

## PERSONAL PLANS

# DISABILITY PLANS

*One in three workers will become disabled before retirement — most by a disability caused by a common illness like joint pain, cancer and chronic diseases. With disability insurance, you can protect your most valuable financial asset — your paycheck.*

Effective January 1, 2021

LONG-TERM DISABILITY PLANS <sup>1</sup>	ECONOMY <sup>2</sup>	CHOICE	PREMIER
Elimination period	180 days	90 days	90 days
Benefit percentage	Up to 60% of monthly earnings	Up to 60% of monthly earnings	Up to 60% of monthly earnings
Maximum monthly benefit	\$7,500 per month	\$15,000 per month	\$15,000 per month
Definition of disability	2 years own occupation	2 years own occupation	3 years own occupation
Social Security integration	Family	Family	Self
Self-reported mental/nervous limitation	12 months	12 months	24 months
Rehabilitation & Return to Work Program	Included	Included	Included
Maximum benefit period	ADEA I	ADEA I	ADEA II

For more information regarding the Age Discrimination Employment Act (ADEA) maximum benefit period, please visit our Disability FAQs on [Help.Guidestone.org](https://www.help.guidestone.org).

Effective January 1, 2021

SHORT-TERM DISABILITY PLANS <sup>3</sup>	ECONOMY <sup>2</sup>	CHOICE	PREMIER
Elimination period	14 days	7 days	7 days
Benefit percentage	Up to 60% of weekly earnings	Up to 60% of weekly earnings	Up to 60% of weekly earnings
Maximum period of benefit	24 weeks	12 weeks	12 weeks
Minimum weekly benefit	\$25 per week	\$25 per week	\$25 per week
Maximum weekly benefit	\$500 per week	\$500 per week	\$500 per week
Definition of disability	Any sickness or injury that prevents active work for more than 14 days	Any sickness or injury that prevents active work for more than 7 days	Any sickness or injury that prevents active work for more than 7 days

<sup>1</sup>Long-term disability plans are not available to participants working in the following countries: Afghanistan, Algeria, Central African Republic, Chad, Congo, East Timor, Eritrea, Iran, Iraq, Kenya, Lebanon, Pakistan, Somalia, South Sudan, Sudan, Syria, Tanzania, Uganda, Uzbekistan or Yemen.

<sup>2</sup>The Economy Short Term Disability Plan has a longer benefit period than the Choice and Premier Short Term Disability plans to provide benefits throughout the longer elimination period under the Economy Long Term Disability Plan.

<sup>3</sup>Short-term disability plans are only available within the United States.

# MONTHLY RATES

Effective January 1, 2021

## Long-term Disability

Monthly rates per \$100 of monthly salary amount

AGE	Economy Long Term Disability Plan	Choice Long Term Disability Plan	Premier Long Term Disability Plan
34 and under	\$0.25	\$0.30	\$0.32
35–39	\$0.32	\$0.38	\$0.40
40–44	\$0.41	\$0.50	\$0.51
45–49	\$0.54	\$0.64	\$0.68
50–54	\$0.64	\$0.77	\$0.80
55–59	\$0.72	\$0.85	\$0.90
60+	\$0.50	\$0.58	\$0.60

## Short-term Disability

ECONOMY	CHOICE	PREMIER
\$15.55	\$11.29	\$11.29

# MAXIMUM BENEFIT PERIOD

This is the length of time benefits are paid while the employee is disabled and depends on employee's age at the time disability begins. GuideStone makes available plans with two maximum benefit period options, the ADEA I and ADEA II (shown below).

	AGE AT DISABILITY	MAXIMUM PERIOD OF PAYMENT
ADEA I	Less than 60	To age 65, but no less than 5 years
	60	60 months
	61	48 months
	62	42 months
	63	36 months
	64	30 months
	65	24 months
	66	21 months
	67	18 months
	68	15 months
	69 and over	12 months

	AGE AT DISABILITY	MAXIMUM PERIOD OF PAYMENT
ADEA II	Less than 60	Greater of age 65 or 5 years
	60 to 64	5 years
	65 to 69	Greater of age 70 or 1 year
	70 and over	1 year

# ADDITIONAL BENEFITS

*These valuable programs are included at no additional cost with your disability plan.*

## Survivor Benefits

If you die after receiving benefits for 180 or more consecutive days, your survivor receives a lump sum payment of three times your last month's gross disability benefit.

## Rehabilitation and Return to Work Program

To encourage individuals to return to work as soon as they become physically able, individuals receive an additional benefit for participation in a rehabilitation program.

## Unum Work/Life Balance

Through Unum's Work/Life Balance services, employees will have access to live, one-on-one support, along with resources to help with family, health, life, money, work and legal issues. (Benefit available only for long-term disability.)