



Why Long Term Disability



Benefits begin after you have satisfied your plan Selection Elimination Period.



Common Causes of Disability

- Musculoskeletal conditions
- Circulatory conditions
- Cancer
- Nervous system disorders
- Injuries



If you are disabled, monthly payments will pay you a portion of your income up to a maximum benefit determined by your plan selection. That money can be used for everyday expenses like, mortgage or rent, childcare or groceries.

LONG TERM DISABILITY INSURANCE

Long Term Disability insurance covers a part of your income, so you can pay your bills if you're injured or sick and can't work for an extended period of time.

Disabilities are more common than you may realize, and people can be unable to work for many different reasons. There are times when many disabilities can be caused by illness, including common conditions like heart disease and arthritis. Long Term Disability insurance protects your ability to earn an income if you were disabled by a covered disability.

BENEFITS

Monthly benefit after your claim is approved	You will receive a check for your benefits on a monthly basis, based on your plan selection. <ul style="list-style-type: none">• Plan 1 - 50% of Covered Earnings up to \$2,000 per month• Plan 2 - 60% of Covered Earnings up to \$4,000 per month• Plan 3 - 60% of Covered Earnings up to \$7,000 per month
When Benefits Begin	Benefits begin as soon as you have satisfied the elimination period of your selected plan. <ul style="list-style-type: none">• Plan 1 - 180 Days• Plan 2 - 120 Days• Plan 3 - 90 Days
Benefits may be paid for	Up to your Social Security Normal Retirement Age or longer, depending on your age at disability.
Pre-Existing Conditions Limitation	3/12 (you do get credit for time covered under your prior plan). If you enroll for a plan with richer benefits, the increased benefits are subject to pre existing condition limitation
Example Cost (Assuming \$60,000 Salary)	<ul style="list-style-type: none">• Plan 1 - \$2,000 Benefit - \$4.56 Per Month• Plan 2 - \$3,000 Benefit - \$9.25 Per Month• Plan 3 - \$3,000 Benefit - \$10.95 Per Month

PLAN HIGHLIGHTS



To calculate your monthly payroll deduction, use the formula indicated below

1. Enter your Annual Earnings. 1. \$ _____
2. Divide your annual earnings by 12 (monthly earnings). 2. \$ _____
 - Monthly covered earnings cannot exceed:
 - Level 1: \$4,000 per month
 - Level 2: \$6,667 per month
 - Level 3: \$11,667 per month
3. Multiply the amount on Line 2 by the Appropriate rate: 3. \$ _____
 - Level 1: \$0.114
 - Level 2: \$0.185
 - Level 3: \$0.219
4. Divide the amount on Line 3 by 100 and enter the amount on Line 4 to get your monthly payroll deduction. 4. \$ _____

Example Calculation for Level 3 Enrollee:

1. Enter your Annual Earnings. 1. \$ 50,000
2. Divide your annual earnings by 12 (monthly earnings). Monthly covered earnings cannot exceed: 2. \$4,167 (Monthly Earnings)
 - Level 1: \$4,000 per month
 - Level 2: \$6,667 per month
 - Level 3: \$11,667 per month
3. Multiply the amount on Line 2 by \$0.219. 3. \$ 912.57
4. Divide the amount on Line 3 by 100 and enter the amount on Line 4 to get your monthly payroll deduction. 4. \$9.13 (Monthly Payroll Deduction)

ELIGIBILITY

All Active Full-Time Employees working 30 hours or more per week, except for any person working on a temporary or seasonal basis.

CONTRIBUTION REQUIREMENTS

Coverage is 100% Employee Paid.

MAXIMUM BENEFIT DURATION

Benefits will not extend beyond the longer of your Social Security Normal Retirement Age or Duration of Benefits below:

Age at Disablement	Duration of Benefits
61 or less	To Age 65
62	3 1/2 Years
63	3 Years
64	2 1/2 Years
65	2 Years
66	1 3/4 Years
67	1 1/2 Years
68	1 1/4 Years
69 or more	1 Year

FEATURES

- Activities of Daily Living Benefit: Can be eligible for an additional Benefit of 10% of income to a maximum of \$5,000 if you have loss of two or more Activities of Daily Living or have a cognitive impairment
- Conversion Privilege: Can be eligible to convert policy to an individual LTD policy due to termination of employment
- Extended Disability Benefit: Can be eligible to receive 85% of LTD benefit for additional 5 Years after reaching your Benefit Duration if you meet requirements
- Cost of Living Adjustment Benefit: Can be eligible to increase your Net Benefit for by 3% for 5 years to offset inflation
- Rehabilitation Provision
- Partial Disability
- Specific Indemnity Benefit: Provides for a guaranteed number of benefit payments if claimant suffers a dismemberment from an accident resulting in an injury
- Survivor Benefit: 3 months

FEATURES (cont.)

- Transfer of Coverage Provision
- Work Incentive & Child Care Provisions
- Worksite Modification Benefit

VALUE-ADDED SERVICES

- Travel Assistance Services
- ID Theft Recovery Services

LIMITATIONS

- Pre-Existing Condition Limitation: 3/12 (you do get credit for time covered under your prior plan). If you enroll for a plan with richer benefits, the increased benefits are subject to pre-existing condition limitation
- Mental & Nervous Limitation: 24 months outpatient
- Substance Abuse Limitation: 24 months
- Offsets: Your benefit may be reduced by other income sources such as, but not limited to, Social Security, Workers Compensation, State Disability Plans

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