



## NACO-Sponsored Group Long Term Disability Plans

With NACO, we leveraged the purchasing power of all the employees at the participating counties (over 2,200 members) to bring some of the most cost-competitive programs to our members. We also used the collective purchasing power to demand high service levels.

### Long Term Disability Insurance Options

As a member of the NACO-sponsored benefit program enrolled in the BlueCross BlueShield (BCBS) medical and/or dental plans automatically receive a core long term disability plan that provides a 60% benefit of your pre-disability earnings to a maximum of \$1,500/month after a 120-day elimination period\* if you are unable to work due to a disabling injury or illness. All members of the NACO-sponsored benefit program also have the opportunity to offer their employees the option to purchase a buy-up to the core disability plan. This is a way to increase the disability protection you may need at group prices.

The buy-up option provides the following:

- Increase the maximum monthly benefit from \$1,500 up to \$4,500. This is covering your pre-disability earnings up to a maximum annual covered salary of \$90,000
- Decrease the Elimination Period from 120 days to 90 days

The buy-up option is available as an employer-paid benefit or may be offered on a voluntary basis where the employee would pay the premium via payroll deduction.

### NACO-Sponsored Long Term Disability Rates



**The additional cost for the Buy-Up option is .26% (0.0026) of the covered monthly payroll.**

Example: If an employee's annual salary is \$30,000 the cost to buy up the core Long Term Disability plan would be \$6.50 per month.  $(\$30,000/12 = \$2,500 \times .0026 = \$6.50)$

\* The elimination period is the time between when a covered disability begins and when the benefit begins. The elimination period for this plan is the greater of 120 consecutive calendar days or length of accumulated sick leave.

Founded in 1961, Madison National Life is headquartered in Madison, the rapidly growing capital city of Wisconsin. Madison National Life is licensed in 49 states and specializes in group life, disability and specialty health insurance. The company is a wholly owned subsidiary of Horace Mann Educators Corporation (NYSE:HMN), the largest financial services company focused on providing America's educators and school employees with insurance and retirement solutions.

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