

## HERITAGE BENEFITS

# Voluntary Short-Term Disability

Voluntary Short-Term Disability insurance is a new offering through Guardian. This benefit provides off the job coverage for accident and injury. The Short-Term Disability benefit replaces a portion of your pre-disability earnings, less any offsets from other disability plans. (e.g., state disability benefits, no-fault auto laws, sick pay, vacation pay, etc.).

The benefit amount is 60% of your pre-disability weekly earnings; subject to the plan's maximum weekly benefit of \$1,000.

**When do benefits begin and how long do they continue?** Benefits begin after the end of the elimination period. The elimination period begins on the day you become disabled and is the length of time you must wait while being disabled before you are eligible to receive a benefit.

The elimination periods are/is as follows:

- ✓ For Injury – 8 days
- ✓ For Sickness (includes pregnancy) – 8 days

Benefits continue for as long as you are disabled up to a maximum duration of 26 weeks. Please note that this plan has a pre-existing condition clause.

Age Brackets	Cost per \$100 of Coverage
Under 24	\$0.830
25-29	\$0.870
30-34	\$0.807
35-39	\$0.810
40-44	\$0.870
45-49	\$1.060
50-54	\$1.320
55-59	\$1.620
60-64	\$1.920
65-69	\$1.920
70+	\$1.920

## MONTHLY PREMIUM EXAMPLE

Annual Salary \$35,000

Weekly Salary \$673.08

Age 35

Benefit design 60% to \$1,000

Premium Calculation

$(\$673.08 \times .810) / 10 = \$54.52$  or

\$27.26 per pay period