

Southwest/West Central Service Cooperative Disability Insurance

SOUTHWEST WEST CENTRAL SERVICE COOPERATIVE

SWWC

Education & Administrative Resources

Match Your Bargained Contracts without Coverage Gaps

Long-Term Disability Insurance is a complicated product. You may have coverage gaps in your current insurance policy and not even be aware of it. Claims are sometimes paid by exception rather than by contract; however, carriers today are less likely to pay claims by exception than in the past. You need specialists not only in public sector insurance but also in Long-Term Disability Insurance. National Insurance Services has specialized in both since 1969.

Southwest/West Central Service Cooperative Group Long-Term Disability Insurance

Flexible Plan Features

- Various definitions of disability: Total, Partial or Zero Day Residual
- Variety of elimination and waiting periods
- Unlimited mental health coverage
- "Own Occupation" periods longer than two years
- Eligibility below 20 hours per week

Optional Plan Enhancements

- Medical Premium Expense Benefit (Attractive and inexpensive, this add-on covers the employee's Medical Insurance payments during a disability. When communicated properly to employees, this is a valuable recruiting and retention tool.)
- Employer-paid Step-Up to 85% Plan
- Lifestyle LTD Insurance (A unique plan that helps employees maintain their lifestyle during a disability by increasing payments as the cost of living and medical expenses increase.)
- Employee-paid Buy-Up Plans (Increases the percent of salary, increases the maximum annual salary and/or decreases the elimination period.)

(over)



Voluntary and Supplemental Disability Insurance

Lost productivity and the cost of replacement workers due to disability are expensive problems for employers. Our quality Disability Insurance plans do not just pay claims. Insurance carriers work with employers, medical personnel and the employee to create effective return-to-work programs. These programs protect you, the employer, from loss due to lost productivity.

100% Employee-Paid Long-Term Disability Insurance

For organizations that do not provide an employer-paid Long-Term Disability Insurance benefit.

- Benefits up to 66²/₃%
- Elimination periods from 7 to 360 days
- Benefit durations from 9 weeks to age 65
- No medical questions or exams (if minimum participation is met)
- Minimum monthly benefit available
- Maternity coverage
- Tax-free benefit

Employer-Paid Benefit Plus Employee-Paid Buy-Up Plan

For organizations that provide employer-paid Long-Term Disability Insurance benefit and want to give employees the option of increasing coverage.

Disability Insurance Buy-Up plans provide a base level of employer-paid coverage plus the flexibility to add more coverage. Types of Buy-Up Plans include:

- Increase the percentage of covered pre-disability earnings
- Increase the maximum annual covered pre-disability earnings
- Reduce the elimination period

Long-Term Supplemental Disability Insurance

For organizations that provide an employer-paid Long-Term Disability Insurance benefit and want to give the option of increasing coverage to 85%.

If your employee became disabled and could not work, s/he would be eligible to receive your current LTD benefit, usually 66²/₃% of their current income. Since the benefit is employer-paid, that 66²/₃% is subject to income tax, leaving the employee with less income than s/he may have anticipated. If that same employee took advantage of this Long-Term Supplemental Disability Insurance, s/he could increase their benefit from 66²/₃ to 85%. This additional benefit is not taxable because the employee pays the insurance premium payment.

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