FAQ - NSHE Employer-paid Long Term Disability (LTD) plan effective 1/1/24

Who is eligible for this coverage?

NSHE Academic and Administrative Faculty working a minimum of 20 hours per week (50% FTE)

How does LTD benefits work?

This employer-paid LTD coverage provides a monthly benefit if you have a covered illness or injury and you can't work for a few months – or even longer. You're generally considered disabled if you're unable to do important parts of your job – and you income suffers as a result.

Why is this coverage so valuable?

LTD insurance can replace part of y6.6 1p-paid LTD covers 60% of your monthly gross base salary, up to a maximum pa \$7,500 per month.*

sources of income

Deducible sources of income

Your disability benefit may be reduced by deductible sources of income and by any earnings you have while you are disabled, including such items as group disability benefits or other amounts you receive or are entitled to receive:

- Worker's Compensation or similar occupational benefit laws, including a temporary disability benefit under a worker's compensation laws
- State compulsory benefit laws
- Automobile liability insurance policy
- No fault motor vehicle plan
- Third-party settlements'
- Other group insurance plans
- A group plan sponsored by your employer
- Governmental retirement system
- Salary continuation or sick leave plans-if included
- Retirement payments
- Social Security or similar governmental programs

Is there a waiting period?

- Faculty hired prior to 1/1/24 will not be subject to a waiting period. The LTD is effective 1/1/24.
- Faculty hired after 1/1/24, the

| Is there an elimination period (EP)? |
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| Your elimination period is 180 days. This is the number of days that must pass after a covered accident or illness before you can begin to receive benefits. |
| What is the benefit duration (BD)? |
| This is the maximum length of time you can receive benefits while you're disabled. Refer to the Maximum |

This is the maximum length of time you can receive benefits while you're disabled. Refer to the Maximum Period of Payment table below for specifics.

Are pre-existing conditions covered?

No. This plan does not cover pre-existing conditions.

You have a pre-existing condition if:

| • | You received medical treatment, consultation, care or services including diagnostic measures for | | | | | |
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| | the condition, or took presc forete | | | | | |
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What if I'm currently enrolled in the PEBP voluntary group LTD plan?

For those employees that have selected the PEBP offered LTD plan, we recommend you evaluate your participation. Reference the LTD comparison.

Faculty enrolled in the PEBP voluntary group LTD plan prior to 1/1/24, pre-existing conditions would not apply. This would be viewed as a carrier change.

Do I have to wait till open enrollment to cancel my PEBP voluntary group LTD plan?

No. PEBP/Corestream permits participants to cancel their voluntary LTD coverage at anytime. Participants can cancel through the Corestream portal or by calling Corestream at 775-249-0716. Participants must provide a 30 day notice to cancel.