



**Advanced Financial Services, Inc.**  
**Summary of Short-Term Disability Insurance Program**

*The material in this handout is intended as a general overview of the plan – it is not intended as a full description of the benefits offered.  
 In the event of a discrepancy, the terms and conditions of the Group Policy will apply.*

<b>Voluntary Short Term Disability Benefit Summary</b>															
<b>Eligibility</b>	All Full-time employees working 35 hours or more per week and earning \$54,000 or more per year.														
<b>Waiting Period</b>	First of the month following date of hire.														
<b>Definition of Disability</b>	The inability to perform the material and substantial duties of one's own occupation														
<b>Weekly Benefit</b>	An employee may elect coverage of 60% of Basic Weekly Earnings (BWE)														
<b>Benefit Maximum and Minimum</b>	The maximum benefit available is \$1,500 per week. The minimum benefit available is \$50.														
<b>Benefits Begin</b>	On day 8 for a disability due to injury and on day 8 for a disability due to illness.														
<b>Maximum Benefit Duration</b>	Benefits are payable for up to 13 weeks as long as you remain disabled.														
<b>Occupational (24 hour) coverage</b>	Benefits are not included for work-related conditions. This benefit is not intended to replace Workers Compensation coverage.														
<b>Maternity coverage</b>	Maternity related disabilities are covered as any other illness														
<b>Other Income</b>	Benefits are reduced by income received from the employer's salary continuance or accumulated sick leave plan, Social Security, and any state cash sickness plan														
<b>Pre-Existing Condition Limitations</b>	Benefits are excluded for a disability that begins within 12 months following the employee's effective date if treatment was received for the disabling condition during the 12 month period preceding the effective date.														
<b>Rates</b>	Monthly Rate per \$10 of Benefit: <table style="margin-left: auto; margin-right: auto; border-collapse: collapse;"> <thead> <tr> <th style="border-right: 1px solid black; padding: 5px;"><u>AGE</u></th> <th style="padding: 5px;"><u>RATE</u></th> </tr> </thead> <tbody> <tr> <td style="border-right: 1px solid black; padding: 5px;">&lt;20</td> <td style="padding: 5px;">\$0.10</td> </tr> <tr> <td style="border-right: 1px solid black; padding: 5px;">20-49</td> <td style="padding: 5px;">\$0.10</td> </tr> <tr> <td style="border-right: 1px solid black; padding: 5px;">50-54</td> <td style="padding: 5px;">\$0.12</td> </tr> <tr> <td style="border-right: 1px solid black; padding: 5px;">55-59</td> <td style="padding: 5px;">\$0.15</td> </tr> <tr> <td style="border-right: 1px solid black; padding: 5px;">60-64</td> <td style="padding: 5px;">\$0.20</td> </tr> <tr> <td style="border-right: 1px solid black; padding: 5px;">65+</td> <td style="padding: 5px;">\$0.21</td> </tr> </tbody> </table>	<u>AGE</u>	<u>RATE</u>	<20	\$0.10	20-49	\$0.10	50-54	\$0.12	55-59	\$0.15	60-64	\$0.20	65+	\$0.21
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Here are a couple of examples of how **Voluntary Short-Term Disability** will work:  
(Remember, this coverage will only benefit those earning greater than \$56,500 per year due to the TDI payments being deducted from Gross Coverage amount.).

**EXAMPLE 1**

30-year-old Employee earns \$75,000/year

Benefit:  $\$75,000 / 52 \times 60\% = \$865.38/\text{week}$

TDI benefit would be a maximum of \$652.00/week

STD benefit would be \$213.38/week (\$865.38 minus \$652.00 TDI benefit)

Monthly Premium:  $865.38/10 \times \$0.10 = \$8.65$  (or \$3.99 bi-weekly)

**EXAMPLE 2**

55-year-old Employee earns \$150,000/year

Benefit:  $\$150,000 / 52 \times 60\% = \$1,730.76/\text{week}$ , but limited to \$1,500/week

TDI benefit would be a maximum of \$652.00/week

STD benefit would be \$848.00/week (\$1500 (max) minus \$652 TDI benefit)

Monthly Premium:  $\$1,500 / 10 \times \$0.12 = \$18.00$  (or \$8.31 bi-weekly)