



Highlights of Short Term Disability Benefits for Crouse Hospital Non-Union Employees

Basic (Core) STD Benefits

- Covers accidents and sicknesses for up to 25 weeks
- Weekly benefits are 40% of your weekly earnings.
- Maximum benefits are \$1,000 per week.
- Benefits begin on the 8th day for accidents and on the 8th day for sickness. Employees hired on or after 8/1/19, benefits begin on the 15th day for accidents and on the 15th day for sickness.

Cost to You: Nothing. This coverage is paid for by your Employer.

Your (Buy Up) Plan 1 STD Benefits

- Covers accidents and sicknesses for up to 25 weeks
- Weekly benefits are 60% of your weekly earnings.
- Maximum benefits are \$1,000 per week.
- Benefits begin on the 8th day for accidents and on the 8th day for sickness. Employees hired on or after 8/1/19, benefits begin on the 15th day for accidents and on the 15th day for sickness.

Cost to You: You are responsible for paying for the cost of this coverage through payroll deductions. Your cost is determined by dividing your weekly benefit by 10 and multiplying the results by the rate found in the chart below.

Your Age	Rate	Your Age	Rate	Your Age	Rate	Your Age	Rate
Under 25	\$.32	35-39	\$.25	50-54	\$.32	65+	\$.54
25-29	\$.36	40-44	\$.23	55-59	\$.44		
30-34	\$.24	45-49	\$.29	60-64	\$.62		

Your (Buy Up) Plan 2 STD Benefits

- Covers accidents and sicknesses for up to 25 weeks
- Weekly benefits are 70% of your weekly earnings.
- Maximum benefits are \$1,000 per week.
- Benefits begin on the 8th day for accidents and on the 8th day for sickness. Employees hired on or after 8/1/19, benefits begin on the 15th day for accidents and on the 15th day for sickness.

Cost to You: You are responsible for paying for the cost of this coverage through payroll deductions. Your cost is determined by dividing your weekly benefit by 10 and multiplying the results by the rate found in the chart below.

Your Age	Rate	Your Age	Rate	Your Age	Rate	Your Age	Rate
Under 25	\$.36	35-39	\$.31	50-54	\$.39	65+	\$.64
25-29	\$.43	40-44	\$.28	55-59	\$.53		
30-34	\$.29	45-49	\$.34	60-64	\$.74		

Follow the example below to determine your cost.

Example Weekly Benefit (example: 60% of earnings)	Divided by 10	Multiplied by rate	Total cost	Example cost*
\$ 350	+ 10 = 35	x \$0.40	= \$14.00	\$14.00 per month

Your Weekly Benefit (xx% of earnings)	Divided by 10	Multiplied by rate	Total cost	Your cost*
\$	+ 10 =	x \$	= \$	\$

The above information provides highlights of your plan. It does not and is not intended to cover the program in detail. If a conflict exists between a statement in this document and any provision in the policy, the policy will govern.

What if your last paycheck were your last paycheck?

You may think that a disability won't happen to you. But did you know:

- 47% of all people age 30 will have a long term disability event prior to age 65. (JHA Disability Factbook, 2006)
- Odds are 1 out of 5 that...
Your auto will be damaged in an accident.

Odds are 1 out of 21 that...
You will have a disabling accident.

Odds are 1 out of 96 that...
You will have a fire. (JHA Disability Factbook, 2006)
- In the last 20 years, deaths due to the "big three" (cancer, heart attack, and stroke) have gone down significantly. But disabilities due to those same three are up dramatically! Things that used to kill, now disable. (National Underwriter, May 2002)

The risk of disability is far greater than you may think.

How would you pay your bills?

Even if you're not working, you still need to keep a roof over your head, put food on the table, and pay utilities, auto loans, and other expenses. Consider this: roughly half of all mortgage foreclosures are due to disability, whereas only 2-3% are due to death. (National Underwriter, May 2002)

Many people make the mistake of assuming that if they became sick or injured and were unable to work and earn a paycheck, they could rely on the following:

✘ Social Security

Only 1 in 3 applicants initially receives Social Security Disability Income (SSDI) benefits. (Social Security Administration, Annual Statistical Supplement 2005)

It is important to have a Long Term Disability program in effect so benefits are payable while a claimant is attempting to secure a SSDI award.

✘ Workers Compensation

Workers Compensation covers only injuries and illnesses that are work-related. About two-thirds of the disabling injuries suffered by workers in 2003 occurred off the job. (JHA Disability Factbook, 2005/6)

✘ Personal Savings

Do you have sufficient savings to replace your income in case you were without a paycheck for several weeks? How about several months? Several years? Not many people do.

Why purchasing additional Short Term Disability coverage is important:

👉 A disabling event can occur anytime and anywhere.

👉 Social Security awards are never guaranteed and may not be enough to cover your expenses.

👉 Sometimes personal savings are not enough.