

## VOLUNTARY SHORT-TERM DISABILITY INSURANCE BENEFITS SUMMARY



### For Employees of American Benefits Association

<b>ELIGIBILITY – ALL ELIGIBLE EMPLOYEES – 52 WEEKS</b>	
<b>Eligibility Requirement</b>	You must be actively at work (able to perform all normal duties of your job) to be eligible for coverage.
<b>Minimum Work Hours</b>	You must be working a minimum of 30 hours per week to be eligible for coverage
<b>Coverage Payment</b>	You pay 100% of the premium for this coverage through easy payroll deduction.
<b>BENEFITS</b>	
<b>Benefits Begin (Elimination Period)</b>	If you become disabled, there is an elimination period before benefits are payable. Your benefits begin: <ul style="list-style-type: none"> <li>• On the 61<sup>st</sup> day of your disability injury.</li> <li>• On the 61<sup>st</sup> day of your disabling illness.</li> </ul>
<b>Weekly Benefit</b>	\$250
<b>Maximum Benefit Period</b>	Short-term disability benefits are available for up to 52 weeks
<b>Maximum Weekly Benefit</b>	NaN
<b>Definition of Disability</b>	Disability and disabled mean that because of an injury or illness, a significant change in your mental or functional abilities has occurred, for which you are prevented from performing at least one of the material duties of your regular job and are unable to generate current earnings which exceed 99% of your weekly earnings from your regular job. You can be totally or partially disabled during the elimination period.
<b>Definition of Weekly Earnings</b>	<i>Weekly earnings</i> is the gross weekly income you receive from your employer for the week immediately prior to the onset of disability, which is used to determine your benefit in the event of a claim. Earnings may include commissions, bonuses, overtime, shift differential pay or other extra compensation.
<b>FEATURES</b>	
<b>Partial Disability Benefits</b>	If you become disabled and can work part-time (but not full-time), you may be eligible for partial disability benefits, which will help supplement your income until are able to return to work full-time.
<b>Survivor Benefit</b>	If you pass away while receiving short-term disability, your benefits will be provided to your eligible survivors for a period of time after your death.
<b>Waiver of Premium</b>	The premium for your short-term disability coverage is waived while you are receiving benefits.
<b>Portability</b>	The portability allows you to continue this insurance program should your employment end, without having to provide evidence of insurability (information about your health).
<i>Note: Additional information about the benefits and features of this plan will be included in the summary of coverage, which you will receive after enrolling, and in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.</i>	
<b>EXCLUSIONS &amp; LIMITATIONS</b>	
<b>Pre-existing Conditions Limitation</b>	Disabilities that occur during the first 6 months of coverage due to a pre-existing condition during the 3 months prior to coverage are excluded.
<b>Other Exclusions</b>	Information about other exclusions for this plan will be included in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.

*This information describes some of the features of the benefits plan. Benefits may not be available in all states. Please refer to the certificate booklet for a full explanation of the plan's benefits, exclusions, limitations and reductions. Should there be any discrepancy between the certificate booklet and this outline, the certificate booklet will prevail. Benefits availability is subject to final acceptance and approval of the group application by Mutual of Omaha. Short-term disability insurance is underwritten by Mutual of Omaha Insurance Company or United of Omaha Life Insurance Company. Mutual of Omaha Insurance Company is licensed in all 50 states. United of Omaha Life Insurance Company is licensed in all states but New York. In New York, Mutual of Omaha Insurance Company underwrites the plan. Policy Form Number 7000GM-MU-EZ 2001.*



## THE NEED FOR DISABILITY INSURANCE

Your ability to earn an income may be your most important asset. Most people wouldn't think twice about insuring their home, automobile or health. However, many do not recognize the need to insure their income. According to LIMRA, 12 percent of households would immediately have trouble meeting everyday living expenses after several months.<sup>1</sup>

*Disability insurance from Mutual of Omaha pays you cash benefits when you're sick or hurt and can't work.*

### HOW MUCH DO I NEED?

A lengthy disability can be devastating, and is more common than you might think. It can result in a loss of income, independence and financial security. Consider how long your savings would pay for:

- **Mortgage or rent**
- **Credit cards and other debts**
- **Health care**
- **Groceries**
- **Utilities**
- **Car payments**
- **Other transportation**
- **Clothing**

### DISABILITY CAN BE DEVASTATING

- Disability causes nearly 50 percent of all mortgage foreclosures; only two percent of foreclosures are caused by death<sup>2</sup>
- Four in ten U.S. workers often or always live paycheck to paycheck<sup>3</sup>
- 64 percent of all disabilities are not work related and fall outside the scope of Workers' Compensation<sup>4</sup>

### EASY-TO-UNDERSTAND PROTECTION

- **Elimination Period** – The amount of time you must be disabled before benefits begin
- **Benefit Amount** – The amount paid direct to you for as long as you're disabled or until you've reached the plan's Maximum Benefit Period
- **Maximum Benefit Period** – The longest period of time benefits are payable to you
- **Continuation of Benefits** – Under this feature, your disability insurance coverage continues at no cost to you while you are receiving benefits

Elimination Period (Days)	<b>Disability Benefits (Paid weekly or monthly)</b>
Amount of time you must be disabled	Benefits Period Number of weeks, months or years

#### Sources:

<sup>1</sup> LIMRA, 2006 Report

<sup>2</sup> Health Affairs, *The Policy Journal of Health Sphere*, Feb. 2, 2005

<sup>3</sup> CareerBuilders 2007

<sup>4</sup> Source: National Safety Council- 2006 Report

*Disability insurance is underwritten by United of Omaha Life Insurance Company, Mutual of Omaha Plaza, Omaha, NE 68175, which is licensed in all states, except New York. Policy form number: 7000GM-U-EZ 2001 or state equivalent (in Oregon, 7000GM-U-EZ 2001 OR; in Oklahoma, 7000GM-U-EZ 2001 OK; in Washington, 7000GM-U-EZ 2001 WA). In New York, disability insurance is underwritten by Mutual of Omaha Insurance Company, Mutual of Omaha Plaza, Omaha, NE 68175, which is licensed in all states. Policy form number: 7000GM-M-EZ 2001.*

*United of Omaha Life Insurance Company is responsible for its own contractual and financial obligations.*