

# Group Long-Term Disability

## Income Protection for the Security of the Family

Our Long-Term Disability (LTD) plans are more than an insurance contract; they are a commitment to provide income protection to an impacted employee, and a commitment to work with the employer to explore return to work strategies, workplace accommodations and retraining opportunities.

### Plan Options

#### ■ Definition of Disability

##### **Total Disability**

During an initial Own Occ period, an employee is considered Totally Disabled if, due to injury or sickness they are continuously unable to perform the Material and Substantial duties of their Regular Occupation and disability earnings, if any, are less than 20% of their pre-disability earnings. After the Own Occ period, an employee is considered Totally Disabled if they are unable to engage in any Gainful Occupation\*, and disability earnings, if any, are less than 20% of their pre-disability earnings.

##### **Partial Disability**

During the elimination period the employee must be unable to perform all of the Material and Substantial duties of their regular occupation. During an initial Own Occ period, an employee is considered Partially Disabled if, due to injury or sickness they are unable to perform all of the Material and Substantial duties of their Regular Occupation and disability earnings, if any, are at least 20%, but less than 80%<sup>2</sup> of their pre-disability earnings. After the Own Occ period, an employee is considered Partially Disabled if, due to injury or sickness they are unable to engage in any Gainful Occupation<sup>1</sup>, and disability earnings, if any, are at least 20%, but less than 60%<sup>2</sup> of their pre-disability earnings.

<sup>1</sup>Gainful Occupation means the performance of any occupation for wages remuneration or profit, for which the employee is qualified by education, training or experience on a full-time or part-time basis.

<sup>2</sup>Also known as 80/60. Options for 60/60 and 80/80 also available.

#### ■ Initial Own Occupation Periods Include:

24, 36\*, or 60\* months

(\*Available only for select groups).

#### ■ Elimination Period\*\*:

90 or 180 days (other options available)

(\*\*Total disability not required to satisfy Elimination Period).

#### ■ Maximum Benefit Period

Standard and Optional benefit duration schedules are available, based on the employee's age at disability or for limited durations. Employers can choose the schedule to fit their needs.

#### ■ Benefit Percentage

60% or 66 2/3% of Salary Programs Available.

#### ■ Pre-Existing Conditions

3/12 Exclusion (other options available)

#### ■ Return to work strategies - Standard on All Contracts

##### **Work Incentive Benefit**

Our Work Incentive Benefit allows a disabled employee to receive LTD benefits and Disability Earnings up to 100% of pre-disability income for the first 24 months of disability payments. The benefit amount is reduced by the amount in excess of 100%. After 24 months the Work Incentive Benefit can be designed to reduce by either proportionate loss of earnings or 50% of disability earnings.

##### **Rehabilitative Incentive Income (RII)**

At the recommendation of our claims team, a claimant may qualify for Rehabilitative Incentive Income. If participating in a formal rehabilitation program, RII allows a disabled employee to receive LTD benefits and Disability Earnings in excess 100% of pre-disability income for the first 24 months of disability payments.

#### ■ Other Standard Benefits

Worksite Accommodation - Greater of \$1,500 or 2 times monthly benefit.

Survivor Income Benefit - 3 months of last monthly benefit.

Terminal Illness Benefit - 3 times last monthly benefit.

#### ■ Other Benefits Available

Education Benefit; COLA; Rehabilitation Benefit; Catastrophic Disability Benefit; Accidental Dismemberment Benefit.

For Agent Use Only. Group Long-Term Disability is underwritten by Fort Dearborn Life Insurance Company. This brochure is for illustrative purposes only and is not a contract. Only the insurance policy can provide the actual terms, coverages, amounts, conditions and exclusions.

#### Administrative Offices:

Downers Grove, Illinois | Cleveland, Ohio | Dallas, Texas



**FORT DEARBORN LIFE**  
Insurance Company

Chicago, Illinois

A Member of The Preferred Financial Group