

# Individual Short Term Disability Insurance

by Unum

Income protection that works when you can't



## The need

### Working without a net

- ▶ Over 70% of American households could not pay their normal living expenses if a wage earner is disabled for six months.<sup>1</sup>
- ▶ More than three-quarters (77%) of workers think that missing work for three months due to an injury or illness would create a financial hardship, while half think it would cause a "great hardship."<sup>2</sup>
- ▶ Nearly all households (90%) say that they would suffer financial hardship if they were disabled and unable to work for a year.<sup>2</sup>
- ▶ Most disabilities are not work-related, and therefore not covered by workers' compensation.<sup>3</sup>

Unum's Individual Short Term Disability insurance (ISTD) can help you replace a portion of your income if you become disabled when you are ill, injured or have a baby. This coverage provides a monthly benefit to help you continue your income stream while you are unable to work.

### Why buy Short Term Disability Insurance?

- Guarantee issue is available up to \$3,000 for those who previously waived coverage or those currently enrolled wishing to increase. No medical exam or health questions are required.
- A variety of elimination and benefit period choices are available to compliment the disability programs CCHMC is providing.
- A single claim can trigger the following benefits, if applicable, Critical Illness, Accident, Disability, Life and AD&D – as long as benefit is with Unum.
- Policy is individually owned, so you can keep your coverage if you retire or change jobs.
- Rates are based on age at issue and don't increase as you age.
- You get the full amount of your benefit because there are no offsets at claim time for Social Security, state compulsory, or CCHMC provided Short Term and Long Term Disability plans. Since the plan does not offset it may provide a higher monthly benefit than is available through CCHMC Long Term Disability(LTD).
- CCHMC Short Term and Long Term Disability provide a taxable benefit. Benefits received under the Unum plan will be tax-free\*.

### Who should elect this plan?

- Employees not eligible for the new employer-sponsored short term disability plan
- Employees looking for additional tax-free disability coverage. The CCHMC LTD plan is a taxed benefit and begins after 180 days of disability. The new Unum ISTD plan can help cover your expenses before this plan begins.

For rates or more information about these benefits go online or call  
1-855-236-3123



To calculate your rate or determine the right plan option to meet your needs, go online to your CCHMC benefits enrollment site.





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## Eligibility

Employees age 17-69 at policy issue and actively at work<sup>4</sup>

## Coverage options/Features

**Guarantee issue:** No health questions are required for this enrollment only. If you do not wish to enroll during this enrollment, guarantee issue will not be available at subsequent enrollments; therefore health questions will apply. Benefits may be subject to a pre-existing condition provision.

### Benefits:

- Covers disabilities due to illness and off-the-job accidents.
- You must be totally disabled from your own occupation (and not working in any occupation) through the elimination period and remain totally disabled in order to receive the monthly benefit.
- You may purchase monthly benefits of 20%, 40% or 60% of your annual earnings to a maximum of \$3,000 per month.
- The minimum monthly benefit is \$400 per month.
- This policy coverage provides a Mental Illness benefit equal to 50% of your policy benefit amount.
- *If you make changes to your coverage or plan type during this enrollment, your rates could change.*

**Benefit period options:** 6 or 24 months. Benefit period is the length of time benefits are payable for a covered disabling condition.

**Elimination period choices:** 14, 90 or 180 days (Accident and Sickness). Elimination period is the length of time you must wait before benefits are payable.

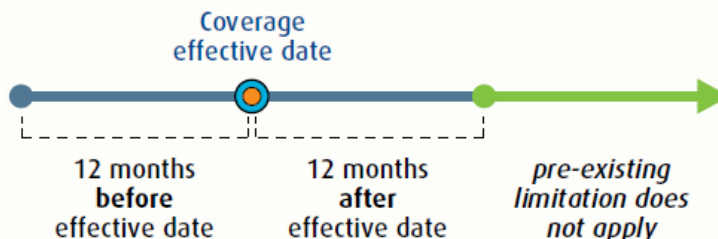
**Plan choices available:** You may only elect one option

- 14 day Elimination Period for accident and sickness / 6 month benefit period
- 90 day Elimination Period for accident and sickness / 24 month benefit period
- 180 day Elimination Period for accident and sickness / 24 month benefit period

### Plan provisions:

- Giving birth within the first 9 months of effective date will be excluded. Complications from pregnancy may be covered as any other sickness.
- Premium is waived after 90 days of total disability or after the elimination period whichever is greater.
- 12/12 pre-existing condition limitation.

Note: If a covered employee has a pre-existing condition during the 12-month period before the coverage effective date, benefits will not be paid for a related disability during the first 12 months the policy is inforce.



\* Benefits received under this plan will be tax-free under current tax laws.

1 Charles River Associates (prepared for Unum), *Financial Security for Working Americans: An Economic Analysis of Insurance Products in Workplace Benefits Programs* (2011).

2. Consumer Federation of America and Unum, *Employee Knowledge and Attitudes about Employer-Provided Disability Insurance* (2012).

3. National Safety Council, *Injury Facts* (2012).

The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. See the actual policy or your Unum representative for specific provisions and details of availability.

4 On the day the employee applies for coverage, the individual must be working at one of his/her company's business locations; or the individual must be working at a location where he/she is required to represent the company. If applying for coverage on a day that is not a scheduled workday, the employee will be considered actively at work as of his/her last scheduled workday. Employees are not considered actively at work if they are on a leave of absence.

Underwritten by: Provident Life and Accident Insurance Company, Chattanooga,

[unum.com](http://unum.com)

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