



PIH Health Incorporated  
Policy #916749

# Short Term Disability Insurance



## How does it work?

If a covered illness or injury keeps you from working, Short Term Disability Insurance replaces part of your income while you recover. As long as you remain disabled, you can receive payments for up to 26 weeks.

You're generally considered disabled if you're unable to do important parts of your job — and your income suffers as a result.

## Why is this coverage so valuable?

You can use the money however you choose. It can help you pay for your rent or mortgage, groceries, out-of-pocket medical expenses and more.

Short Term Disability Insurance pays you a weekly benefit if you have a covered disability that keeps you from working.

## What else is included?

### Cesarean section benefit

If you have a Cesarean section, you will be considered disabled for a minimum period of eight weeks unless you return to work before the end of the time.



## Consider your expenses

|                       |    |
|-----------------------|----|
| Utilities             | \$ |
| Housing               | \$ |
| Groceries             | \$ |
| Transportation        | \$ |
| Child care/Elder care | \$ |
| Medical/Personal care | \$ |
| Education             | \$ |
| Insurance             | \$ |

How much coverage can I get?

You\*

You are eligible for coverage if you are an active employee in the United States working a minimum of 20 hours per week.

Choose from \$100 to \$1,200 a week, (in \$100 increments). You can cover up to 20% of your weekly income.

\*See the Legal Disclosures for more information.

This plan does not cover pre-existing conditions. See the disclosure section to learn more.

Elimination period (EP)

This is the number of days that must pass between your first day of a covered disability and the day you can begin to receive your disability benefits.

You can choose the elimination period you want: 7/7 or 14/14. The first number is the number of days for accidents. The second number is for illnesses.

Benefit duration (BD)

The maximum number of weeks you can receive benefits while you’re disabled. You have a 26 week benefit duration.

Calculate your cost

- Follow the instructions on the worksheet at right to determine your cost per paycheck.
- For step 2:  
Enter the weekly benefit amount you would want if disabled. This amount needs to be in \$100 increments from \$100 to the maximum weekly benefit available (calculated in step 1).  
Enter your rate from the Rate Chart, based on your age and the elimination period choice you want.  
(Choose the age you will be when your coverage becomes effective on 01/01/2024.)

Disability worksheet

1 Calculate your weekly disability benefit.

\$ \_\_\_\_\_

Enter your annual earnings

÷ 52 =

\$ \_\_\_\_\_

Your weekly earnings

× 20%

(Max % of income covered)

= \$ \_\_\_\_\_

Max weekly benefit available (if the amount exceeds the plan max of \$1,200, enter \$1,200.)

2 Calculate your cost per paycheck.

\$ \_\_\_\_\_ ÷ 100 = \$ \_\_\_\_\_

×

\_\_\_\_\_

Your rate

= \$ \_\_\_\_\_

×

12 = \$ \_\_\_\_\_

Your annual cost

÷ 26 =

\$ \_\_\_\_\_

Your cost per paycheck

| Age   | Rates                   |                           |
|-------|-------------------------|---------------------------|
|       | Options                 |                           |
|       | EP: 7/7<br>BD: 26 weeks | EP: 14/14<br>BD: 26 weeks |
| 15-24 | \$9.358                 | \$7.800                   |
| 25-29 | \$9.358                 | \$7.800                   |
| 30-34 | \$9.358                 | \$7.800                   |
| 35-39 | \$9.358                 | \$7.800                   |
| 40-44 | \$9.358                 | \$7.800                   |
| 45-49 | \$9.358                 | \$7.800                   |
| 50-54 | \$6.932                 | \$5.988                   |
| 55-59 | \$6.932                 | \$5.988                   |
| 60-64 | \$12.100                | \$9.810                   |
| 65+   | \$12.100                | \$9.810                   |

Billed amount may vary slightly. Your rate is based on your age and will increase as you move to the next age band.  
EN-1977      FOR EMPLOYEES      (3-22)

Unum | Short Term Disability Insurance 916749

## Exclusions and Limitations

### Active employee

You are considered in active employment, if on the day you apply for coverage, you are being paid regularly by your employer for the required minimum hours each week and you are performing the material and substantial duties of your regular occupation.

### Delayed effective date of coverage

Insurance coverage will be delayed if you are not an active employee because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective.

### Definition of disability

You are considered totally disabled when, as a result of sickness or injury, you are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your usual occupation in the usual and customary way.

You are considered partially disabled when you are not totally disabled, but while actually working in your usual occupation, a sickness or injury keeps you from earning 80% or more of your indexed weekly pre-disability earnings.

You are considered partially disabled when you are not totally disabled, but while actually working in your usual occupation, a sickness or injury keeps you from earning 80% or more of your indexed weekly pre-disability earnings.

You must be under the regular care of a physician in order to be considered disabled.

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

'Substantial and material acts' means the important tasks, functions and operations generally required by employers from those engaged in your usual occupation that cannot be reasonably omitted or modified.

### Pre-existing conditions

You have an excluded pre-existing condition if:

- You received medical treatment, care, or services for a diagnosed condition, or took prescribed medication for that diagnosed condition, in the 3 months immediately prior to your effective date of coverage; and
- The disability caused or substantially contributed to by the condition begins in the first 12 months after your effective date of coverage.

### Continuity of Coverage

If the employee was not insured under the plan continuity of coverage will not apply. If the employee was insured under the prior plan but is not in active employment on the Unum plan effective date (due to illness or injury), the person will be covered under the Unum plan, but payment will be limited to what would have been paid under the prior plan. Unum will reduce the payment by the prior carrier's liability. If the employee was insured under the prior plan and is in active employment on the Unum plan effective date, the person must satisfy the pre-ex provision under the Unum plan or the prior carrier's plan. If satisfied under the Unum plan, payment will be made according to the Unum plan. If satisfied under the prior plan (but not the Unum plan), payment will be administered under the Unum plan, but the payment will be the lesser of the Unum weekly benefit or the prior plan's weekly benefit.

### Exclusions and limitations

Your plan does not cover any disabilities caused by or resulting from:

- Intentionally self-inflicted injuries;
- Active participation in a riot;
- War, declared or undeclared or any act of war;
- Commission of a felony for which you have been convicted;
- Any occupational injury or sickness (this will not apply to a partner or sole proprietor who cannot be covered by law under workers' compensation or any similar law);
- Excluded pre-existing conditions (see definition).

The loss of a professional or occupational license or certification does not, in itself, constitute disability.

### Termination of coverage

Your coverage under the policy ends on the earliest of the following:

- The date the policy or plan is cancelled
- The date you no longer are in an eligible group
- The date your eligible group is no longer covered
- The last day of the period for which you made any required contributions
- The last day you are in active employment except as provided under the covered layoff or leave of absence provision.

Unum will provide coverage for a payable claim that occurs while you are covered under the policy or plan. This information is not intended to be a complete description of the insurance coverage available. 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. For complete details of coverage and availability, please refer to Policy Form C.FP-1 et al., or contact your Unum representative.

Underwritten by: Unum Life Insurance Company of America, Portland, Maine

© 2022 Unum Group. All rights reserved. Unum is a registered trademark and marketing brand of Unum Group and its insuring subsidiaries.