-6103 / FAX (404) 761-8326 / http://www.harveywatt.com

**I understand** that the information disclosed to Harvey Watt, my employer and AA Medical pursuant to this authorization may be subject to redisclosure and that information, once disclosed, with my authorization or as otherwise permitted or required by law may no longer be protected by federal rules governing privacy and confidentiality.

**I understand** and agree that this authorization will be valid for 12 months from the date I sign this form or the duration of my claim for benefits, whichever period is shorter. A photocopy of this authorization is as valid as the original form and I have a right to receive a copy upon request.

I hereby authorize any and all of my health care providers to disclose medical record information and/or protected health information to the following:

Harvey Watt & Company Attn: Claims Department P.O. Box 20787 Atlanta, GA 30320 FAX: 404-761-8326

And

American Airlines Medical Department MD4100 HDQ2 P.O. Box 619616 DFW Airport, Texas 75261-9616 FAX: 817-963-6378

I have read both pages of this authorization and understand that by my signature I agree to both pages of this authorization.			
Signature of Employee	 Date		

### INITIAL PHYSICIAN'S STATEMENT

RETURN COMPLETED FORM TO
Harvey Watt & Co.
P. O. Box 20787
Atlanta, GA 30320 FAX-404-761-8326

In order to assist us in expediting the processing of the disability claim for the employee, we require you to complete this form in full, enclose the necessary documentation and return it to us.

The patient is responsible for the completion of this form and the attachment of the necessary documentation without any expense to either American Airlines or Harvey Watt & Co.

TO BE COMPLETED BY PATIENT: (SECTION I)		
Patient:	Doctor:	
Address:	Address:	
Phone Number:	Phone Number:	
Height of Patient: Weight of Patient:	Fax Number:	
Date of Birth:	Specialty:	
TO BE COMPLETED BY PHYSICIAN, not related by DIAGNOSIS: Primary:	blood, marriage, or a domestic partner: (SECTION II)  Secondary:	
Primary ICD-9 Code:	Secondary ICD-9 Code:	
Primary PCT-4 Code (if applicable):	Secondary PCT-4 Code (if applicable):	
Date Patient first consulted for this disability:	Date symptoms first appeared for this disability:	
LIST ALL DATES OF SERVICE: (mm/dd/yyyy)		
LIST ALL LOCATIONS OF SERVICE: (facility, address)		

(a) MEDICAL HISTORY: Detailed description, <u>INCLUDING</u> office notes and summaries of all surgical or medical services rendered on each date including laboratory test results and results of any other tests, such as X-RAYS, EKG's, EEG'S, etc.
(Attach additional pages if more space is needed): <u>PSYCHOTHERAPY NOTES ARE EXCLUDED FROM THIS REQUEST.</u>
(b) RECOMMENDED/PRESCRIBED TREATMENT. Include any therapy or medications that pertain to patient's disability (Attach additional pages if needed.)
<del></del>
(c) RESTRICTIONS/LIMITATIONS: Detail all of the patient's restrictions and activity limitations that pertain to the disability (Attach additional pages if needed.)
(d) PROGRESS: Since first being consulted on the patient's disability please describe their condition
( ) Regressed ( ) Unimproved ( ) Improved ( ) Recovered
(e) WORK STATUS:
Do you believe the patient is now able to perform the duties of <u>their customary</u> occupation as airline pilot? () Yes () No
Dates of Total and Continuous Disablement Preventing engagement in <u>patient's</u> customary occupation:
Date patient was able to return to <u>patient's</u> customary occupation
Estimated date patient will be able to return to <u>patient's</u> customary occupation:
Do you believe the patient is now able to perform the duties of <u>any gainful</u> occupation? () Yes () No
Dates of Total and Continuous Disablement Preventing engagement in <u>any gainful</u> occupation:
Date patient was able to return to any gainful occupation:
Estimated date patient will be able to return to any gainful occupation:

(f) HOSPITALIZATION: Detail all dates of hospital confinement that pertain to the listed disability (include admittance and discharge dates as well as the reason for the confinement)		
(g) OTHER PHYSICIANS: List the names and a	address of ALL consulting physicians for the listed disability	
(h) PROGNOSIS: Detailed Prognosis for Return	to Work	
Physician completing this form confirms he or sh	e is not related to patient by blood, marriage or a domestic partner:	
Printed Name:	• • • • • • • • • • • • • • • • • • • •	
i ilited Name.		
Signature:	Date:	