



Policyholder: State of Idaho

Long-Term Disability (LTD) Coverage

Effective Date: 7/1/2021

This is a summary of your long-term disability coverage from Principal Life Insurance Company. Long-term disability coverage is designed to replace a portion of your income when you are disabled because of injury or illness.

Eligibility: You are eligible if you are an officer or employee of state agencies, departments, or institutions, including state officials or employees of other governmental entities which have contracted with the State of Idaho for disability coverage who are working 20 hours or more per week and are not classified as a seasonal employee or a part-time temporary employee.

Your Benefits at a Glance

Eligible Classes	<p>B All other certified officials, excluding elected Members of Legislature, and certified employee in active status</p> <p>C All police officer members of the Idaho Department of Law Enforcement as defined in Section 59-1303(3) Idaho Code</p>
Qualifying as Disabled	<p>You may qualify as disabled during the waiting period and own occupation period if because of sickness, injury or pregnancy, during the first 30 months – including the waiting period – if both of the following applies:</p> <ul style="list-style-type: none"> You cannot perform the essential functions of your own occupation. You are unable to earn more than 70% of your monthly salary. <p>After completing the first 30 months, including the waiting period, you may qualify as disabled if because of sickness, injury or pregnancy, one of the following applies:</p> <ul style="list-style-type: none"> You cannot perform the essential functions of any occupation for which you are or may become qualified based on your education, training or experience. You are unable to earn more than 60% of your monthly salary.
When Benefits Begin	<p>LTD benefits begin after you have been disabled the longer of (a) 26 continuous weeks of disability or (b) the exhaustion of your sick leave earned at the time of total or residual disability. This is called the waiting period. It can be satisfied with days of total or partial disability.</p> <p>If you recover and return to work for less than 10 continuous days during the benefit duration and then again become disabled from the same or related cause, you are not required to complete a new waiting period.</p>
Benefits if Not Working	<p>When you are unable to work in any capacity during the benefit payment period, your monthly benefit equals your primary monthly benefit, less income from other sources.</p> <p>Your primary monthly benefit is equal to 60% of your monthly earnings before becoming disabled, but will not exceed \$6,000.</p>
Benefits if Working	<p>If you are able to work while disabled, you may still be eligible to receive a disability benefit.</p> <p>If you are working during the benefit payment period, your monthly benefit is the lesser of:</p> <ul style="list-style-type: none"> 70% of the earnings you received before becoming disabled, less income from other sources, less current earnings; or Your primary monthly benefit, less income from other sources, multiplied by your income loss percentage.
Your Benefit Duration	<p>Your age at the time of disability affects the length of time you are eligible to receive disability benefits.</p> <p>If you become disabled before reaching age 65, your disability benefits are payable until the later of:</p> <ul style="list-style-type: none"> The date you reach Social Security normal retirement age: or 36 months after your benefit payment period begins.

	<ul style="list-style-type: none"> • If you become disabled at or after age 65, your disability benefits are payable until the later of: • The date you reach Social Security normal retirement age; or • The date the benefit payment period reaches the number of months shown below. <table border="0" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;"><u>Age disability occurs</u></th> <th style="text-align: left;"><u>Duration of benefits</u></th> </tr> </thead> <tbody> <tr> <td>Age 65 – 67</td> <td>24 months</td> </tr> <tr> <td>Age 68 – 69</td> <td>18 months</td> </tr> <tr> <td>Age 70 – 71</td> <td>15 months</td> </tr> <tr> <td>Age 72 and over</td> <td>12 months</td> </tr> </tbody> </table> <p>However, your disability benefits will end when you:</p> <ul style="list-style-type: none"> • Recover • Earn at least 70% of your monthly salary • Die • Meet Maximum Benefit Period • Cease to be under the regular and appropriate care of a physician or refuses to undergo an examination by a physician or rehabilitation testing when required • Fail to provide any required proof of disability • Fail to receive medical treatment that is generally acknowledged by physicians to cure or improve your condition as to reduce its disabling effect and that has been recommended. <p>If you recover and return to work for less than 6 consecutive months during the benefit duration and then again become disabled from the same or related cause, this period is not counted toward maximum benefit period. Return to work as part of an approved rehabilitation program will not be considered a return to active status.</p>	<u>Age disability occurs</u>	<u>Duration of benefits</u>	Age 65 – 67	24 months	Age 68 – 69	18 months	Age 70 – 71	15 months	Age 72 and over	12 months
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Limitations of Benefits

Limitations	<p>No benefits will be paid for disabilities resulting from:</p> <ul style="list-style-type: none"> • Willful self injury, while sane or insane • War or an act of war • Voluntary participation in an assault, felony, insurrection, riot, or strike • Injury arising out of or in the course of employment for wage or profit except for employment with the State of Idaho • A preexisting condition <p>Benefits will be considered disabling conditions that occur while you are insured for coverage. Other existing or new conditions that are not deemed disabling prior to the date active worked ended will not be considered covered disabilities.</p>
Treatment of Mental Health Conditions and Drug and Alcohol Abuse Conditions and Special Conditions	<p>A disability is considered due to alcohol, drug or chemical abuse, dependency or addiction or a mental health condition or a special condition if the disability is caused by one of these condition(s) and not by other disabling conditions.</p> <p>Maximum benefit payment periods for:</p> <p>Mental health conditions – 2 years</p> <p>Alcohol, drug or chemical abuse conditions – 2 years</p> <p>Special conditions – 2 years</p> <p>However, if at the end of the benefit duration, you are enrolled in an alcoholism or drug abuse treatment program approved by State of Idaho or confined in a licensed hospital or any other type of facility providing treatment for any of these conditions, the benefit payment period may be extended to include the time period you are confined for treatment.</p>

	<p>Mental health conditions exclude: schizophrenia, dementia, organic brain syndromes, delirium, amnesia syndromes and organic delusional or hallucinogenic syndromes.</p> <p>Special conditions are considered to be:</p> <ul style="list-style-type: none"> • Thoracic outlet syndrome • Headaches, such as functional, migraine, organic, sinus and tension • Chronic fatigue syndrome • Fibromyalgia • Temporomandibular joint (TMJ) • Cumulative trauma disorder, overuse syndrome, or repetitive stress disorder including carpal tunnel and ulnar tunnel syndrome • Environmental allergies and multiple chemical sensitivity • Musculoskeletal and connective tissue disorders of the neck and back, including any disease or disorder of the cervical, thoracic and lumbosacral back and surrounding soft tissue, including sprains and strains of joints and adjacent muscles, but not including: <ul style="list-style-type: none"> • Arthritis • Ruptured intervertebral discs • Scoliosis • Spinal fractures • Osteopathies • Spinal tumors, malignancy or casvular malformations • Radiculopathies, document by electromyogram • Spondylolisthesis, grade II or higher • Myelopathies and myelitis • Demyelinating disease • Traumatic spinal cord necrosis
<p>Preexisting Conditions</p>	<p>A preexisting condition is a sickness, injury, Mental Health Condition or drug or alcohol condition for which you:</p> <ul style="list-style-type: none"> • Received medical treatment, consultation, care or service; or • Were prescribed or took prescription medications • Had symptoms or conditions which would cause a reasonably prudent person to seek diagnosis, care or treatment; <p>in the three months prior to your effective date under this policy.</p> <p>Benefits will not be paid for disabilities resulting from preexisting conditions unless, when you become disabled, you have been actively at work for one full day after completing 12 consecutive months of coverage under the policy.</p>

Terms you should know:

Income from Other Sources – Income you receive from other sources can be deducted from your primary monthly benefit amount. Other sources include:

- All retirement or disability benefits that you and your dependents receive or could have received, from Federal Social Security, Railroad Retirement Act, other federal, state, provincial, municipal or other government agencies
- Salary continuance or sick pay
- Workers’ Compensation or occupational disease benefits including all permanent as well as temporary disability benefits
- Income from state disability plans
- Payments from policies that provide coverage for time away from work, if paid in part by or deducted from payroll by the policyholder
- Income from other group disability policies during a period of rehabilitative employment
- Disability or retirement benefits, paid by pension plans sponsored by the policyholder
- Income received from no-fault auto laws
- All payments for the month that the member receives under state unemployment laws

Other income sources do not include:

- Payments attributable to Individual disability insurance policies
- Supplemental disability purchased under a no-fault auto law

Essential Functions – Functions which are normally required for the performance of an occupation and which cannot be reasonably omitted or modified.

Own Occupation – The occupation you are routinely performing when you qualify as disabled. Own occupation does not mean the specific tasks or job you are performing for State of Idaho or at a specific location.

Primary Monthly Benefit - Your primary monthly benefit is equal to 60% of your earnings before becoming disabled, but will not exceed \$6,000.

This is a summary of disability coverage underwritten by Principal Life Insurance Company. Because this is a summary of your coverage, it does not state all contract provisions, restrictions of coverage, benefits by conditions or limitations, or provisions required by state or federal law. If any provision presented here is found to be in conflict with federal or state law, that provision will be applied to comply with federal or state law. The group policy or contract determines all rights, benefits, exclusions and limitations of the coverage described here. For complete details, refer to your policy. If there is a discrepancy between this handout and your policy, the policy prevails.

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