

Long-term disability

Quick facts

Long-term disability (LTD) plans from Lincoln Financial Group provide a wide variety of options, with flexible plan designs and valuable features to help fit your clients' many needs.

The basics	
Types of plans	<ul style="list-style-type: none"> ▪ Fully insured <ul style="list-style-type: none"> – Employer-paid – Employee-paid ▪ Plan design features ranging from robust to cost-conscious
Elimination period	<ul style="list-style-type: none"> ▪ Variable options (90 and 180 days are most common) ▪ Can be satisfied with days of total or partial disability or combination of both ▪ The period of standard trial work days is twice the policy's elimination period, allowing the employee the ability to return to work without starting the elimination period over (Example: A 90-day elimination period may be accrued over 180 days).
Maximum benefit duration options	<p>Options vary but can include:</p> <ul style="list-style-type: none"> ▪ Social Security Normal Retirement Age (SSNRA) ▪ To age 65: Reducing Benefit Duration (RBD) ▪ To age 70 ▪ Two-, five- or 10-year options
Definition of disability	<ul style="list-style-type: none"> ▪ Total disability¹: Due to injury or sickness, the employee is unable to perform one or more of the main duties of his or her own occupation. <ul style="list-style-type: none"> – After the Own Occupation period: Due to an injury or sickness, the employee is unable to perform each of the main duties of any occupation. ▪ Partial disability²: Due to an injury or sickness, the employee is unable to perform one or more of the main duties of his or her own occupation or is unable to perform such duties full time. <ul style="list-style-type: none"> – After the Own Occupation period: Due to an injury or sickness, the employee is unable to perform one or more of the main duties of any occupation.
Own Occupation and Any Occupation periods (Own Occ/Any Occ)	<ul style="list-style-type: none"> ▪ Own Occ: 24 months standard; other options available. Disability is based on the employee's own occupation. ▪ Any Occ: Immediately follows the Own Occupation period. Disability is based on the employee's ability in any occupation.
Exclusions¹	<p>Long-term disability benefits will not be payable for any period of disability:</p> <ul style="list-style-type: none"> ▪ That is self-inflicted. ▪ That is the result of war (declared or undeclared) or any act of war. ▪ During which the employee is not under the regular care of a physician. ▪ When actively participating in a riot. ▪ Resulting from the commission of a felony or any type of assault or battery. ▪ When incarcerated due to a felony. <p>For preexisting condition exclusions – 3/12 standard, other options are available.</p>

The basics

Limitations	<ul style="list-style-type: none"> ▪ Mental Illness <ul style="list-style-type: none"> – Emotional, behavioral, psychological, personality, mood, or stress-related disorder, and more, regardless of cause ▪ Substance abuse <ul style="list-style-type: none"> – Alcoholism, drug abuse or chemical dependency ▪ Specific illness <ul style="list-style-type: none"> – Chronic fatigue, environmental sickness, musculoskeletal and connective tissue injury/sickness or similar conditions where diagnosis is more subjective in nature
Benefit amount	<ul style="list-style-type: none"> ▪ Variable options: 40%, 50%, 60%, 66.67% and 70% ▪ Flat dollar benefit amounts available

Financial support for the employee

Maximum and minimum monthly benefit options	<ul style="list-style-type: none"> ▪ Maximum can be determined from a wide benefit range based on the employer needs and is offered as a flat dollar amount. ▪ Minimum can also be determined from a wide benefit range and can be offered as a flat dollar amount or percentage of the weekly benefit.
Standard benefits	<ul style="list-style-type: none"> ▪ Progressive Income Benefit: Provides an additional benefit to the disabled employee suffering a loss of Activities of Daily Living (ADLs). ▪ Family Care Benefit: Provides a reimbursement benefit if the employee is terminally ill, has a cognitive impairment or is unable to perform two or more Activities of Daily Living (ADLs) and has eligible family care expenses for a qualified dependent. ▪ Survivor Benefit: If the employee dies after being disabled for a set period and was eligible to receive a benefit, Lincoln will review additional benefits payable to the eligible survivor, or to the estate if no survivor. Pays a lump-sum benefit equal to three times the last monthly LTD benefit to an eligible survivor. ▪ Medical Premium Benefit: Provides an additional benefit to the employee to offset the cost of COBRA.
Optional benefits	<ul style="list-style-type: none"> ▪ Retirement Protection Benefit: Provides options to continue saving for retirement while receiving LTD benefits. ▪ Loan Assistance Benefit: Provides an additional benefit to bridge the gap in reduced income during disability and cover some costs of standard loans. ▪ Infectious Disease Benefit: This benefit allows medical professionals to be considered totally disabled if they test positive for an infectious disease as classified by the CDC and suffer restrictions due to the diagnosis. ▪ Spouse Disability Benefit: Provides disability coverage for an employee's spouse should they lose two or more Activities of Daily Living (ADLs).³ ▪ Modification Support Benefit: Provides a lump-sum benefit to support specific modifications needed to the home and/or auto due to the employee's disability. ▪ Cost of Living Adjustment (COLA) Benefit: Protects the employee's disability benefit from inflation by providing a fixed number of annual increases to the net disability benefit.
LTD offsets with other sources of income	<p>Some examples include:</p> <ul style="list-style-type: none"> ▪ State disability benefits ▪ Social Security Disability ▪ Social Security Retirement ▪ Retirement benefits ▪ Workers' Compensation ▪ Other group insurance
Conversion	<ul style="list-style-type: none"> ▪ Options available for employer-paid coverage.
Portability	<ul style="list-style-type: none"> ▪ Options available for employee-paid coverage.
Prior Insurance Credit	<ul style="list-style-type: none"> ▪ Applies to employees insured under prior carrier's policy on its termination date.
Waiver of Premium	<ul style="list-style-type: none"> ▪ Covers periods of partial and total disability.

Return-to-work support

Partial Disability Benefit	By allowing them to receive up to 100% of their pre-disability income, this partial benefit encourages employees to attempt a return to work and receive a partial benefit from Lincoln.
Recurrent Disability	Once a claim is closed and an employee returns to work full time, this provision allows for a new period of disability for the same or related condition to be treated as part of the prior disability claim. This applies for a specified period of time after returning to work. After that time period, the disability would be treated as a new claim.
Clinical and vocational staff	Dedicated clinical and vocational staff provide support and expertise.
Vocational Rehabilitation Assistance	The employee may be eligible to participate in a vocational rehabilitation program while on approved LTD benefits.
Rehabilitation Incentive Benefit	The employee may be eligible to receive an additional benefit, typically 5% of their basic monthly earnings, while on an approved LTD claim and actively participating in an approved (Lincoln) vocational rehab program.
Reasonable Accommodation Benefit	This benefit enhances return-to-work possibilities for the totally disabled or stay-at-work possibilities for the partially disabled by assisting the employer in providing modifications that allow the employee to return to work or stay at work. Upon approval, a one-time reimbursement may be provided to the employer up to 50% of the cost of the modification, to a maximum of \$5000.
Value add programs and enhanced programs	<p>Employee assistance programs:</p> <ul style="list-style-type: none"> ▪ <i>EmployeeConnect</i>SM services standard with purchase of LTD <ul style="list-style-type: none"> – Five face-to-face sessions per person, per issue, per year – Unlimited telephonic legal, financial and work-life support – Online access to a broad range of topics, tools and resource information – While this program is standard with LTD, this employee assistance program is made available to all employees regardless of their LTD coverage. ▪ <i>EmployeeConnect</i>SM Plus services – optional upgraded service includes: <ul style="list-style-type: none"> – Employer mandatory referrals – Training and critical response hours – Utilization reporting – Additional face-to-face sessions, totaling six – Designated account management

Hassle-free support

Self-service access	<ul style="list-style-type: none"> ▪ Employees with access to policy information and the ability to make service requests and the ability to access claims forms
Enrollment	<ul style="list-style-type: none"> ▪ An enrollment wizard allows employer administrators to look up Social Security numbers or employer IDs and check for system duplicates. ▪ A self-service employee enrollment portal. ▪ Enrollment options are supported by a variety of communication tools to improve participation.
Flexible billing options	<ul style="list-style-type: none"> ▪ An employer-selected billing date ▪ "Skip month" billing ▪ Other billing frequency options (such as quarterly)

¹ An earnings loss is not required to be considered totally disabled.

² Requires only a 1% earnings loss for benefit payment.

³ Benefits are also paid if the covered spouse permanently loses cognitive or intellectual capacity and requires help or becomes terminally ill and is expected to die from the diagnosed illness within 12 months.

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Features and benefits may vary by state.

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