

LIFE INSURANCE / LONG TERM DISABILITY OVERVIEW

Group Life Insurance

The plan will provide coverage up to the employee's annual salary rounded to the nearest 1,000 times two (2) not to exceed \$50,000. The plan also provides an accidental death (double indemnity), and dismemberment and loss of sight benefit.

Long Term Disability Protection

Your ability to earn income is one of your most valuable assets. The Long Term Disability (LTD) Program protects your earnings should you become disabled due to an injury or illness.

After an employee has completed 24 consecutive months of employment from the date of hire in an eligible class, the college will automatically provide you with LTD Benefits. New hires, after a 90 day waiting period, have the option of self-paying for the LTD Benefit.

The following is a brief benefit outline:

Definition of Disability: The inability to perform the duties of your own occupation, to age 65.

Benefit: 66-2/3% of basic monthly earnings to a maximum benefit of \$5,000 per month.

Benefit Duration: To age 65.

Elimination Period: 90 days or the end of accumulated sick leave, whichever is greater. You must be continuously disabled through the elimination period.

Partial Disability Benefits: Included.

Benefit Enrollment: Payroll deduction after a 90-day waiting period or college paid benefit after 24 consecutive months from date of hire.

To enroll in this Long Term Disability program, please contact the Human Resources Office.