

# SelectDisability

Combined Insurance



## Income Protector

For disability due to injury or sickness



Let's make this easy.®

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# Income Protector

Policy Form No. 19845

## PRODUCT FEATURES

- Benefits are payable if the insured is unable to perform all the substantial and material duties of own occupation for first 24 months; any occupation after 24 months.
- **Coverage options are “unbundled”**— employees can choose between (1) sickness; (2) off-the-job accident; or (3) on-the-job accident (over and above what Workers Compensation would cover) to suit their needs.
- Disability benefit amounts are calculated at time of issue and are coordinated with any presumed receipt of government benefits
- **Partial Recovery Benefit** pays for up to 90 days following a total disability if the insured returns to work and earns less than 75% of pre-disability earnings.
- **Disability caused by pregnancy** is covered the same as any other covered illness.
- Waiver of any premiums due after the first 14 days of total disability following any applicable elimination period until the end of the benefit period.
- **Guaranteed renewable** to age 65, thereafter until the earlier of age 70 or receipt of Social Security retirement benefits.
- **Coverage is portable** — employees can keep their coverage if they change jobs.
- Recurrent disabilities resulting from the same or related causes are considered one period of total disability
- Benefit payments are made on a semi-monthly basis.

## BENEFIT DESIGN

- **Elimination Period (EP)** (accident/sickness days): 0/7, 7/7, 14/14, 30/30, 90/90, 180/180
  - 90 day EP is only available with a 6-month benefit period or greater; 180 day EP is only available with a 12-month benefit period
- **Benefit Period:** 3 months, 6 months, 12 months, 2 years and 5 years
  - Coverage beyond 1 year provided by optional 1-year or 4-year Extended Benefit Rider, which is based upon income starting at \$32,000 income
- **Monthly Benefit:** up to 60% of the monthly income

## ELIGIBILITY

- Can match the employer’s existing benefit plan waiting period of full-time employees
- Employee must earn at least \$12,000 a year
- Employee must work at least 30 hours a week
- Employee issue age: 18-63 years

## PREMIUM STRUCTURE

- Rates are issue age based and rates can only change on a rating class basis for all policyholders within a state
- Age bands: 18-34, 35-44, 45-54, 55-63
- Four premium classes based on occupation: Highly Preferred/Preferred/Standard/Base
- Unisex and uni-smoker rates

## UNDERWRITING GUIDELINES

- Employee must be actively at work on the date of enrollment
- Simplified health questions
- **Contingent Guaranteed Issue (CGI)** is available when monthly benefit amount is 40% or less of salary (regardless of case size and number of participants)
  - Employee must answer “no” to the first set of underwriting questions on the application
  - Height/weight of employee is taken into consideration

## EXCLUSIONS AND LIMITATIONS

- A pre-existing condition is not covered unless the total disability caused by the condition begins more than 24 months after the issue date. A pre-existing condition is a medical condition not disclosed on the application for which (1) advice/treatment was recommended by or received from a physician during 12 months before policy issue date, or (2) symptoms existed during 12 months prior to policy issue date, which would have caused a prudent person to seek medical advice/treatment.
- Benefits will not be paid for total disability resulting from:
  - Intentionally self-inflicted injury
  - Cosmetic surgery or elective procedures which are not medically necessary
  - Mental illness without demonstrable organic cause
- Losses due to normal pregnancy that occur within ten months of the policy effective date are not covered.

## SAMPLE RATES

### OFF-THE-JOB & SICKNESS COVERAGE Monthly Deductions

Age: 18-34 Occupation: Standard

Min. Gross Income	Mnthly Benefit	EP: 14 Days Benefit Period			EP: 30 Days Benefit Period		
		3 Mo.	6 Mo.	12 Mo.	3 Mo.	6 Mo.	12 Mo.
\$15,000	\$750	\$22.50	\$26.60	\$29.02	\$13.48	\$16.86	\$19.12
\$20,000	\$1,000	\$30.00	\$35.50	\$38.70	\$18.00	\$22.50	\$25.50
\$25,000	\$1,250	\$37.50	\$44.36	\$48.36	\$22.48	\$28.10	\$31.86
\$30,000	\$1,500	\$45.00	\$53.24	\$58.04	\$26.98	\$33.74	\$38.24
\$35,000	\$1,750	\$52.50	\$62.10	\$67.72	\$31.48	\$39.36	\$44.62
\$40,000	\$2,000	\$60.00	\$71.00	\$77.40	\$36.00	\$45.00	\$51.00
\$45,000	\$2,250	\$67.50	\$79.86	\$87.06	\$40.48	\$50.60	\$57.36
\$50,000	\$2,500	\$75.00	\$88.74	\$96.74	\$44.98	\$56.24	\$63.74

Age: 35-44 Occupation: Standard

Min. Gross Income	Mnthly Benefit	EP: 14 Days Benefit Period			EP: 30 Days Benefit Period		
		3 Mo.	6 Mo.	12 Mo.	3 Mo.	6 Mo.	12 Mo.
\$15,000	\$750	\$18.14	\$23.32	\$27.74	\$11.92	\$15.50	\$18.96
\$20,000	\$1,000	\$24.20	\$31.10	\$37.00	\$15.90	\$21.10	\$25.30
\$25,000	\$1,250	\$30.24	\$38.86	\$46.24	\$19.86	\$26.36	\$31.60
\$30,000	\$1,500	\$36.30	\$46.64	\$55.50	\$23.84	\$31.64	\$37.94
\$35,000	\$1,750	\$42.34	\$54.42	\$64.74	\$27.82	\$36.90	\$44.26
\$40,000	\$2,000	\$48.40	\$62.20	\$74.00	\$31.80	\$42.20	\$50.60
\$45,000	\$2,250	\$54.44	\$69.96	\$83.24	\$35.76	\$47.46	\$56.90
\$50,000	\$2,500	\$60.50	\$77.74	\$92.50	\$39.74	\$52.74	\$63.24