

Short Term Disability

PROVIDER

OneAmerica <https://www.oneamerica.com/>

ELIGIBILITY

All active full-time Faculty Employees, working a minimum of 30 hours per week.

BENEFIT PLAN

Benefit amount is 70% of weekly salary to a maximum benefit of \$5,000 per week. Basic weekly salary will be based on a normal work week not exceeding 40 hours exclusive of bonuses, commissions and overtime.

Short Term Disability benefits begin on the 22nd day of disability due to an accident, the 22nd day as a result of a sickness, and are payable for up to maximum of 13 weeks.

Successive periods of disability will be considered one period of disability unless commencing after the employee returns to work on an active full time basis for at least 14 days or unless the periods of disability arise from unrelated causes.

SUMMARY PLAN DESCRIPTION

The Administrator will base its benefit determination on the Employer's Short Term Disability Summary Plan Description, or SPD. If an SPD was not provided for use in preparation of this proposal, the fee shown is for illustrative purposes only. Actual fee will be determined based on a review of the SPD prior to the effective date of the ASO Agreement. If the Employer does not have an existing SPD, our standard benefits and claim services will be provided. We can supply the Employer with a template at no additional charge. It is the Employer's responsibility to supply a completed SPD to the Administrator prior to the effective date of the ASO Agreement.