

# Equitable Plan Details - Long-Term Disability Plan

# Protection for your income

**Protection to help replace income in challenging times. Pays a portion of your salary after you have been ill or injured for an extended period of time.**

When you need to recover from an extended illness or injury, this benefit will start paying a portion of your salary after a certain period of time, typically after short-term disability payments end.

Long-term disability insurance benefit summary



Watch this quick video to learn more

## Did you know?

According to a 2019 study, medically-related income loss contributed to 44% of bankruptcy filings.<sup>1</sup>



Only 28% of U.S. households have enough in liquid savings to cover at least 6 months of their recurring expenses.<sup>1</sup>



## Benefit plan and features

**Class definition:** Class 1 – All Active Full Time Employees

### Coverage details

Cost of Coverage	You pay the full cost.
Monthly Benefit	60% of pre-disability earnings
Maximum Monthly Benefit	\$6,000
Minimum Monthly Benefit	Greater of \$100 or 10% of Gross benefit

## Benefit plan and features

Elimination Period	90 Days	
Maximum Benefit Period	Age When Disabled	Maximum Duration
	Prior to Age 63	To your Social Security Normal Retirement Age or 48 months, whichever is greater
	Age 63	To your Social Security Normal Retirement Age or 42 months, whichever is greater
	Age 64	36 months
	Age 65	30 months
	Age 66	27 months
	Age 67	24 months
	Age 68	21 months
	Age 69 and over	18 months
Definition of Disability	<p>You are prevented from performing one or more of the Essential Duties of:</p> <ol style="list-style-type: none"> <li>1) Your Occupation during the Elimination Period;</li> <li>2) Your Occupation, for the 24 months following the Elimination Period, and as a result Your Current Monthly Earnings are less than 80% of Your Indexed Pre-disability Earnings; and</li> <li>3) after that, Any Occupation.</li> </ol>	
Pre-Existing Condition Limitation	3/12	
Return to Work Incentive Benefit	Included	
Rehabilitation Services	Included	
Rehabilitation Bonus Benefit	Included	
Survivor Income Benefit	Included	
Family Care Deduction Benefit	Included	
Workplace Accommodation Benefit	Included	

## Understanding your benefits

### Commonly Used Terms

<b>Elimination Period</b>	Means the number of days you need to be disabled before Long-Term Disability benefits begin.
<b>Maximum Benefit Period</b>	Defines the maximum period of time benefits may be payable.
<b>Pre-Disability Earnings</b>	Means Your regular monthly rate of pay from Your Employer in effect on the date immediately prior to the date you became disabled. Pre-Disability Earnings includes any deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan or flexible spending account and does not include commissions, bonuses, tips and tokens, overtime pay or any other fringe benefits or extra compensation.

**Pre-existing condition**

Means any condition for which you received medical care during the 3 consecutive months prior to your effective date of coverage or the effective date of any increase in coverage. The plan will not pay any benefit, or any increase in benefits, for any disability that results from, or is caused or contributed to by, a pre-existing condition, unless at the time you become disabled, you have been continuously insured for 12 consecutive months. Please see your insurance certificate for details.

## Frequently Asked Questions

<b>When can I enroll for coverage?</b>	You can enroll when you are initially eligible, during any annual enrollment period, or within 31 days of a family status change. Evidence of insurability (also known as proof of good health) may be required. Please see your coverage certificate for details.
<b>Can I work part-time and still satisfy the elimination period?</b>	Yes, you can work part-time and still satisfy the elimination period. Any days that you work full-time will not count towards satisfaction of the elimination period.
<b>Can I work part-time and still be eligible for a benefit?</b>	Yes, as long as you continue to meet the definition of disability you will be eligible for a partial benefit.
<b>Are rehabilitation services included?</b>	Yes. We will work with you and your physician to plan, adapt, and put into place options and services to meet your return-to-work needs. This may include vocational testing and training, workplace modifications, job placement, transitional work, and other similar services.
<b>How much will I receive if I am working part-time and still disabled?</b>	During the return-to-work benefit period you can receive up to 100% of your pre-disability earnings from a combination of your part-time earnings and your Long-Term Disability benefit. Following the return-to-work benefit period, your Long-Term Disability benefit will be based on your percentage of earnings loss. For example, if you are losing 50% of your earnings, then your Long-Term Disability benefit would be reduced by half.
<b>How are my Long-Term Disability benefits impacted by any other benefits I may be eligible for, such as worker's compensation or social security disability?</b>	Generally speaking your Long-Term Disability benefits will be reduced by any benefits you receive as a result of your disability. Please see your coverage certificate for details.
<b>Are my Long-Term Disability benefits taxable?</b>	It depends. If you are paying the full cost of the plan with post-tax dollars, then your Long-Term Disability benefits may be non-taxable; however if your employer is paying the full cost or your contributions are on a pre-tax basis, then your benefits are generally taxable. Please consult your HR department for further details on your specific plan.
<b>Are disabilities due to mental illness or substance abuse covered?</b>	Yes, however the maximum benefit period is limited to 24 months.
<b>How do I submit a claim?</b>	Contact your employer's HR department to obtain a claim form or go to <a href="https://equitable.com/employee-benefits/customer-service/forms/disability">https://equitable.com/employee-benefits/customer-service/forms/disability</a> and download a claim form.

## Cost Summary

### Monthly Rates Per \$100 of Monthly Covered Payroll

Age	Rate
Less than 25	\$0.108
25-29	\$0.127
30-34	\$0.219
35-39	\$0.422
40-44	\$0.615
45-49	\$0.849
50-54	\$1.180
55-59	\$1.293
60-64	\$1.155
65 and over	\$0.978

To calculate your cost follow these easy steps.

Step	Example	Your Data
1. Enter your rate based on your age using the above table:	\$0.422	
2. Take your annual pre-disability earnings and divide by 12:	\$5,000.00	
3. Enter the lesser of the result of step 2 or \$10,000.00:	\$5,000.00	
4. Multiply the rate in step 1 by the answer to step 3:	\$2,110.00	
5. Divide the answer to step 4 by 100:	\$21.10	
6. Multiply the answer to step 5 by 12 and divide by 12. This is your per pay period cost:	\$21.10	



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(866) 274-9887  
with any questions  
you may have.**

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**Visit [equitable.com/employeebenefits](https://equitable.com/employeebenefits)  
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<sup>1</sup> [disabilitycanhappen.org/disability-statistic/](https://disabilitycanhappen.org/disability-statistic/). Accessed August 2022.

**Important Information**

**Limitations and exclusions:** The following is a summary. A complete list of applicable exclusions and limitations are included in the policy and certificate. State variations may apply. Exclusions may include disabilities caused or contributed to by: war or an act of war, intentionally self-inflicted injury, your commission of or attempt to commit a felony, or by your being engaged in an illegal occupation. Benefits will not be paid unless you are under the regular care of a physician. Benefits will not be paid if you are eligible for payment under a prior disability plan sponsored by your employer that was terminated before the effective date of the policy. Benefits may be offset by other benefit income you receive due to the loss of income from disability.

**This policy provides limited benefits:** This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance, and does not satisfy the requirement for minimum essential coverage under the Affordable Care Act. THIS POLICY IS NOT A MEDICARE SUPPLEMENT PLAN. The certificate has exclusions and limitations for certain conditions that may affect any benefits payable. For costs and complete details of the coverage, please see the actual policy or contact your benefits representative. Benefits payable are subject to all terms and conditions of the certificate. Policy contract form#: AXEBP15DI; MOEBP15DI and state variations. Availability is subject to state approvals.

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