

# LONG-TERM DISABILITY INSURANCE BENEFITS SUMMARY



## For Employees of City of Rogers

| <b>ELIGIBILITY - ALL ELIGIBLE EMPLOYEES EARNING \$30,000 OR MORE PER YEAR</b> |   |
|---|---|
| <b>Eligibility Requirement</b>  | You must be actively at work (able to perform all normal duties of your job) to be eligible for coverage.   |
| <b>Minimum Work Hours</b>   | You must be working a minimum of 30 hours per week to be eligible for coverage.   |
| <b>Coverage Payment</b>   | Your employer pays 100% of the premium for this coverage.   |
| <b>BENEFITS</b>   |   |
| <b>Benefits Begin (Elimination Period)</b>                                    | If you become disabled, there is an elimination period before benefits are payable. Your benefits begin 90 days after the onset of your disabling injury or illness.  |
| <b>Monthly Benefit</b>  | Your benefit is equivalent to 50% of your before-tax monthly earnings, not to exceed the plan's maximum monthly benefit amount less other income sources.   |
| <b>Maximum Benefit Period</b>   | If you become disabled prior to age 62, benefits are payable to age 65 or your Social Security Normal Retirement Age. At age 62 (and older), the benefit period will be based on a reduced duration schedule.   |
| <b>Maximum Monthly Benefit</b>  | \$3,000   |
| <b>Minimum Monthly Benefit</b>  | \$50  |
| <b>DEFINITIONS</b>  |   |
| <b>Definition of Disability</b>   | <p>Disability and disabled mean that because of an injury or illness, a significant change in your mental or functional abilities has occurred, for which you are:</p> <ul style="list-style-type: none"> <li>▪ Prevented from performing at least one of the material duties of your regular occupation during the first 60 months of disability and after 60 months are unable to perform all of the material duties of any gainful occupation; and</li> <li>▪ During the first 60 months of disability are unable to generate current earnings which exceed 99% of your monthly earnings from your regular occupation, and after 60 months if partially disabled, are unable to generate current earnings which exceed 85% of your monthly earnings from any gainful occupation.</li> </ul> <p>You can be totally or partially disabled during the elimination period.</p> |
| <b>Definition of Monthly Earnings</b>   | Monthly earnings for salaried employees is based on your gross annual salary in effect prior to the onset of disability. Monthly earnings for hourly employees is based on your average hourly rate of pay in effect prior to the onset of disability. These earnings are used to determine your benefit in the event of claim. Earnings may include commissions, bonuses, overtime or differentials.   |
| <b>FEATURES</b>   |   |
| <b>Partial Disability Benefits</b>  | If you become disabled and can work part-time (but not full-time), you may be eligible for partial disability benefits, which will help supplement your income until you are able to return to work full-time.  |
| <b>Vocational Rehabilitation Benefit</b>                                      | If you become disabled and participate in the vocational rehabilitation program, which offers services that help you return to work and ability, you will be eligible for a monthly benefit increase of 5%.   |
| <b>Survivor Benefit</b>   | If you pass away while receiving long-term disability benefits, your benefits will be provided to your beneficiaries for a period of time after your death.   |
| <b>Waiver of Premium</b>  | The premium for your long-term disability coverage is waived while you are receiving benefits.  |
| <b>Alcohol &amp; Drug Abuse</b>   | For disabilities related to drug and alcohol abuse, benefits are available for up to 24 months.   |
| <b>Mental Disorders</b>   | For disabilities related to mental disorders, benefits are available for up to 24 months.   |

**FEATURES (CONTINUED)**

*Note: Additional information about the benefits and features of this plan will be included in the summary of coverage, which you will receive after enrolling, and in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling.*

**EXCLUSIONS & LIMITATIONS**

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| <b>Pre-existing Conditions Exclusion</b> | Disabilities that occur during the first 12 months of coverage due to a pre-existing condition during the 3 months prior to coverage are excluded.   |
| <b>Other Exclusions</b>                  | Information about other exclusions for this plan will be included in the certificate booklet, available from your employer. Please contact your employer if you have questions prior to enrolling. |

*This information describes some of the features of the benefits plan. Benefits may not be available in all states. Please refer to the certificate booklet for a full explanation of the plan's benefits, exclusions, limitations and reductions. Should there be any discrepancy between the certificate booklet and this outline, the certificate booklet will prevail. Long-term disability insurance is underwritten by Mutual of Omaha Insurance Company or United of Omaha Life Insurance Company. Mutual of Omaha Insurance Company is licensed in all 50 states. United of Omaha Life Insurance Company is licensed in all states but New York. In New York, Mutual of Omaha Insurance Company underwrites the plan. Policy Form Number 7000GM-MU-EZ 2001.*