

Disability Benefits & Fees - BAFO

Table 2

LTD BENEFITS		New York Life		The Standard BAFO	
	Option A - To age 65 for both accident and sickness	Option B - To age 65 for accident, 3 years for sickness	Option A - To age 65 for both accident and sickness	Option B - To age 65 for accident, 3 years for sickness	
Class Description	All FTE	All FTE	All FTE	All FTE	
Definition of Earnings	Annual Earnings - Not including bonus, OT, commissions	Annual Earnings - Not including bonus, OT, commissions	Annual Earnings - Not including bonus, OT, commissions	Annual Earnings - Not including bonus, OT, commissions	
Benefit Schedule	Choice of benefit amount in multiples of \$100, from \$200 to \$8,000	Choice of benefit amount in multiples of \$100, from \$200 to \$8,000	Choice of benefit amount in multiples of \$100, from \$200 to \$8,000	Choice of benefit amount in multiples of \$100, from \$200 to \$8,000	
Maximum Monthly Benefit	Not to exceed 70% of monthly earnings	Not to exceed 70% of monthly earnings	Not to exceed 70% of monthly earnings	Not to exceed 70% of monthly earnings	
Minimum Monthly Benefit	25% of maximum gross benefit	25% of maximum gross benefit	25% of maximum gross benefit	25% of maximum gross benefit	
Benefit Waiting Period Accident/ Illness	Choice of 0/7, 14/14, 30/30, 60/60, 90/90 or 180/180 Days	Choice of 0/7, 14/14, 30/30, 60/60, 90/90 or 180/180 Days	Choice of 0/7, 14/14, 30/30, 60/60, 90/90 or 180/180 Days	Choice of 0/7, 14/14, 30/30, 60/60, 90/90 or 180/180 Days	
Maximum Benefit Period	Option A - To age 65 for both accident and sickness	Option B - To age 65 for accident, 3 years for sickness	Option A - To age 65 for both accident and sickness	Option B - To age 65 for accident, 3 years for sickness	
Guarantee Issue Amount	Full Benefit	Full Benefit	Full Benefit	Full Benefit	
Employer Contribution	0%	0%	0%	0%	
Minimum Participation	Greater of 25% or 25 lives	Greater of 25% or 25 lives	Greater of 25% or 25 lives	Greater of 25% or 25 lives	
Taxability of Benefits	Non-Taxable Benefit	Non-Taxable Benefit	Non-Taxable Benefit	Non-Taxable Benefit	
Own Occupation Period	24 Months	24 Months	24 Months	24 Months	
Partial/ Residual Disability	Included	Included	Included	Included	
Preexisting Condition Period	3/12 - 90 day pre-ex exclusion	3/12 - 90 day pre-ex exclusion	3/12 - 90 day pre-ex exclusion	3/12 - 90 day pre-ex exclusion	
Mental & Nervous Limitation	24 months	24 months	24 months	24 months	
Substance Abuse Limitation	24 months	24 months	24 months	24 months	
Drug & Alcohol Limitation	24 months	24 months	24 months	24 months	
Other Limited Conditions	24 months	24 months	24 months	24 months	
Musculoskeletal/Connective Tissue Limitation	N/A	N/A	N/A	N/A	
Return to Work Incentive	24 months	24 months	24 Months	24 Months	
Employee Assistance Program	N/A	N/A	Included: 3 face-to-face	Included: 3 face-to-face	
FINANCIALS					
0/7	2.75%	2.07%	2.75%	2.07%	
14/14	2.35%	1.63%	2.35%	1.63%	
30/30	1.94%	1.32%	1.94%	1.32%	
60/60	1.37%	1.17%	1.37%	1.17%	
90/90	1.16%	0.99%	1.16%	0.99%	
180/180	0.86%	0.73%	0.86%	0.73%	
Annual Premium	\$78,529	\$25,393	\$78,529	\$25,393	
Effective Date				9/1/2025	
Rate Guarantee	N/A			3 Years	
AM Best Rating				A	

- The Standard has agreed to match current rates as their best and final offer with a 3-year rate guarantee. Updated rates are illustrated above.
- The Standard has agreed to match the Return to Work Incentive to current as their best and final offer.