

## DISABILITY PLANS

### Help protect yourself and your family from the financial impacts of an illness or injury

#### *Why do I need short AND long-term disability insurance?*

If you're sick or injured and unable to work, how will you pay your bills once your sick days run out? Your ability to earn an income may be your most important asset. Most people wouldn't think twice about insuring their home, automobile or health, but many do not recognize the need to insure their income.

A lengthy disability can be devastating, and is more common than you might think. It can result in a loss of income, independence and financial security. Consider how long your savings would pay for:

- Mortgage or rent
- Credit cards and other debts
- Health care
- Groceries
- Utilities
- Car payments
- Other transportation
- Clothing

Disability insurance pays you cash benefits when you're sick or hurt and can't work. It also gives you peace of mind so you can recover faster and return to work sooner.

#### *What are my benefits?*

##### SHORT-TERM BENEFITS

- Pays 67 percent of your weekly salary after you have been unable to work more than 14 days
- No medical questionnaire is needed
- Maternity is covered like other eligible conditions
- Coverage continues at no cost to you while you are receiving benefits
- Partial disability benefits reward you for returning to work part-time
- Benefits are paid to your beneficiary in the event of your death

##### LONG-TERM BENEFITS

- Pays 60 percent of your monthly salary 90 days after the onset of your disabling injury or illness
- Partial disability benefits reward you for returning to work part-time

#### *What do these benefits cost?*

- Short-term plan premiums are individualized, based on your salary
- Go to <http://portal.adp.com> to view your per pay period cost or call the Solution Center
- If you were enrolled in the long-term disability plan, your short-term disability premiums will be less!
- The long-term disability premiums will be paid by Creighton – no cost to you!

#### *How do I enroll in short-term disability?*

- All benefit eligible employees **will be automatically enrolled** in short-term disability
- After reviewing your premium, if you wish to decline coverage, log on or call the Solution Center to elect 'No coverage' and confirm your election
- If you decline during this Open Enrollment, you cannot enroll mid-year and must wait until next year to enroll
- As an after-tax benefit, **you can choose to decline coverage at anytime**

| PLANS AVAILABLE TO YOU                                     |  |   |
|--|--|---|
|  | Short-Term Disability<br>Paid for by<br>You  | Long-Term Disability<br>Paid for by<br>Creighton  |
| Benefits Begin After<br>(Elimination Period <sup>1</sup> ) | 14 Days Post Illness,<br>Accident, or Maternity  | 90 Days Post Injury<br>or Illness   |
| Benefit Amount <sup>2</sup>                                | 67% of<br>Weekly Salary  | 60% of<br>Monthly Salary  |
| Maximum Benefit Period <sup>3</sup>                        | Up to 11 Weeks   | If disabled prior to age 60,<br>benefits are payable to<br>age 65. After age 60, the<br>benefit period will be<br>based on a reduced<br>benefit duration schedule |
| Maximum Benefit  | \$2,500 per week,<br>tax-free benefits   | \$16,300 per month,<br>taxable benefits   |
| Pre-existing Conditions<br>Exclusion                       | Disabilities that occur<br>during the first 6 months<br>of coverage due to a<br>condition that existed<br>during the 3 months prior<br>to coverage, are excluded | Disabilities that occur<br>during the first 12 months<br>of coverage due to a<br>condition that existed<br>during the 3 months prior<br>to coverage, are excluded |

<sup>1</sup> Elimination Period – Amount of time you must be disabled before benefits begin

<sup>2</sup> Benefit Amount – Amount paid directly to you for as long as you're disabled or until you've reached your plan's maximum benefit period

<sup>3</sup> Maximum Benefit Period – Longest period of time benefits are payable to you

