

# Disability Income

Supplemental income protection



## Protect your financial well-being with Voluntary Disability

A Disability plan will help with day-to-day expenses – housing, food, car payments, even additional medical costs – if you become disabled from an accident or illness. You will not have to worry about using your savings or incurring additional debt to cover these costs and care for your family.

## Why do I need Disability coverage?

Most people can't afford to be disabled, even for a short time. Almost 90 percent of disabling accidents and illnesses are not work related, so you can't count on Workers Compensation to be there for you and your loved ones.

*National Safety Council, Injury Facts 2008 Ed.*

Because you can't know when a disabling illness or injury will impact your ability to bring home a paycheck, you can enroll in Disability coverage from ManhattanLife to help you and your family deal with the unexpected. You will be able to concentrate on your recovery after a sickness or accident and return to your job.

## Here's how it works

Benefits from your ManhattanLife plan are paid in addition to any Disability coverage you already have. Your monthly coverage, elimination period, benefit period and any optional benefits will depend on the plan design your employer selects. You will find the plan to be easy and economical – your premiums are conveniently paid through payroll deduction.

## Disability Income Coverage

<b>Coverage type</b>	Disability Income Plus provides a monthly disability income benefit as a result of Non-occupational accident or sickness.		
<b>Product</b>	<b>Policy Type:</b>	Group	
	<b>Policy Name:</b>	Disability Income Plus	
	<b>Policy Form:</b>	AL-7053	
<b>Eligibility</b>	<b>Issue Age:</b>	<b>Employee:</b>	18 – 70
	<b>Criteria:</b>	<ul style="list-style-type: none"> <li>Employee is benefit eligible, actively at work full-time, working at least 20 hours per week. Employee only coverage.</li> </ul>	
	<b>Termination Age:</b>	<ul style="list-style-type: none"> <li>Age 70 unless actively at work, then on last day of active employment.</li> </ul>	
<b>Underwriting Offer</b>	<b>Employee:</b>	Guaranteed Issue up to 60% of base salary to a max benefit of \$3,000.	
<b>Target Participation</b>	<b>Minimum to Issue:</b>	<ul style="list-style-type: none"> <li>10 Employee applications or 1% of eligible Employees, whichever is greater.</li> </ul>	
	<b>Guarantee Issue:</b>	15% of all eligible (minimum of 10 enrolled)	
<b>Benefit Amounts</b>	<b>Employee:</b>	Minimum benefit of \$300 and maximum benefit of \$5,000* per month, not to exceed 60% of base monthly income.	

\*If Enrollment technology does not support SI Underwriting all applications must be taken on paper applications.

### Plan Design

#### Accident & Sickness – Elimination Period/Duration

##### 7 Day Accident/7 Day Sickness (Illness)/6-month Duration

<b>Partial Disability</b>	50%, up to benefit period selected
<b>Recurrent Disability</b>	Recurrs after 60 days
<b>Pre-existing Provision</b>	12/12
<b>Pregnancy</b>	Treated as any other illness
<b>Waiver of Premium</b>	After 90 Days
<b>24 – Hour Coverage</b>	Included

## Benefit Definitions

**TOTAL DISABILITY:** For the first 24 months of a disability that the Employee/member is unable to perform the substantial and material duties of his or her regular occupation, not working in any other occupation, and under the care of a physician for the disability. After 24 months of total disability, totally disabled means that the Employee/member is unable to perform the duties of any occupation, and under the care of a physician for the disability.

**PARTIAL DISABILITY:** Because of a covered sickness or injury, the Employee/member is working more than 20% but not more than 80% of the normal pre-disability schedule, and under the regular care of a physician.

**RECURRENT DISABILITY:** Total and/or partial disability that is due to the same or related causes as a prior period of disability, follows a prior period for which a monthly benefit was paid, and occurs within 180 days after the end of a prior period for which a monthly benefit was paid. The elimination period is waived, and benefits are immediately available for up to the remaining benefit from the previous disability.

**PREGNANCY:** Benefits of a normal pregnancy are provided on the same basis as for any other sickness. Sickness means any illness, disease, or complication of pregnancy that first makes itself known after the effective dates and while the policy is in force. A normal pregnancy beginning prior to the effective date is considered to be a pre-existing condition, whether or not it was disclosed on the enrollment form.

**OCCUPATIONAL INCOME:** The Eligible Persons' monthly rate of earnings from His Employer as of the day before the start of Total Disability. Occupational Income including commissions will be averaged over a period of time (see certificate of coverage). Occupational Income does not include overtime pay, bonuses, or extra compensation other than commissions.

**ACCIDENT & SICKNESS:** Provides coverage for disabilities caused by either an accidental injury or sickness.

**ELIMINATION PERIOD:** The number of continuous days, beginning with the first day of a total disability, before any monthly benefit amount is payable. Separate elimination periods apply to injury and illness.

**BENEFIT PERIOD:** The period of time for which Monthly Income Benefits are payable for disability due to the same cause.

**WAIVER OF PREMIUM:** Premium is waived if the Employee is totally disabled for more than 90 days or the elimination period, whichever is longer. Waiver of Premium will continue while the insured is receiving a Total Disability Income Benefit.

**PRE-EXISTING CONDITION LIMITATION:** If a member has a pre-existing condition that is diagnosed or symptoms occurred in the 12 months prior to the policy effective date, no benefits will be paid for the first 12 months of the policy effective date. Refer to the certificate of coverage for specific pre-existing limitations.

**24-HOUR COVERAGE BENEFIT:** A benefit will be paid to the insured for losses contributed to or caused by, his/her employment; or sickness or Injury for which Benefits are paid or payable under Workers' Compensation or occupational disease law. Other Income paid or payable will reduce monthly Benefits payable for Total and Partial Disability under the Policy. See certificate of insurance for full details.



## Disability Income Plus

### Rate Assumption Information

<b>Rate Structure:</b>	Issue Age
<b>Tobacco Status:</b>	Uni-Tobacco
<b>Rate Guarantee Period:</b>	One (1) Year
<b>Contributions:</b>	100% Employee Paid
<b>Takeover:</b>	No
<b>Commissions:</b>	Level
<b>Coverage Type:</b>	24 Hour
<b>Industry Class:</b>	Select- Class: 0002
<b>Benefits Included:</b>	As shown above in the benefits and optional benefit sections
<b>Participation Expectation:</b>	15% of all eligible employees participating by the end of the enrollment.

## Product Qualifications and Contingencies

### PARTICIPATION EXPECTATION:

Participation requirement is the number of enrolled needed for Guaranteed Issue offer. If the participation requirement is waived, then all applications will be Guaranteed issue up to the amount listed in the Underwriting offer of the proposal, for the initial enrollment period.

At the end of the enrollment period, it will be expected that a minimum percentage of all eligible will be enrolled into the product. This participation percentage is in the participation section of the proposal. If the participation expectation is not met, then all applications will be Underwritten on a Simplified Issue basis.

### OTHER CONTINGENCIES

- Late enrollees will be accepted on an SI basis only, unless otherwise approved by underwriting.
- \*Where approved, Members with State DI will be reduced accordingly to the following- CA maximum of 30% of benefit, CT/MA/NJ maximum of 25% of benefit, and HI/NY/RI maximum of 40% benefit. This is based on the Member's work location.
- This offer is contingent on no other disability coverage is quoted or inforce.
- Please refer to the certificate/policy for full benefit and limitation information.