

# Smith College Summary of Benefits

## Long-Term Disability Insurance

### Group disability insurance offers income protection

Disability is often called the “forgotten risk,” as few employees think about how they would survive financially with no earned income. The impact of a disabling illness or injury, both financially and emotionally, is devastating.

While health insurance may cover most medical bills, daily living expenses such as rent or mortgage, car payments, and utilities continue. Disability insurance provides partial income replacement if you are unable to work due to a qualifying non-occupational illness or injury. An employee generally begins with what is considered a short-term disability for a period of 13 or 26 weeks. If the illness or injury extends beyond that period it becomes long-term disability.

<b>Eligibility</b>	All Full-Time Faculty Members who hold positions of half-time or more and all Staff Members who hold regular, limited term or grant funded positions of half-time or more, employees in active employment working a minimum of 17.5 regularly scheduled hours per week.	
<b>Waiting Period</b>	You are eligible on the first of the month following date of hire.	
<b>Benefit</b>	<b>LTD Coverage:</b> If you become disabled (as defined in the plan) and remain disabled through the elimination period, the plan benefit pays 60% of your monthly covered earnings, less other deductible sources of income, such as Social Security and workers compensation (see your plan booklet for details). The maximum monthly benefit is \$15,000.	
<b>Elimination Period</b>	Benefits are payable after a period of 180 consecutive days of disability.	
<b>Definition of Disability</b>	You will be considered disabled if, during the elimination period and the next 24 months of disability, you are unable to perform the duties of your “own occupation” and thereafter, you are unable to perform the duties of “any occupation.” Refer to your certificate of coverage for definitions of “own occupation” and “any occupation.”	
<b>Contributions</b>	<p>Premium contributions will either be included, or not included, in your income, based on your election.</p> <p>For purposes of filing your Federal Income Tax Return, this means that under the law as of the date this Policy was issued, your Monthly Benefit might be treated as non-taxable if you elect to include the Premium in your gross income or as taxable if you elect not to include the Premium in your gross income. It is recommended that you contact your personal tax advisor.</p> <p>Any change in the contribution basis may affect the tax treatment for these benefits.</p>	
<b>Maximum Benefit Period</b>	<b>Age at Disability</b>	<b>Maximum Benefit Period</b>
	Less than age 60-----	Greater of SSNRA* or to age 65 (but not less than 5 years)
	60 -----	60 months
	61 -----	48 months
	62 -----	42 months
	63 -----	36 months
	64 -----	30 months

65 -----	24 months
66 -----	21 months
67 -----	18 months
68 -----	15 months
69 and over -----	12 months

\*SSNRA means the Social Security Normal Retirement Age as figured by the 1983 amendment to the Social Security Act and any subsequent amendments.

<b>Year of Birth</b>	<b>Normal Retirement Age</b>
Before 1938 -----	65
1938 -----	65 and 2 months
1939 -----	65 and 4 months
1940 -----	65 and 6 months
1941 -----	65 and 8 months
1942 -----	65 and 10 months
1943-1954 -----	66
1955 -----	66 and 2 months
1956 -----	66 and 4 months
1957 -----	66 and 6 months
1958 -----	66 and 8 months
1959 -----	66 and 10 months
1960 and after -----	67

#### **Successive Disability**

If you become disabled for the same condition within six months following your prior disability, your benefits will continue under the same claim.

#### **Survivor Benefit**

A lump-sum payment, equal to three months of benefits paid, to an eligible survivor or estate if you are receiving a benefit and have been disabled for at least 180 days.

#### **Employee Assistance Program (EAP)**

As an employee covered under your employer's group long-term disability policy issued by Lincoln Financial Group, you are eligible for the EAP. These benefits include financial, legal, and family services and are available to you and your immediate family members. Employee Assistance Program ("Services") are provided by Morneau Shepell. Lincoln Financial Group does not insure or administer these services.

Please Note: Taxability will vary based on election and employer and employee contributions. Evidence of Insurability may be required. Pre-existing condition exclusions may affect the payment of benefits. Please see your Human Resources Department or Benefits Department for additional information.