

Benefits At-A-Glance

Short-term Disability Insurance

The Lincoln Short-term Disability Insurance Plan:

- Provides a cash benefit when you are out of work for up to 13 weeks due to injury, illness, surgery, or recovery from childbirth
- Provides a partial cash benefit if you can only do part of your job or work part time
- Features group rates for Hendrick Health System employees
- Offers a fast, no-hassle claims process

Short-term Disability

Weekly benefit amount	60% of your weekly salary, limited to \$1,000 per week
Sickness elimination period	14 days
Accident elimination period	14 days
Maximum coverage period	13 weeks

Sickness Elimination Period

- You must be out of work for 14 days due to an illness before you can collect disability benefits. You can begin collecting benefits on day 15.

Accident Elimination Period

- You must be out of work for 14 days due to an accidental injury before you can collect disability benefits. You can begin collecting benefits on day 15.

Benefits Integration

- Your short-term disability benefits can coordinate with income from other sources, such as continued income or sick pay from your employer, during your disability.
- This allows you to receive up to 100% of your pre-disability income.

Open Enrollment

- When you are first offered this coverage (and during approved open enrollment periods), you can take advantage of this important coverage.
- If you decline this coverage now and wish to enroll later, evidence of insurability may be required.

Benefit Exclusions & Reductions

Like any insurance, this short-term disability insurance policy does have some exclusions. You will not receive benefits if:

- Your disability is the result of a self-inflicted injury or act of war
- You are not under the regular care of a doctor when you request disability benefits

Your benefits may be reduced if you are eligible to receive benefits from:

- A state disability plan or similar compulsory benefit act or law
- A retirement plan
- Social Security
- Any form of employment
- Workers' Compensation

A complete list of benefit exclusions and reductions is included in the policy. State restrictions may apply to this plan.

Questions? Call 855-818-2883 and mention Group ID: HENDRICKHE.

This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater detail. Refer to your certificate for your maximum benefit amounts. Should there be a difference between this summary and the contract, the contract will govern.

Insurance products (policy series GL1101) are issued by The Lincoln National Life Insurance Company (Fort Wayne, IN), which does not solicit business in New York, nor is it licensed to do so. Product availability and/or features may vary by state. Limitations and exclusions apply.



Voluntary Short-term Disability Premium

Here's how little you pay with group rates.

Your estimated bi-weekly premium is determined by multiplying your weekly salary amount (up to \$1,667) by your age-range premium factor. If your weekly salary exceeds \$1,667, multiply \$1,667 by your premium factor.

$$\begin{array}{r}
 \$ \text{ _____} \\
 \text{weekly salary} \\
 \times \\
 \text{_____} \\
 \text{premium factor} \\
 \hline
 =\$ \text{ _____} \\
 \text{bi-weekly premium}
 \end{array}$$

Age Range	Premium Factor
0 - 24	0.01855
25 - 29	0.02077
30 - 34	0.01495
35 - 39	0.01385
40 - 44	0.01274
45 - 49	0.01357
50 - 54	0.01468
55 - 59	0.01855
60 - 64	0.02409
65 - 69	0.02575
70 - 74	0.02686
75 - 99	0.17557

The Lincoln National Life Insurance Company
Please see prior page for product information.

Voluntary Short-term Disability Insurance Premium Calculation