



Voluntary Income Protection *Short Term Disability*

USABLE Life has been helping employees protect their income with individual disability income for over 25 years. Voluntary Income Protection (VIP) allows you to select short term disability benefits that protect your ability to earn an income in the event you suffer an illness or accidental injury. If you lose the ability to earn a paycheck, VIP will give you the peace of mind that you will be able to continue making payments on your home and giving your family financial stability. Through the ease of payroll deduction, you can now pay for this affordable protection. It is right there in the name...Voluntary Income Protection, your peace of mind.

Insurance Schedule You may elect your weekly benefit in \$10 increments, not to exceed the percentage of your weekly earnings, as selected by your employer. The plan pays the weekly benefit, directly to you in the event you are totally disabled from a sickness or accidental injury.

Maximum Election \$750

Minimum Election \$100

Eligibility Requirements

- Actively at work, at least 20 hours per week for your employer;
- Under age 70 on the effective date of your coverage; and
- Satisfy the waiting period set by your employer, of not less than 30 days.

No director or officer of the employer will be considered to be an employee unless he meets the above conditions. Retirees, non-employee directors, or seasonal employees are not eligible for coverage. If you are not actively at work on the date your insurance, or any increase in insurance is scheduled to take effect, it will be effective on the date you return to work.

Partial Disability Benefit

You may receive up to 100% of your pre-disability income if:

- Partial disability begins within 31 days of the date total disability ceases.
- You are earning less than 80% of your pre-disability income at the time the partial disability employment begins.

The partial disability benefit is the lesser of:

- The weekly benefit selected; or
- 100% of your pre-disability earnings, less your partial disability earnings.

Reductions

If you are still actively at work on a full-time basis, VIP benefits reduce 33 $\frac{1}{3}$ % when you reach age 65 and will terminate at age 70 or your retirement, whichever occurs first.

Waiver of Premium

If you are totally disabled for 90 consecutive days, future premium payments that fall due will be waived as long as you are receiving benefits.

Definitions

Total disability or Totally disabled

- You are completely unable to perform all of the material duties of your own regular occupation at your customary place of work; and
- You are not actively working in any occupation for pay or profit; and
- You are under the regular care of a physician.

** Definition of disability may vary to meet the requirements of the state of issue.*



Voluntary Income Protection insurance is being offered to you by your employer and USABLE Life as a convenient and flexible way for you to protect you and your family with solid, affordable insurance coverage.

Definitions (cont.) Partial disability

As a result of the sickness or injury which caused total disability:

- You are able to perform one or more, but not all, of the material and substantial duties of your own or any other occupation on a full-time basis; or
- You are able to perform all of the material and substantial duties of your own or any other occupation on a part-time basis.

Pre-existing condition

A diagnosed sickness or injury for which you received treatment within twelve (12) months prior to your effective date or the effective date of an increase in coverage. Treatment means consultation, care, or services provided by a physician, including diagnostic measures and taking prescribed drugs and medicine.

Pre-existing Conditions Exclusion

The plan does not pay for disabilities caused by or related to a pre-existing condition during the first year of coverage, or an increase in coverage.

Excluded Disabilities

Total disabilities caused by or related to items listed below are excluded from coverage:

- injuries in the course of any occupation or employment for pay or profit;
- any injury or sickness for which you are entitled to benefits under Workers' Compensation Law, Employer's Liability Law or similar law;
- war or any act of war, declared or undeclared, or while serving in the armed forces of any country or international authority;
- participation in a riot or insurrection or committing an assault or a felony, or while engaged in an illegal occupation;
- attempted suicide or intentionally self-inflicted injuries;
- injury occurring while intoxicated;
- voluntary inhalation of gas or fumes;
- voluntary ingestion or injection of any drug, narcotic, or sedative unless administered on the advice of and taken in such doses as are prescribed by a physician;
- alcoholism or drug addiction;
- mental, nervous or emotional disorder;
- elective or cosmetic surgery; or
- a loss due to a pre-existing condition specifically named or described as excluded in any part of the policy or certificate.

When your application is approved, your employer will be furnished a certificate of coverage for distribution, which will further explain your benefits. If you do not receive your certificate, please contact our Customer Service Department at 1-800-370-5856.

Benefits and exclusions may vary based on the state of issue. Read your certificate carefully. This brochure briefly describes the main provisions of the contract and is for informational purposes only. All statements are limited by the terms of the Master Policy.



You'll Choose Us For Life

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A Rating and Analysis from the A.M. Best Rating Company represents an independent opinion from the leading provider of insurer ratings of a company's financial strength and ability to meet its obligations to policyholders. Upon completion of evaluations, A.M. Best assigns the following Best's Ratings: A++ and A+ (Superior); A and A- (Excellent); B++ and B+ (Very Good); B and B- (Fair); C++ and C+ (Marginal); C and C- (Weak); D (Poor); E (Under Regulatory Supervision); F (In Liquidation); S (Rating Suspended). **Based on this analysis, USABLE Life is rated "A" (Excellent).**

Standard & Poor's Insurer Financial Strength Ratings provide powerful decision-making tools for anyone interested in buying insurance. Standard & Poor's ratings are prospective evaluations of an insurer's financial security to its policyholders. Standard & Poor's Insurer Financial Strength Ratings range from "AAA" to "CC". An insurer rated "BBB" and higher ("A", "AA", "AAA") is regarded as having financial security characteristics that outweigh any vulnerabilities and is highly likely to have the ability to meet financial commitments. An insurer rated "BB" or lower is in the "vulnerable" range and is regarded as having vulnerable characteristics that may outweigh its strengths. "BB" indicates the least degree of vulnerability within the range. "CC" the highest degree of vulnerability. **Based on this analysis, USABLE Life is rated "A" (Strong).**

For more information, or if you have questions concerning this product, contact your Employee Benefits Department or call USABLE Life at (501) 375-7200 or 1-800-648-0271.