



**Las Lomas School District
Long Term Disability Program
Benefit Illustration**

Plan Features:

- o This plan covers 60% of your current monthly salary if you suffer from a disabling accident or illness on or off the job.
- o The maximum monthly benefit is \$2,000; the minimum monthly benefit covered under this plan is lesser of 10% or \$100.
- o Benefit payments will begin after you have been unable to work for 90 days (elimination period) due to disability.
- o Until age 65, you will receive benefit payments while you are unable to work in your own occupation.
- o You will receive benefit payments until Social Security Normal Retirement Age while you remain disabled.
- o Maternity is covered as any other illness.
- o You will receive your benefit payment on a monthly basis.
- o This coverage is integrated with CA SDI.
- o The Guardian will waive your premium payment for this plan while you are entitled to receive a benefit.
- o Your covered salary excludes bonuses and commissions.
- o If an employee dies while disabled, eligible survivors will receive the employee's 3-month net disability benefit in one lump sum.
- o Under a zero day residual contract, an insured can return to work in a limited capacity in his own or some other job. There is no requirement for an initial period of total disability. Return to work earnings are not offset until they exceed 20% of the disabled insured's pre-disability earnings. When return to work earnings reach 80% of the insured's pre-disability earnings, the insured is no longer considered disabled, and the disability claim ends.
- o This plan includes a work incentive feature. We will not reduce our benefit by your part-time earnings for the first 12 months of partial employment, unless the sum of such earnings and our gross monthly benefit exceeds 100% of your prior earnings. If the total exceeds 100%, we deduct only the excess from our benefit.
- o Rehabilitation: Participation entitles the insured to receive an LTD benefit equal to 110% of the net payment they would otherwise be entitled to. Eligibility is determined by Rehabilitation Specialist.

Once I receive Disability benefits, will my premiums be waived?

Yes. Your premium payments will be waived once you satisfy the elimination period and are eligible to receive a benefit.

Will my disability benefit checks be taxable?

Depending on how your disability plan is administered, your benefit checks could be taxable. Ask your Guardian representative for details. If you pay your plan premiums with pre-tax dollars, your benefit checks will be taxable. We will automatically withhold Social Security, or FICA, taxes from your checks. If, however, you pay your premiums with post-tax dollars, your benefit checks will be tax free.

How often will I receive a disability benefit check?

Long term disability benefits are paid monthly.

Will payments from other sources affect the amount of disability benefits paid to me?

Yes. Your disability benefit will be reduced by other sources of income you receive due to your disability, such as Workers' Compensation and Social Security. Ask your Guardian representative for details.

When will my coverage go into effect?

Your benefits coordinator will notify you when your coverage takes effect. You must be working full time on the effective date of your coverage; otherwise, your coverage becomes effective the day you return to work full time, subject to the full terms of the plan.

Long Term Disability General Limitations and Exclusions: We limit the duration of payments for long term disabilities caused by mental or emotional conditions, or alcohol or drug abuse. We do not pay benefits for charges relating to a covered person: taking part in any war or act of war (including service in the armed forces); committing a felony or taking part in any riot or other civil disorder; or intentionally injuring themselves or attempting suicide while sane or insane. We do not pay benefits during any period in which a covered person is confined to a correctional facility, an employee is not under the care of a doctor; and the employee's loss of earnings is not solely due to disability. This policy provides disability income insurance only. It does not provide "basic hospital," "basic medical," or "major medical" insurance as defined by the New York State Insurance Department. If the plan is new (not transferred): This LTD plan does not pay charges relating to a pre-existing condition. A pre-existing condition includes any condition for which an employee consults with a physician, receives advice or treatment, or takes prescribed drugs. Employees must be legally working in the United States in order to be eligible for coverage. Underwriting must approve coverage for employees on temporary assignment: (a) exceeding 1 year; or (b) in an area under travel warning by the US Department of State, subject to state specific variations. Please refer to plan documents for specific time periods. Contract #'s GP-1-LTD94-A,B,C-1.0 et al.; GP-1-STD94-1.0 et al; GP-1-LTD2K-1.0 et al, GP-1-STD2K-1.0 et al

This handout is for illustrative purposes. You will receive benefit booklets when your enrollment application is processed. If there is a discrepancy between this handout and your benefit booklet, the benefit booklet prevails.