

Offered by Life Insurance Company of North America

## Employee-Paid SHORT TERM DISABILITY INSURANCE

### Summary of Benefits

Prepared for: Devereux Advanced Behavioral Health

#### Eligibility:

All active Employees of the Employer regularly working a minimum of 30 hours per week.

**Employee:** You will be eligible for coverage the earlier of 30 days from the date of hire or the first day of payroll period in which 30 days occurs.

#### Available Coverage:

	Gross Weekly Benefit <sup>1</sup>	Maximum Gross Weekly Benefit	Benefit Waiting Period	Maximum Benefit Period
<b>Tier 1</b>	60% of your weekly covered earnings	\$1,500	14 Days for accident 14 Days for sickness	13 Weeks for accident 13 Weeks for sickness
<b>Tier 2</b>	60% of your weekly covered earnings	\$1,500	28 Days for accident 28 Days for sickness	13 Weeks for accident 13 Weeks for sickness

#### Employee's Monthly Cost of Coverage:

Age	Tier 1 Monthly Rate per \$10 of Weekly Benefit
0-19	\$0.940
20-24	\$0.940
25-29	\$1.140
30-34	\$1.350
35-39	\$1.020
40-44	\$0.660
45-49	\$0.700
50-54	\$0.850
55-59	\$0.960

Age	Tier 1 Monthly Rate per \$10 of Weekly Benefit
60-64	\$1.120
65-69	\$1.180
70-74	\$1.180
75-79	\$1.180
80-84	\$1.180
85-89	\$1.180
90-94	\$1.180
95-99	\$1.180

Age	Tier 2 Monthly Rate per \$10 of Weekly Benefit
0-19	\$0.470
20-24	\$0.470
25-29	\$0.550
30-34	\$0.650
35-39	\$0.450
40-44	\$0.300
45-49	\$0.340
50-54	\$0.430
55-59	\$0.450

Age	Tier 2 Monthly Rate per \$10 of Weekly Benefit
60-64	\$0.540
65-69	\$0.540
70-74	\$0.540
75-79	\$0.540
80-84	\$0.540
85-89	\$0.540
90-94	\$0.540
95-99	\$0.540

Actual per pay period premiums may differ slightly due to rounding.  
Rates vary by age and may be subject to change in the future.

#### How to Calculate Your Semi-Monthly Cost:

**Step 1:** Divide your annual salary by 52 to calculate your weekly earnings.

**Step 2:** Multiply this amount by the benefit percentage defined above in the Available Coverage section. For example, 60% would be .60. Now, you have your gross weekly benefit.

**Step 3:** Use the chart above to find your Monthly rate based on age. Multiply this rate by your gross weekly benefit, or the maximum gross weekly benefit, whichever is less.

**Step 4:** Divide the total by 10. The result is your Monthly cost.

**Step 5:** Multiply your Monthly cost by 12.

**Step 6:** Divide by 24. The result is your **Semi-Monthly Cost**.

### **Important Definitions and Policy Provisions:**

**Disability** - "Disability" or "Disabled" means if solely because of a covered injury or sickness, you are unable to perform the material duties of your regular job and you are unable to earn 80% or more of your covered earnings from working in your regular job. We will require proof of earnings and continued disability.

**Covered Earnings** - "Covered Earnings" means your wages or salary, not including overtime pay, bonuses, commissions, and other extra compensation.

**When Benefits Begin** - You must be continuously Disabled for 14 Days for an accident and 14 Days for a sickness for Tier 1 or 28 Days for an accident and 28 Days for a sickness for Tier 2 before benefits will be paid for a covered Disability.

**How Long Benefits Last** - Once you qualify for benefits under this plan, the maximum number of weekly Disability benefits is 13 Weeks for an accident and 13 Weeks for a sickness. Disability benefits will end sooner if you no longer qualify for benefits.

**When Coverage Takes Effect** - Your coverage takes effect on the later of the policy's effective date, the date you become eligible, the date we receive your completed enrollment form if required, or the date you authorize any necessary payroll deductions if applicable. If you're not actively at work on the date your coverage would otherwise take effect, your coverage will take effect on the date you return to work. If you have to submit proof of good health, your coverage takes effect on the date we agree, in writing, to cover you.

### **Benefit Reductions, Conditions, Limitations and Exclusions:**

**Effects of Other Income Benefits** - This plan is structured to prevent your total benefits and post-disability earnings from equaling or exceeding pre-disability earnings. Therefore, we reduce this plan's benefits by an amount equal to any Social Security retirement and/or disability benefits payable to you, your dependents, or a qualified third party on behalf of you or your dependents. Your disability benefits will not be reduced by any Social Security disability benefits you are not receiving as long as you cooperate fully in efforts to obtain them and agree to repay any overpayment when and if you do receive them. Disability benefits will be reduced by amounts received through other government programs, sick pay, employer funded retirement benefits, workers' compensation, franchise/group insurance, auto no-fault, and damages for wage loss. For details, see your Certificate of Insurance.

**Termination of Disability Benefits** - Your benefits will terminate when your Disability ceases, when your benefit duration period is exceeded, you earn more than your allowable Covered Earnings, or the date benefits end because you did not comply with the terms and conditions of the policy.

**Exclusions** - This plan does not pay benefits for a Disability which results, directly or indirectly, from any of the following:

- Suicide, attempted suicide, or intentionally self-inflicted injury while sane or insane.
- war or any act of war, whether or not declared.
- active participation in a riot;
- commission of a felony;
- the revocation, restriction or non-renewal of an Employee's license, permit or certification necessary to perform the duties of his or her occupation unless due solely to Injury or Sickness otherwise covered by the Policy.
- any cosmetic surgery or surgical procedure that is not Medically Necessary.
- an Injury or Sickness for which the Employee is entitled to benefits from Workers' Compensation or occupational disease law.
- an Injury or Sickness that is work related.

In addition, the plan does not pay disability benefits any period of Disability during which you are incarcerated in a penal or corrections institution.

Terms and conditions of coverage for Short Term Disability insurance are set forth in Group Policy No. VDT 980193. This is not intended as a complete description of the insurance coverage offered. This is not a contract. Complete coverage details, including premiums, are contained in the Policy Certificate. If there are any differences between this summary and the group policy, the information in the group policy takes precedence. Product availability and/or features may vary by state. Please keep this material as a reference. Insurance coverage is issued on group policy form number: Policy Form TL-004700. Coverage is underwritten by Life Insurance Company of North America, 51 Madison Avenue New York, NY 10010.

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