



Group Disability Income Insurance Enrollment at a Glance

A simple way to protect your financial future.

For the employees of:
Roosevelt School District #66

ReliaStar Life Insurance Company, a member of the Voya[®] family of companies.

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What is Group Short Term Disability Income Insurance?

Group Short Term Disability Income Insurance provides you with benefits to replace part of your paycheck when you can't work because of a sickness or injury. Your Short Term Disability benefits are paid for up to 26 weeks.

When you become disabled, you must complete a waiting period before benefits are payable. During the waiting period, you may use your available paid time off or sick time.

- If the disability was caused by an accidental injury*, the waiting period is 7 days.
- If the disability was caused by sickness, the waiting period is 7 days.

*You must see a doctor within 48 hours of the accident. If you do not, the benefit waiting period for sickness will apply.



What are some common causes of a disability?

- Pregnancy/childbirth
- Accidental injury
- Back injuries
- Heart disease
- Cancer
- Tendonitis
- Rotator cuff surgery
- Arthritis
- Carpal tunnel syndrome

How can Short Term Disability benefits be used?

When your claim is approved, you will receive weekly benefits to replace part of your income based on your coverage level. You may use this money however you would like. Below are a few examples of how your Short Term Disability benefits could be used, depending on how much coverage you have:

- Everyday expenses, such as groceries, utilities, house payments and car payments
- Medical bills and recovery expenses
- Support services during your recovery

Who is eligible?

All active employees working 30+ hours per week.

What amount of coverage am I eligible for?

- Eligible employees may elect coverage of 66.67% of weekly earnings for up to 26 weeks with a minimum weekly benefit of \$25 and a maximum weekly benefit of \$1,154.

Meet Tara

Tara worked full-time to support her active daughter, Claire. One cold evening while walking to her car after work, Tara slipped and fell on a patch of ice, causing her to strain her back, which made her unable to do her job. Tara had no other sources of income or disability benefits outside of her coverage through work during her time off work. Fortunately, Tara had purchased Short Term Disability Income Insurance through her employer, which provided her with benefits to replace 60% of her regular pay while she was unable to work. This helped reduce the potential financial strain Tara would have faced without this insurance. Seven weeks later, Tara's back had healed and she was able to return to work.

\$0	Tara's income while on Disability
-\$900	Monthly rent
-\$250	Utilities
-\$350	Monthly grocery expense
-\$270	Car payment
-\$300	Other (insurance, gas, entertainment, etc.)
-\$2,070	Monthly expense deficit
+\$2,160	Tara's monthly Short Term Disability benefit (60% of her normal income)
\$90	Left over for unexpected expenses or savings

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What does my Short Term Disability Income Insurance include?

The benefits listed below are included with your Short Term Disability coverage. For a list of standard exclusions and limitations, go to the end of this document. For a complete description of your available benefits, along with applicable provisions, exclusions and limitations, see your certificate of insurance and any riders.

- **Vocational rehabilitation:** We have vocational rehabilitation services available to assist you in returning to work when possible.
- **Waiver of Premium:** While you are receiving benefits from us, we will waive your insurance premiums.

How much does Short Term Disability Income Insurance cost?

Rates shown are guaranteed until: 07/01/2020

The cost is calculated based on your age at the start of the plan's current policy year.

Short Term Disability (Weekly) Income Rates

Coverage	Rates per \$10 of weekly benefit
66.67% of Basic Weekly Earnings (benefit percentage)	\$0.86

Use the steps below to calculate your premium payments:

Your eligible annual earnings are the salary or wage you receive from your employer. It does not include bonuses, commissions and/or overtime pay.

Step 1: Divide your eligible annual earnings by 52.

Step 2: Multiple that figure by the benefit percentage. This gives you your weekly benefit amount.

Note: If your calculated weekly benefit is more than the maximum weekly benefit of \$1,154, use the maximum weekly benefit of \$1,154 to continue the calculations in step 3.

Step 3: Divide your weekly benefit amount by 10.

Step 4: Multiple that figure by the rate.

The final figure will be your cost per month.

New Hires

- You do not need to provide evidence of insurability to be covered.

Annual Enrollment

- Evidence of insurability is required for those enrolling beyond the initial eligibility period.
- When evidence of insurability is required, the insurance company will need to approve it before coverage becomes effective.

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Exclusions and Limitations

Short Term Disability Income Insurance Exclusions and Limitations*

Benefits are not payable if your disability results from any of the following:

- Sickness or injury which occurs in any armed conflict, whether declared as war or not, involving any country or government.
- Sickness or injury which occurs while you are on military service for any country or government.
- Intentionally self-inflicted injury or illness, whether you are sane or insane.
- Injury which occurs when you commit or attempt to commit a felony.
- Injury suffered in a fight in which you are the aggressor.
- Sickness or injury due to cosmetic or reconstructive surgery, except for surgery necessary to correct a deformity caused by sickness or accidental injury.
- Sickness or accidental injury for which you have or had a right to payment under a workers' compensation or similar law. This includes payment you would have been entitled to receive if the Policyholder had not declined to provide workers' compensation insurance as allowed by the Policyholder's state of domicile.
- Sickness or accidental injury arising out of or in the course of work for pay, profit or gain.

Benefits are not payable for the portion of any period of disability that you are confined in a penal or correctional institution as a result of conviction for a criminal or other public offense.

Benefits are not payable if your disability is due to a pre-existing condition and you became disabled during the first 12 months your insurance is in effect. A pre-existing condition is a sickness or accidental injury for which, during the 12 months immediately before the effective date of your insurance or increased amount of insurance, you did one or more of the following: received medical treatment, care, services or advice; or took prescribed drugs; or had medications prescribed.

Even though you may experience multiple reasons for your disability, only one disability benefit is payable at any given time.

Your benefits will be reduced by other income you are eligible to receive while disabled. These include but aren't limited to:

- Income received from any form of employment
- Unemployment benefits and any type of income replacement provided by your employer
- Workers' Compensation benefits or benefits from similar programs
- Judgments or settlements you receive related to disability
- Disability or retirement payments under Social Security or other federal and state plans
- Disability income payments under automobile liability insurance benefits
- Disability income payments payable under any other group insurance policy and certain retirement payments provided under your employer's retirement plan

*Limitations and exclusions will vary by state and by your employer's benefit plan.

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Who do I contact with questions?

For more information, please call the Voya Employee Benefits Customer Service Team at (800) 955-7736.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Disability Income Insurance is underwritten by ReliaStar Life Insurance Company, a member of the Voya[®] family of companies. Policy form HP08GP and/or HP13GP (may vary by state).

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