

Long-Term Disability (LTD) Benefit Highlights for New Mexico State University

Eligibility: All active regular employees and all active non-regular term appointment employees working at least 30 hours per week for the Policyholder, who have elected coverage and are working in the United States of America for the Policyholder.

Monthly Benefit: 60% of your monthly earnings to a monthly maximum of \$5,000

Benefits will begin on: 136th day of continuous disability

Maximum Period Payable:

Age at Disability	Maximum Period Payable
Less than age 60	To age 65
Age 60 through 64	5 years
Age 65 through 68	To age 70, or 1 year, whichever is longer
Age 69 and over	1 year

We will reduce the amount of your LTD payment by other income benefit payments you may receive or are eligible to receive.

Monthly Earnings: means your rate of earnings from your employer in effect immediately prior to the date disability begins. It does not include bonuses, overtime pay or any extra pay.

Premium: You and your employer share in the cost of your basic benefits based on your annual salary.

- If your salary is \$0 to \$26,249, your employer contributes 80%.
- If your salary is \$26,250 to \$31,499, your employer contributes 70%.
- If your salary is \$31,500 or greater, your employer contributes 60%.

Definition of Disability: *Total Disability* means that during the elimination period and the next 24 months of disability you are unable to perform the material and substantial duties of your occupation on a full-time basis because of a disability. After the LTD monthly benefit has been paid for 24 months, *Total Disability* means that you are unable to perform with reasonable continuity all of the material and substantial duties of your own or any other occupation for which you are or become reasonably fitted by training, education, experience, age and physical and mental capacity. To qualify for total disability, your earnings must be less than 20% of your basic monthly earnings as a result of your disability.

Partial Disability means 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 or part-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. You must be earning less than 80% of your pre-disability earnings at the time partial disability employment begins.

Mental Illness, Alcohol and Drug Limitations: You can receive benefit payments for disabilities resulting from mental illness, alcoholism or drug addiction for a total of 24 months. Benefits may be payable if you are confined after 24 months of benefit payments. See your certificate for further details.

Survivor Income Benefit: Your eligible survivor will receive a lump sum benefit payment equal to 3 times your last monthly benefit if you die while receiving a monthly benefit and your disability had continued for 180 or more consecutive days.

Exclusions: The policy will not cover any disability due to:

- war, declared or undeclared or any act of war;
- intentionally self-inflicted injuries;
- active participation in a riot;
- your commission of or an attempt to commit a felony or any type of assault or battery;
- a pre-existing condition.

Pre-existing Condition: A disability which:

1. is caused or contributed to by, or results from a sickness or injury for which you received medical treatment within 3 months prior to your effective date; and
2. results in a disability which begins in the first 12 months after your effective date.

Please note: This information is only a product highlight. Products and services marketed under the Dearborn National® brand and the star logo are underwritten and/or provided by Dearborn National® Life Insurance Company (Downers Grove, IL) in all states (excluding New York), the District of Columbia, the United States Virgin Islands, the British Virgin Islands, Guam and Puerto Rico. The policy has exclusions, limitations, and reduction of benefits and/or terms under which the policy may be continued or discontinued. The policy may be cancelled by the insurer at any time. The insurer reserves the right to change premium rates, but not more than once in a 12-month period.