

**SUMMARY OF BENEFITS**

**Sponsored by: Washington State Auto Dealers Insurance Trust**

Short-term disability is intended to protect your income for a short duration in case you become ill or injured.

STD Benefit			
	Weekly Benefit	Elimination Period	Maximum Duration
	60% of weekly salary up to \$125 per week	Benefits begin on: Accident: 8th day Illness: 8th day	26 weeks
<b>Buy-Up Option</b>	60% of weekly salary up to \$1,385 per week	Benefits begin on: Accident: 8th day Illness: 8th day	26 weeks

**Plans** The core plan is paid for by your employer and there is no cost to you. If you elect the buy-up option, the cost will be deducted from your salary.

**Integration of Benefits** Your benefits may be reduced by benefits received from state disability or worker's compensation programs. The total of all benefits received from this policy, state disability plans, worker's compensation programs and your employer's sick pay plan may not exceed 100% of your income prior to disability.

Additional Benefits	
	Rehab Assistance - 5% Survivor Income - 3 Weeks C-Section Benefit - 8 weeks <b>See your Schedule of Benefits on your Certificate for more information</b>

Enrolling for Coverage	
<b>Eligibility:</b>	All employees in an eligible class. You are able to take advantage of this coverage now without a health examination. You may not be offered this opportunity again, or may be responsible for the cost of required examinations.

Monthly Buy-Up Premium Calculation**		
		EXAMPLE
List your weekly earnings (Maximum covered payroll is \$2,308 weekly)	\$ _____	\$610
Multiply by the premium factor	0.02520	0.02520
Your Estimated Monthly Premium	\$ _____	\$15.37
		<u>Composite Rate Factor:</u> <u>0.02520</u>

\*\*This is an estimate of premium cost. Actual deductions may vary slightly due to rounding and payroll frequency.

## Understanding Your Benefits

<b>Total Disability</b>	Due to an injury or illness, you are unable to perform each of the main duties of your regular occupation.
<b>Partial Disability</b>	Due to an injury or illness, you are unable to perform one or more of the main duties of your regular occupation on a full-time basis. Partial Disability benefits may be payable if you are earning at least 20% of the income you earned prior to becoming disabled, but not more than 99%. Partial disability benefits allow you to work and earn income from your employer as well as continue to receive benefits, which may enable you to receive 100% of your income during your time of disability.
<b>Continuation of Disability</b>	If you return to work full-time but become disabled from the same disability within 2 weeks of returning to work, you will begin receiving benefits again immediately.
<b>Benefit Exclusions</b>	You will not receive benefits in the following circumstances: <ul style="list-style-type: none"><li>• Your disability is the result of a self-inflicted injury.</li><li>• You are not under the regular care of a doctor when requesting disability benefits.</li><li>• Your disability is the result of war, declared or undeclared, or any act of war.</li><li>• Your disability is covered under a worker's compensation plan and/or is due to a job-related sickness or injury.</li></ul>
<b>Benefit Reductions</b>	Your benefits may be reduced if you are receiving benefits from any of the following sources: <ul style="list-style-type: none"><li>• Any governmental retirement system earned as a result of working for the current policyholder;</li><li>• Any disability or retirement benefit received under a retirement plan;</li><li>• Any Social Security, or similar plan or act, benefits;</li><li>• Earnings the insured earns or receives from any form of employment;</li><li>• You are receiving sick leave pay from your employer.</li><li>• Disability income benefits received under state disability benefit laws.</li></ul>
<b>Rehabilitation Assistance Benefit</b>	Employees who participate in an approved rehabilitation program are eligible to receive an additional percent of benefit. Additionally, approved program costs may be reimbursed.
<b>Survivor Income</b>	A benefit may be paid to your survivor for additional months if you should die while you were eligible to receive benefits under this policy.
<b>Coverage Termination</b>	This coverage will terminate when you terminate employment with this policyholder, or at your retirement.

**For assistance or additional information Contact Lincoln Financial Group at**

**(800) 423-2765; reference ID: WASHAUTO1**

**[www.LincolnFinancial.com](http://www.LincolnFinancial.com)**

NOTE: This is not intended as a complete description of the insurance coverage offered. Controlling provisions are provided in the policy, and this summary does not modify those provisions or the insurance in any way. This is not a binding contract. A certificate of coverage will be made available to you that describes the benefits in greater details. Should there be a difference between this summary and the contract, the contract will govern.

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