

Plan Highlights

Group Long Term Disability Insurance



Saks and Company

COVERAGE

Disability income protection insurance provides a benefit for long term disability resulting from a covered injury or sickness. Benefits begin at the end of the elimination period and continue while you are disabled up to the maximum benefit duration.

ELIGIBILITY

Each active, Full-time salaried Associate, except any person employed on a temporary or seasonal basis.

CONTRIBUTION REQUIREMENTS

Core: Coverage is 100% Employer Paid.

Buy-Up: Coverage is 100% Employee Paid.

ELIMINATION PERIOD

Core: 180 consecutive days of total disability;

Buy-Up: 180 consecutive days of total disability.

BENEFIT AMOUNT

Core: The benefit amount is equal to 40% of your monthly covered earnings, from a minimum of \$100/10%, to a maximum benefit of \$12,500 per month.

Buy-Up: The benefit amount is equal to 60% of your monthly covered earnings, from a minimum of \$100/10%, to a maximum benefit of \$12,500 per month.

MAXIMUM BENEFIT DURATION

Benefits will not extend beyond the longer of your Social Security Normal Retirement Age or Duration of Benefits below:

Age at Disablement	Duration of Benefits
61 or less	To Age 65
62	3 1/2 Years
63	3 Years

64	2 1/2 Years
65	2 Years
66	1 3/4 Years
67	1 1/2 Years
68	1 1/4 Years
69 or more	1 Year

FEATURES

- ▶ Conversion Privilege
- ▶ Military Services Leave of Absence
- ▶ FMLA Continuation
- ▶ Interruption and Recurrent Provisions
- ▶ Rehabilitation Provision
- ▶ Residual and Partial Disability
- ▶ Specific Indemnity Benefit
- ▶ Survivor Benefit – 3 months
- ▶ Transfer of Coverage Provision
- ▶ Work Incentive & Child Care Provisions
- ▶ Cost of Living Adjustment Benefit

VALUE-ADDED SERVICES

- ▶ Travel Assistance Services
- ▶ ID Theft Recovery Services

LIMITATIONS

- ▶ Mental & Nervous Limitation – 24 months outpatient
- ▶ Substance Abuse Limitation – 24 months
- ▶ Offsets: your benefit may be reduced by other income sources such as, but not limited to, Social Security, Workers Compensation, State Disability Plans

FIRST RELIANCE STANDARD
LIFE INSURANCE COMPANY

www.reliancestandard.com

This Plan Highlight is not a complete description of the insurance coverage. Insurance is provided under group policy form LRS-6564, et al. This is not a binding contract. Should there be a difference between this Plan Highlight and the contract, the contract will govern. The Certificate of Coverage will be made available to you that describes the benefits in greater detail; however a benefit will not be paid if caused or contributed by an exclusion listed in the Certificate.

First Reliance Standard Life Insurance Company (Home Office: New York, NY) is licensed in New York.