

# Enrollment at a Glance

## A Guide to Your Plan Basics

### Alliance of Schools of Cooperative Insurance Programs

Account 0021: State Center CCD

For New Hires

**Take advantage of insurance offered at your workplace.  
It's convenient and affordable.**

**Disability Income** coverage provides benefits to replace a portion of your lost income if you have a sickness or injury and are unable to work. Long Term (Monthly) Income Benefits help provide you financial support that will fill the gap between expenses and income for an extended period of disability.

Long Term Disability (Monthly) Income Insurance Benefits	
<b>Eligibility</b>	All active employees working 20+ hours per week and hired on or after 9/1/2013.
<b>Coverage Options</b>	You can elect to replace 60% of your eligible income during disability following an elimination period.
<b>Benefits</b>	<ul style="list-style-type: none"><li>• Minimum Monthly Income Benefit = the greater of \$100 or 10% of the gross monthly benefit</li><li>• Maximum Monthly Income Benefit = \$5,000</li><li>• Elimination Period = 90 days</li></ul>
<b>Coverage Available without Health Questions</b>	This coverage is offered to you without having to answer questions related to your health if you elect it during the initial eligibility period.
<b>Proof of Good Health</b>	If you elect coverage more than 31 days after you are first eligible then you must wait until the next annual enrollment period and provide evidence of insurability subject to approval by ReliaStar Life.



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<b>Maximum Benefit Period</b>	<b>Age at Disability</b>	<b>Maximum Benefit Period</b>
	Less than age 61.....	to your normal retirement age,* but not less than 60 months
	61 but less than 62.....	to your normal retirement age,* but not less than 48 months
	62 but less than 63.....	to your normal retirement age,* but not less than 42 months
	63 but less than 64.....	to your normal retirement age,* but not less than 36 months
	64 but less than 65.....	to your normal retirement age,* but not less than 30 months
	65 but less than 66.....	24 months
	66 but less than 67.....	21 months
	67 but less than 68.....	18 months
	68 but less than 69.....	15 months
	69 and over.....	12 months
<p>*Your normal retirement age is your retirement age under the Social Security Act where retirement age depends on your year of birth, as follows:</p>		
	<b>Year of Birth</b>	<b>Social Security Retirement Age</b>
	Before 1938.....	65
	1938 .....	65 and 2 months
	1939 .....	65 and 4 months
	1940 .....	65 and 6 months
	1941 .....	65 and 8 months
	1942 .....	65 and 10 months
	1943-1954 .....	66
	1955 .....	66 and 2 months
	1956 .....	66 and 4 months
	1957 .....	66 and 6 months
	1958 .....	66 and 8 months
	1959 .....	66 and 10 months
	After 1959.....	67
<p>Refer to the additional information for Exclusions, Limitations and Offsets that apply to this coverage. Note that all benefits are subject to change.</p>		



## Disability Insurance Rate Information

The cost is calculated based on your age at the start of the plan's current policy year.

Long Term Disability Monthly Income Rates	
Age	60% Benefit Your Contribution per \$100 of Benefit
Under 25	\$ .10
25-29	\$ .14
30-34	\$ .20
35-39	\$ .29
40-44	\$ .44
45-49	\$ .63
50-54	\$ .87
55-59	\$1.11
60-64	\$1.17
65-69	\$1.17
70+	\$1.17

Your contributions are deducted on a post-tax basis.

## Long Term Disability (Monthly) Income Insurance Premium Calculator

Monthly Disability Income Insurance Coverage Table	
Divide your Base Yearly Earnings by 12. <i>Example: For \$50,000 of coverage enter \$4,166.67</i>	\$ _____ (a)
<b>Benefit Percentage:</b>	_____ 60% (b)
Multiply (a) times (b)	\$ _____ (c)
Take the lesser of figure in (c) or the Maximum Monthly Benefit of \$5,000 and divide by 100.	_____ (d)
Enter Long Term Disability (Monthly) Income Rate (from table) based on your age	\$ _____ (e)
Multiply (d) times (e)	\$ _____
The final figure will be the monthly cost.	



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## Limitations

### Other Income Offsets

Other Income that you receive or are entitled to receive during your period of disability will be subtracted from the benefit amount you would otherwise receive. Other Income includes, but is not limited to: any type of income replacement benefits provided by your employer; unemployment benefits; earnings you receive working for your employer or another employer; Workers' Compensation benefits or benefits from similar programs; automobile liability insurance benefits; disability benefits payable under any group disability, life or accident plan through an employer, union or other organization; judgments or settlements you receive related to disability; disability or retirement benefits under Social Security or other state or federal plans; and disability or certain retirement benefits provided under your employer's retirement plan.

### Other Income does not include:

Retirement benefits attributable to employee contributions; certain retirement or disability benefits from a past employer; benefits paid by a creditor disability plan; income from profit sharing plans and similar payments; payments from an IRS defined retirement plan; certain Social Security benefits if your disability begins after age 70; and a cost of living increase to any Other Income benefit.

### Exclusions

No benefits are payable for disabilities resulting from:

- sickness or accidental injury which occurs in any armed conflict, whether declared as war or not, involving any country or government;
- sickness or injury which occurs while you are on military service for any country or government;
- intentionally self-inflicted injury or illness, whether you are sane or insane;
- injury suffered in a fight in which you are the aggressor;
- sickness or injury due to cosmetic or reconstructive surgery, except for surgery necessary to correct a deformity caused by sickness or accidental injury;

No benefits are payable during the portion of any period of disability that you are confined in a penal or correctional institution as a result of conviction for a criminal or other public offense.

No additional benefits are payable for disability caused by both sickness and accidental injury, or by more than one sickness or accidental injury.

### Pre-Existing Condition Exclusion

Benefits are not payable if your disability is due to a pre-existing condition, and you became disabled during the first 12 months your coverage or increased coverage is in effect. A pre-existing condition means a sickness or accidental injury for which, during the 24 months immediately before the effective date of your coverage or increased coverage, you did one or more of these:

- received medical treatment, care, service or advice,
- took prescribed drugs or had medications prescribed,
- experienced related or resulting symptoms or aggravations which would be a reasonable cause for an ordinarily prudent person to seek diagnosis, care or treatment from a doctor or health care facility.

This is a summary of benefits only. A complete description of benefits and limitations will be provided in the certificate of coverage, policy form HP08GP (may vary by state). Underwritten by ReliaStar Life Insurance Company, a member of the ING family of companies/

(v. 7/28/2011)

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