

Group Long Term Disability Insurance: Benefit Summary

Prepared for: City of Cedar Park

Eligibility

To be eligible, you must be an active employee working a minimum of 30 hours per week.

Coverage Eligibility Date

You are benefit eligible upon the first of the month following or coinciding with your first day of active employment.

Benefit Amount

60% of your Predisability Earnings, to a Maximum Monthly Benefit of:

- \$7,500 for Executives
- \$5,000 for All Other Eligible Employees

Pre-existing Conditions

Definition: A Pre-existing Condition is a condition for which you have consulted a medical provider or received medical treatment or services during the 3-month period prior to your effective date of coverage.

Coverage under this plan: You cannot receive benefits due to a Pre-existing Condition until you have been continuously covered under the group policy for at least 12 months.

Definition of Disability

As a result of Physical Disease, Injury, Mental Disorder, Substance Abuse or Pregnancy, you are considered Disabled if you are unable to perform one or more of the Material Duties of your *Own Occupation* during your *Own Occupation Period*.

After your *Own Occupation Period* ends, you are still considered Disabled only if you are unable to perform one or more of the Material Duties of *Any Occupation*. Please see your certificate of insurance for full definition.

Own Occupation Period

36 months following the end of the Elimination Period.

Earning Income While Disabled

Benefits are reduced by other income you may receive during a Disability, including Social Security or a State Retirement or Disability benefit plan. See your certificate of insurance for details.

Minimum Monthly Benefit

Greater of \$100 or 10% of Gross Benefit Amount

Elimination Period

Benefits will begin 90 consecutive calendar days after you become Disabled.

How Long Benefits Will Be Paid

If you are Disabled prior to age 63, benefits may continue for 42 months or the Social Security Normal Retirement Age. If Disabled on or after age 63, refer to Maximum Benefit Period in the Schedule of Benefits of certificate of insurance.

Additional Benefits

See your certificate of insurance for additional benefits that may apply.

When Coverage Ends*

Coverage ends the date your Employer's coverage ends; the date you cease to be an Eligible Person; the date your premium payment is not paid when required; or the date you retire.

QUESTIONS

Contact Ochs
ochs@ochsinc.com
651.665.3789 • 800.392.7295

Exclusions Include But Are Not Limited To *

- A. War.
- B. Criminal Conduct.
- C. Military Leave.
- D. Imprisonment.
- E. Intentionally Self-Inflicted Injury-Suicide.

Limitations *

- A. **Mental Disorders and Substance Abuse.** Benefit payments based on a Mental Disorder or Substance Abuse are limited to 24 months during your lifetime. Other limitations may apply.
- B. **Foreign Residency.** Payment of Benefits is limited to 6 months while you reside outside of the United States or Canada.
- C. **Payment Limit.** In no event will the Benefit plus Deductible Income plus Work Earnings exceed 100% of Predisability Earnings.

* This brochure is not the insurance contract. It is a brief description of your insurance underwritten by Madison National Life Insurance Company, Inc. For complete details including all benefits, exclusions and limitations, refer to the certificate of insurance GLDI-C200-(12/06)-TX as issued by your employer.

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