



FCMM FORM 138: Coverage Overview for Evangelical Free Church of America

GROUP LONG TERM DISABILITY PLAN HIGHLIGHTS

Employee Disability Insurance

- Pays 60% of your monthly earnings to a maximum monthly benefit of \$6,000
- 90 Day Elimination Period before disability benefit payments begin
- Maximum Benefit Duration lasts up to your Social Security Normal Retirement Age
- Definition of Disability is based on your inability to perform the duties of your own- occupation for the first 3 years of a disability
- Additional disability benefits of up to \$1,000/month may be available to you for up to 2 years if you are cognitively disabled or unable to perform two or more Activities of Daily Living (ADLs)
- All employees working at least 25 hours per week are eligible for the plan

Spouse Long Term Disability Rider

- Pays a benefit if your spouse is cognitively disabled or unable to perform two or more Activities of Daily Living (ADLs)
- Pays a \$1,500 monthly benefit after a 60-day elimination period
- 2 year lifetime maximum payment period

Additional Plan Features

- **Conversion** – you may convert your coverage to an individual policy and take it with you if your employment ends
- **Survivor Benefit** – if you pass away while receiving a long term disability benefit, Unum will pay your eligible survivor a lump sum benefit equal to 3 months of your gross disability payment
- **Rehabilitation and Return to Work Assistance Program** – depending on your disability, Unum may create a program tailored to your needs that could assist you in returning to work. This program pays an additional disability benefit of 10% of your gross disability payment to a maximum benefit of \$1,000 per month. You may also qualify for child care reimbursement of \$250 per child, per month, not to exceed \$1,000 per month while participating in this program

GROUP LIFE PLAN HIGHLIGHTS

Employee Life and AD&D Insurance

- All employees working at least 25 hours per week are eligible for the plan
- For those who currently have the Unum LTD Insurance; \$10,000 for all employees under age 70, \$6,500 for those ages 70 – 75 or \$5,000 for those ages 75+.
- Guarantee Issue coverage – you will not have to answer any medical questions

Additional Plan Features:

- **Waiver of Premium** - If you become disabled (as defined by your plan) and are no longer able to work, your premium payments will be waived during this period of disability.
- **Survivor Support** counsel included
- **Portability** - If you retire, reduce your hours or leave your Employer, you can take this coverage with you according to the terms of the contract.

VALUE ADD SERVICES ~ Additional Information Available at: fcmmbenefits.org

Travel Assistance Benefit

Employees and family are covered while traveling (100 or more miles from home), with crisis management, guaranteed hospital admissions, critical care monitoring, emergency medical evacuation, etc. Services provided by Assist America.

Employee Assistance Program

Unum's Life Balance program is there to assist employees with everyday home, personal and family issues. They provide full access to counseling, information, resources for wellness and free will preparation services. Services provided by Ceridian.

*** This is not a contract – Please refer to your contract for policy details ***