

Hampton City Schools (#473328) - Full Time
Your Summary of Long Term Disability (LTD) Benefits
Benefit Election Period: **08/11/2016 to 08/26/2016**

Your Voluntary Long Term Disability Benefits

Financial protection during illness or injury

Coverage Basics

When am I eligible for coverage?

You qualify if you are an active, full-time or job share employees working at least 18 hours a week, you can enroll for Option 1, 2, or 3 (Short Term and Long Term Disability).

All active, full-time or job share employees working 18 hours or more per week and with at least 55 days of sick leave at time of election can enroll for Option 4 (Voluntary Long Term Disability only).

What is the Voluntary Long Term Disability benefit?

60% of your Pre-disability Earnings* up to **\$6,000** a month. Minimum monthly benefit is the greater of \$100 or 10% gross benefit. All eligible employees may purchase Options 1, 2, and 3, which combine STD and LTD. Option 4, which is LTD without STD, is only available to eligible employees who have a balance of at least 55 days of sick leave at the time of election.

*Generally, Pre-disability Earnings include your total income before taxes and any deductions for pre-tax contributions. For definition of your Pre-disability earnings please consult your Booklet-Certificate for additional information.

Are all types of illnesses and injuries covered?

Long Term Disability covers injuries and illnesses that are both work-related and non-work-related.

When does my Voluntary Long Term Disability benefit begin and end?

You are eligible for Long Term Disability (LTD) benefits if you have a significant change in your physical or mental condition(s) and cannot perform the material duties of your occupation because of that illness, injury or disabling pregnancy-related condition. As a result, your work earnings are **80%** or less than your pre-disability earnings.

Your benefit will extend beyond **24** months only if you cannot perform the material duties of any reasonable occupation and your work earnings are **60%** or less of your pre-disability earnings.

If your occupation requires a professional license or certification, you will not be considered disabled solely because you lose your license or certification.

Your benefit payment will continue for as long as you remain disabled and meet the requirements of the LTD policy, or until you reach Social Security Normal Retirement Age, whichever is sooner. If your disability occurs at age 62 or above, your benefit may be reduced based on pre-determined schedule. Please refer to your Booklet-Certificate.

Are there any reductions, exclusions or limitations on Long Term Disability?

Pre-existing Conditions

If you are a new enrollee, your Long Term Disability policy may limit the benefits you can receive for pre-existing conditions.

A pre-existing condition is an illness, injury or pregnancy related condition for which you were diagnosed, treated; or received medical treatment or; were prescribed medications during the 3 month period prior to your coverage effective date. No benefit will be paid for a disability caused by, or related, to a pre-existing condition that occurs until the earlier of a treatment free period of 12 consecutive months from your effective date or a treatment-free period of 12 consecutive months from your coverage effective date.

Please refer to your booklet certificate for a complete list of income sources that will reduce your benefits, as well as a complete list of exclusions and limitations

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Is there anything else I should know about my plan?

Recurring disabilities

If you return to work full-time from a disability, and become disabled from the same illness or injury in less than 6 months, you will begin receiving benefits again immediately.

If you return to work full time for 6 months or more, a recurring disability will be considered a new disability.

Vocational Rehabilitation and Return to Work

Our goal is to help you return to gainful employment. Consultants will review each claim to determine if rehabilitation services would be appropriate and effective. We will work with your employer to provide reasonable accommodations to help you return to work. You may even qualify for an increase in your benefits by participating in a rehabilitation program.

What additional features should I know about?

Survivor Benefit

Your long term disability policy includes a Survivor Benefit which is paid to an eligible survivor in the event you die while benefits are payable. This benefit is equal to 3 times your gross monthly LTD benefit and would be payable in lump sum.

Additional Comments

Voluntary Long Term Disability (LTD)

Monthly Rate: \$0.31 per \$100 of Monthly Covered Payroll

For example: An employee, earning \$38,500 annually

$\$36,000 \div 12 = \$3,208$ Covered Monthly Payroll

$\$3,208 \div 100$ (Units) = 32.08 (Number of \$100 Units of Monthly Covered Payroll)

$32.08 \times \$0.31 = \9.94 Cost Per Month

_____ $\div 12 =$ _____
Annual Salary Monthly Covered Payroll

_____ $\div \$100 =$ _____
The Lesser of Monthly Covered Payroll or Number of \$100 Units
\$10,000 of Monthly Covered Payroll

_____ \times \$0.31 = _____
Number of \$100 Units Monthly Cost
of Monthly Covered Payroll