



Group Disability Income Insurance Enrollment at a Glance

A simple way to protect your financial future.

For the Employees of: Glenview Community Consolidated School District 34

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What is Group Long Term Disability Income Insurance?

Group Long Term Disability Income Insurance provides you with benefits to replace a part of your paycheck when you can't work because of a sickness or injury. Long Term Disability Income benefits are paid for the duration of your disability, or to SSNRA.

When you become disabled, you must complete an elimination period meaning that you are absent from work due to the same disability for 180 days or the end of accumulated sick leave, whichever is greater, before benefits are payable. Any days that you are able to work after the start of your disability will not count towards your elimination period. During the elimination period, you may use your available PTO and/or sick time.

How can Long Term Disability benefits be used?

When your claim is approved, you will receive monthly 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 Long Term Disability benefits could be used, depending on how much coverage you have:

- Rent or mortgage payment
- Car payments
- Groceries and utilities
- Medical bills and recovery expenses

Who is eligible?

All active employees working 20+ hours per week.

What amount of coverage am I eligible for?

Your employer provides you with Long Term Disability Income Insurance of 66 2/3% of monthly earnings for up to a maximum monthly benefit of \$15,000. This insurance is provided at no cost to you. The minimum monthly benefit is the greater of \$100 or 10% of your gross monthly benefit.

What are some common causes of disability?

- Cancer
- Heart Disease
- Accidental injury
- Arthritis
- Back injuries
- Stroke

What does my Long Term Disability Income Insurance include?

The benefits listed below are included with your long 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. If applicable, we will provide you with a written plan developed specifically for you.
- **Workplace Modification:** Modifications may be made to your workplace in order to help you return to work.
- **Waiver of Premium:** While you are receiving benefits from us, we will waive your insurance premiums.
- **Survivor Benefit:** If you pass away while receiving disability benefits, we may pay your eligible survivor a lump sum benefit equal to [three/six] times your monthly payment.
- **Family Member Care Expense Benefit:** If you are receiving monthly benefits and are participating in a vocational rehabilitation plan, you may be eligible for a benefit for incurring expenses to care for an eligible family member.

Exclusions and Limitations

Long Term Disability Income Insurance Exclusions and Limitations*

We won't pay benefits if your disability is caused by, contributed to or resulting from your:

- Loss of a professional or occupational license or certification
- Commission of or attempt to commit a felony
- Intentionally self-inflicted injuries
- Attempted suicide, regardless of mental capacity
- Being legally intoxicated or being under the influence of any narcotic, unless taken under the direction of and as directed by a doctor
- Participation in a war, declared or undeclared, or any act of war
- Active military duty
- Active participation in a riot
- Engaging in any illegal or fraudulent occupation, work or employment
- Commission of a crime for which you have been convicted
- Elective surgery, except when required for your appropriate care as a result of your injury or sickness
- Traveling or flying on an aircraft operated by or under the authority of military or any aircraft being used for experimental purposes

We won't pay benefits if your disability begins in the first 12 months following the effective date of your coverage and your disability is caused by, contributed by, or the result of a pre-existing condition. A pre-existing condition means any condition for which you have done any of the following during the 3 months just prior to your effective date of coverage, whether or not that condition is diagnosed or misdiagnosed: received medical treatment or consultation; taken or were prescribed drugs or medicine; or received care or services, including diagnostic measures.

Your benefits may be limited to a shorter time period, such as 24 months during your lifetime, if:

- The disability is due to a mental illness, alcoholism or drug abuse.
- [The disability is due to a special condition as defined in the certificate, such as fibromyalgia or chronic fatigue syndrome.]

Your benefits will be reduced by other income (deductible sources of 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.

Who do I contact with questions?

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

Note that all benefits are subject to change.

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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Glenview Community Consolidated School District 34, Group # 69001-5
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