

# MedMutual Life Long-term Disability Insurance

---

## Extra Financial Protection in Times of Need

There are many things we can prepare for financially, like saving up for a house or kids' college. However, sometimes life throws us curveballs and our financial wellness takes a hit. For example, what if you unexpectedly become injured or too sick to work? This could result in lost income while likely being faced with higher expenses including medical bills. Luckily there is a way for you to prepare for these unexpected times through long-term disability insurance (LTD).

**Long-term disability insurance provides financial relief by making up for gaps in monthly income or helping cover expenses for an extended period of time when you're out of work.**

## Q&A

### How does long-term disability insurance work?

When you're covered under an LTD insurance policy, your insurance carrier will pay you a monthly benefit (a percentage of your income) if you experience a disability that affects your ability to work for an extended period of time.

### Why should I consider long-term disability?

It's easy to think "it won't happen to me," but accidents and illnesses can impact anyone. If you're too sick or injured to work, it's likely you won't be able to pay your bills or make ends meet. In fact, a 2020 Federal Reserve Board survey indicated many American adults would struggle financially when faced with a sudden financial disruption, such as loss of income<sup>1</sup>. LTD insurance can help cover a portion of your bills in the event you're unable to collect your normal paycheck.

### Other than being prepared for the unexpected, why is this coverage important?

Quite frankly, experiencing a disability isn't all that uncommon. One in four adults in the United States live with some form of disability<sup>2</sup>. In addition, nearly 90% of disabilities are not work-related and, therefore, are not covered by workers' compensation<sup>3</sup>. Savings won't always be enough to make up for lost income and expenses, but this coverage serves as your safety net in potential times of need.

<sup>1</sup> The Federal Reserve Board (2020). Survey of Household Economics and Decision-making (SHED).

<sup>2</sup> Centers for Disease Control and Prevention.

<sup>3</sup> The Social Security Administration. The Faces and Facts of Disability.

## MedMutual Life Long-term Disability Insurance Plan Highlights

Long-term disability insurance pays you a portion of your earnings if you cannot work due to a disabling illness or injury. Disability is defined in your employer’s contract with MedMutual Life. Typically, being disabled means that you have the inability to perform the material and substantial duties of your occupation due to sickness or injury; are under the regular care of a medical provider and are not working at any job.

Eligibility	
<b>Eligibility Requirement</b>	You must be actively working a minimum of 30 hours per week to be eligible for this coverage.
<b>Premium Payment</b>	The premiums for this insurance are paid in full by your Employer. There is no cost to you for this insurance.
Benefits	
<b>LTD Benefit</b>	60% of your monthly salary to a maximum of \$10,000 per month.
<b>Elimination Period</b>	The elimination period begins on the day you become disabled and is the length of time you must wait while being disabled before you are eligible to receive a benefit.  <b>For Long-term Disability:</b> 180 days.
<b>Maximum Benefit Duration</b>	Up to ADEA I with Social Security Normal Retirement Age
<b>Evidence of Insurability</b>	Evidence of insurability is required for all Late Applicants for Contributory coverage.
<b>Pre-existing Condition Exclusion</b>	Long-term Disability benefit payments will not be paid for any disability which occurs in the first 12 months of coverage if it is contributed to or caused by a Pre-existing Condition for which the employee was treated in the 3 months prior to employee’s effective date of coverage.
<b>Definition of Disability</b>	2 Years Own Occupation
<b>Earnings Test</b>	Own Occupation 80%/Any Occupation 80%
<b>Working Partial Disability Benefit</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 you are able to return to work full-time.
Benefit Details	
<b>Coverage</b>	Coverage is provided for non-occupational disabilities. No Long-term Disability benefits are payable for any disabilities that an Employee is eligible for benefits under any Workers’ Compensation or similar law.
<b>Mental Illness Limitation</b>	24 Months Outpatient (Combined Lifetime)
<b>Substance Abuse Limitation</b>	24 Months Outpatient (Combined Lifetime)
<b>Benefit Payments</b>	Your benefit amount may be reduced by other sources of income, including but not limited to: worker’s compensation law; retirement/government plans, other group disability plans, paid family leave, accumulated vacation, personal time off (PTO), sick leave or salary continuance, settlements on payments received and no-fault benefits.

---

<b>Exclusions</b>	Benefits will not be paid for any Total Disability which is caused by or connected with: <ul style="list-style-type: none"><li>▪ war, declared or not, or any act of war;</li><li>▪ intentionally self-inflicted injuries or illness, while sane or insane;</li><li>▪ your active participation in a riot;</li><li>▪ your attempt to commit or your commission of a felony under federal or state law, or your being engaged in an illegal occupation;</li><li>▪ your service in the armed forces, military reserves or National Guard of any country or International authority, or in a civilian unit serving with such forces;</li><li>▪ cosmetic or reconstructive surgery, except for complications arising from any such surgery or for surgery necessary to correct a deformity caused by accidental injury or sickness;</li><li>▪ an accident resulting from or caused by your operation of a motor vehicle while intoxicated according to the laws of the jurisdiction where the accident occurred; or</li><li>▪ an accident resulting from or caused by your being under the influence of drugs or any controlled substance, unless taken as prescribed by your doctor;</li><li>▪ no benefits are payable for any period of disability during which you are incarcerated in a penal or correctional facility for a period of 30 or more consecutive days or for which you are not under the regular care of a doctor.</li></ul>
-------------------	---

---

**Important Details**

This information provides an overview of Long-term disability benefits. Once a group policy is issued to your employer, a certificate of insurance will be available to explain your coverage in detail.

Long-term disability insurance includes certain limitations and exclusions.

Benefits will be determined based on the administrative policies and procedures of MedMutual Life Insurance Company in accordance with the certificate of insurance.

This document is only a partial listing of benefits. This is not a contract of insurance. The contract or certificate will contain the complete listing of covered benefits.

Benefits listed as of **01/01/2024**.