

GIOA

Summary of Operator Base LTD Options & Rates
as of July 31, 2020

Operator Base LTD with	Current	Opt 1 (current design)	Opt 2 (alt. design)
Benefit increment amount	\$1,000	\$1,000	\$1,000
Benefit %	60%	60%	60%
Benefit maximum	\$25,000	\$25,000	\$25,000
Elimination Period (days)	180	180	180
Definition of disability	Own occupation to age 67	Own occupation to age 67	Own occupation to age 67
COLA adjustment %	Lesser of 3% or CPI	Lesser of 3% or CPI	None
COLA duration	Unlimited	Unlimited	N/A
COLA waiting period	12 months	12 months	N/A
Social Security Integration	Full Family	Full Family	Full Family
Pre-Existing Condition Limitation	3/12	3/12	3/12
Mental Illness Limitation	24 months	24 months	24 months
Substance Abuse Limitation	None	None	24 months
Chemical Sensitivity Limitation	None	None	24 months
Subjective Symptom Limitation	None	None	24 months
Return to Work Incentive	Included	Included	Included
Trial Work Days	Unlimited	Unlimited	Unlimited
Rehabilitation Benefit	Included	Included	Included
Rates (by age)	Per \$100 of benefits	Per \$100 of benefits	Per \$100 of benefits
0-29	\$0.095	\$0.120	\$0.103
30-39	\$0.262	\$0.330	\$0.284
40-49	\$0.633	\$0.790	\$0.687
50-59	\$1.155	\$1.450	\$1.253
60-69	\$1.345	\$1.680	\$1.459
70 and up	\$2.242	\$2.800	\$2.433
% Difference from current			
0-29	N/A	26.3%	8.4%
30-39	N/A	26.0%	8.4%
40-49	N/A	24.8%	8.5%
50-59	N/A	25.5%	8.5%
60-69	N/A	24.9%	8.5%
70 and up	N/A	24.9%	8.5%