

Choosing to protect your lifestyle

Long-Term Disability Insurance

What happens if I'm sick or injured and can't work for months ... or even years?

If a sudden illness or serious accident occurred, you could go from breadwinner to dependent in the blink of an eye. And the chances of that happening are much greater than you may think:

- Almost 3 in 10 workers entering the work force today will become disabled before retiring.¹
- The average long-term disability absence is 2.5 years.²

Disability can have long-lasting financial consequences

- Nearly 50% of all mortgage foreclosures are the result of disability, compared to 2% caused by death.³
- Two-thirds of applicants to the Social Security Disability Insurance program are initially denied, and the wait for appeals averages more than 500 days.⁴
- With an average monthly benefit of \$978,⁵ Social Security Disability Insurance is often not enough to maintain the standard of living of those who qualify.

Even if you're part of a two-income family, the repercussions of being unable to work for an extended period can be severe.

Long-Term Disability insurance offers you a way to replace part of your income if you should suffer a serious illness or injury and can't work. And through your employer, you can get this protection at an affordable group rate.

How do I know if I'm eligible to participate in this plan?

You are eligible to participate if you are an active full-time employee as defined by your employer and meet any other policyholder defined eligibility requirements.



Key Advantages of This Plan

- You can purchase coverage without providing proof of good health.
- You're covered for injury or sickness 24 hours a day, seven days a week, on or off the job.
- Your plan also includes Rehabilitation benefits that provide services and support to help you return to active work.

Sources:

¹ Social Security Administration, Fact Sheet, Jan 31, 2007

² Commissioner's Individual Disability Table A

³ Health Affairs, The Policy Journal of the Health Sphere, Feb. 2, 2005

⁴ Kansas City Star *Long Delays Add to Misery* December 14, 2007

⁵ Social Security Administration, Fact Sheet, Jan 31, 2007

Long-Term Disability Q&A

Q. I'm not signed up for Long-Term Disability. Can I sign up now?

- A. Yes! Whether you've just become eligible for this coverage or didn't sign up in the past, now is the time to enroll. You won't need to answer any health questions to join the plan, but a pre-existing conditions limitation will apply. Your benefit election will be effective on the entry date specified in your group policy, provided you're at active work on that date. Otherwise, your coverage becomes effective on the day you return to full-time duties.

Q. How do I qualify for benefits?

- A. You'll start receiving disability payments if you satisfy the qualifying period and meet the definition of disability. During the qualifying period and the next 24 months of disability, you're considered disabled if injury, sickness or pregnancy prevents you from performing at least one of the material duties of your regular occupation. After the qualifying period and the first 24 months of disability, you're considered disabled if you're unable to perform at least one of the material duties of any gainful occupation for which you are qualified by education, training or experience, and which provides as much income as the amount of coverage for which you enrolled.

Q. When would I start receiving benefits?

- A. Your benefits begin after 90 days of disability.

Q. How long can benefits continue?

- A. For most conditions, benefits are payable up to age 65 (or two years, if later), as long as you remain disabled under the policy. However, we may limit benefit payments to 12 months for disabilities due to chronic fatigue syndrome, fibromyalgia, carpal tunnel syndrome, environmental allergic illness, certain subjective musculoskeletal and connective tissue disorders, mental illnesses, alcoholism, and drug or chemical abuse.

Q. What's a pre-existing conditions limitation?

- A. A pre-existing condition is one for which you've seen a medical practitioner or taken medication in the 6 months before your coverage effective date. If your disability begins in the first 12 months of coverage and is due to a pre-existing condition, no benefits are payable. This limitation no longer applies after the earlier of 12 consecutive months ending on or after the effective date of coverage during which you have not consulted with or seen a medical practitioner or received treatment or medication for that condition or 12 consecutive months of coverage under this plan.

Q. Will benefits or payments I receive from other sources affect the amount of benefit I receive under this plan?

- A. Yes. Your benefit may be reduced by disability benefits from retirement or government plans, other group disability plans, no-fault benefits, salary continuance, sick leave pay or 50% of return-to-work earnings.

Q. What happens if I can work on a limited basis? Can I still receive benefits?

- A. Yes, provided you meet the definition of disability. This policy encourages return to work, during the qualifying period or after you have begun to receive payments. In fact, you never have to be totally disabled to receive a benefit under this plan. Your plan also includes rehabilitation benefits that provide services and support initiatives to help you return to active work.

Q. Can I take my insurance with me if I leave my employer?

- A. If your coverage ends after you have been insured under this plan for at least a year, you may be able to convert your coverage to a plan that would be billed to you directly.

How much of my income can I protect?

You can choose monthly benefits in units of \$100 up to 60.00% of your covered basic pay, to a maximum of \$6,000.

Here's how to calculate your maximum monthly benefit and premium.

Enter your monthly pay (*do not include overtime or bonuses*) _____

X 0.6

Your maximum monthly benefit = _____
(round to nearest \$100; cannot exceed \$6,000)

You can select your benefit in units of \$100, starting at \$500 per month, up to the amount you calculated above. Please see the chart to find your premium for the benefit amount you need. Look for the monthly benefit you want in the far left column, then follow across to the column with your age range for the corresponding premium.

Please note: Benefits are shown as *monthly amounts*; premiums are based on *52 payroll deductions per year*.

Weekly (52) Premium Deduction										
	Age	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
Monthly Benefit	\$500	1.08	1.08	1.18	1.57	2.26	3.76	5.66	6.70	7.62
	\$600	1.29	1.29	1.41	1.88	2.71	4.51	6.79	8.04	9.14
	\$700	1.51	1.51	1.65	2.20	3.16	5.26	7.92	9.39	10.67
	\$800	1.73	1.73	1.88	2.51	3.61	6.02	9.05	10.73	12.19
	\$900	1.94	1.94	2.12	2.82	4.06	6.77	10.18	12.07	13.71
	\$1,000	2.16	2.16	2.35	3.14	4.51	7.52	11.31	13.41	15.24
	\$1,100	2.37	2.37	2.59	3.45	4.96	8.27	12.45	14.75	16.76
	\$1,200	2.59	2.59	2.82	3.77	5.41	9.02	13.58	16.09	18.29
	\$1,300	2.81	2.81	3.06	4.08	5.87	9.78	14.71	17.43	19.81
	\$1,400	3.02	3.02	3.30	4.39	6.32	10.53	15.84	18.77	21.33
	\$1,500	3.24	3.24	3.53	4.71	6.77	11.28	16.97	20.11	22.86
	\$1,600	3.45	3.45	3.77	5.02	7.22	12.03	18.10	21.45	24.38
	\$1,700	3.67	3.67	4.00	5.34	7.67	12.79	19.23	22.79	25.90
	\$1,800	3.88	3.88	4.24	5.65	8.12	13.54	20.37	24.13	27.43
	\$1,900	4.10	4.10	4.47	5.96	8.57	14.29	21.50	25.47	28.95
	\$2,000	4.32	4.32	4.71	6.28	9.02	15.04	22.63	26.82	30.48
	\$2,500	5.39	5.39	5.88	7.85	11.28	18.80	28.29	33.52	38.09
	\$3,000	6.47	6.47	7.06	9.42	13.53	22.56	33.94	40.22	45.71
	\$3,500	7.55	7.55	8.24	10.98	15.79	26.32	39.60	46.93	53.33
	\$4,000	8.63	8.63	9.42	12.55	18.05	30.08	45.26	53.63	60.95
	\$4,500	9.71	9.71	10.59	14.12	20.30	33.84	50.92	60.33	68.57
	\$5,000	10.79	10.79	11.77	15.69	22.56	37.60	56.57	67.04	76.19

For premiums for benefit amounts not illustrated in this chart, please contact your Plan Administrator.

Limitations, exclusions, restrictions and reductions

Please carefully review the Other Important Plan Provisions section for additional important plan limitations, exclusions, restrictions and reductions that may apply.

Other Important Plan Provisions

Long-Term Disability

We will not pay benefits for any time you are confined to any facility because you were convicted of a crime or public offense. We will not pay benefits for any disability caused by:

- war or any act of war, whether declared or not
- intentionally self-inflicted injury; while sane or insane
- taking part in or the result of taking part in committing an assault or felony
- participating in any sport for wage, compensation, or profit or racing any type of vehicle in an organized event
- participating in any activity or event, including the operation of a vehicle, while under the influence of a controlled substance unless administered by a doctor or taken according to the doctor's instructions
- your intoxication; this includes but is not limited to operating a motor vehicle while you are intoxicated

In addition, we will not pay benefits if:

- your employer, the policyholder or an associated company has offered you the opportunity to return to limited work while you are disabled
- you are functionally capable of performing the limited work which is offered
- you do not return to work when and as scheduled.

State variations can exist; please contact Sun Life Financial for additional information.