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## Long Term Disability (LTD)

### All employees and Management not eligible in another group

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Long Term Disability Insurance protects a portion of your income if you are sick or injured for an extended period of time. It can pay you a **monthly benefit** if you can't work due to a covered injury or illness. It can pay a benefit as long as you are considered disabled according to your policy.

#### Plan Design

*(Your employer pays for your basic plan and you have the option to purchase additional coverage.)*

- **Employer Funded Base Plan:** 40% of your monthly earnings to a maximum of \$7,500
- **Employee Buyup Options:** 60% of your monthly earnings to a maximum of \$10,000
- **Elimination Period:** 180 days
- **Benefit Duration:** Based on your age when disability occurs, LTD benefits are payable for the period during which you continue to meet the definition of disability up to the Social Security Normal Retirement Age.
- **Pre-Existing Condition Exclusion: 3/6/12** A pre-existing condition is a condition for which you received medical treatment, consultation, care or services including diagnostic measures, or took prescribed drugs or medicines in the **3** months just prior to your effective date. Pre-existing conditions are excluded from coverage if a disability due to the condition begins in the first **12** months after your effective date of coverage, unless you have been treatment free for **6** consecutive months beginning on or after the effective date of coverage. If you were enrolled under the prior carrier LTD plan, continuity of coverage will apply toward the pre-existing condition exclusion.

### Take Advantage of this opportunity to protect your income!

You have 31 days from your eligibility date to apply for the buy-up coverage option. If you do not enroll within this time, you will have to wait until the next annual enrollment to apply for coverage and will be subject to medical underwriting.