

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 your income suffers as a result.

Why is this coverage so valuable?

LTD insurance can replace part of your income if a disability keeps you out of work for a long period of time. You can use the money however you choose. It can help you pay for your rent or mortgage, groceries, out-of-pocket medical expenses and more.

How much coverage can I get?

The employer-paid LTD covers 60% of your monthly gross base salary, up to a maximum payment of \$7,500 per month.*

The monthly benefit may be reduced or offset by other **sources of income to include but not limited to benefits received from the PEBP voluntary group LTD plan and PERS disability benefits.*

Deductible 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 waiting period is the first of the month following 90 days from their employment.

Is there an elimination period (EP)?

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 Period of Payment table below for specifics.

Maximum Period of Payment (Benefit Duration)

Age at Disability	Maximum Period of Payment
Less than age 60	To age 65, but not less than 5 years
Age 60	60 months
Age 61	48 months
Age 62	42 months
Age 63	36 months
Age 64	30 months
Age 65	24 months
Age 66	21 months
Age 67	18 months
Age 68	15 months
Age 69 +	12 months

No premium payments are required for your coverage while you are receiving payments under this plan.

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 the condition, or took prescribed drugs or medicines for it in the 3 months just prior to your effective date of coverage; **and**
- The disability begins in the first 12 months after your effective date of coverage.

Are there exclusions and limitations to the employer-paid LTD?

Yes. Reference the NSHE – LTD Flyer for exclusions and limitations.

How do I enroll in the employer-paid LTD benefit?

NSHE will automatically enroll eligible participants into this plan. No action is required from Academic and Administrative Faculty.

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.