



LONG-TERM DISABILITY INSURANCE

Proposal for: City of Osseo

Alternate: 3.00

The following Long-Term Disability plan is being proposed on a fully-insured basis effective **01/01/26**. This proposal assumes this coverage is underwritten by United of Omaha Life Insurance Company. For additional information about Mutual of Omaha's products and services, visit mutualofomaha.com.

ELIGIBILITY

CLASS DEFINITION(S)	Class 1: All Eligible Employees
ELIGIBILITY REQUIREMENT	This proposal provides coverage for all actively at work employees on the policy effective date working the minimum number of hours shown below in the United States, unless otherwise approved by Mutual of Omaha. Certain requirements apply.
MINIMUM WORK HOURS	Class 1: 30 or more hours each week

BENEFIT SUMMARY

	Class 1
BENEFIT PERCENTAGE	60%
MAXIMUM BENEFIT	\$5,000
GUARANTEE ISSUE	\$5,000
ELIMINATION PERIOD	180 days
ACCUMULATION PERIOD	360 days
ZERO DAY RESIDUAL	Included
OWN OCC DEFINITION	36 months
BENEFIT DURATION	RBD to SSNRA
INTEGRATION	Family
PRE-EXISTING CONDITION	6/24
MENTAL DISORDERS	24 months - Lifetime
DRUG & ALCOHOL	24 months - Lifetime
MINIMUM BENEFIT	\$100

PARTIAL DISABILITY

	Class 1
EARNINGS TEST %	99% during the Own Occ period, then 85% thereafter
PARTIAL DISABILITY FORMULA	Mutually Progressive Partial; Family Care
WORK INCENTIVE	To end of the maximum benefit period

PARTICIPATION AND COST SUMMARY

PARTICIPATION ASSUMPTIONS	Minimum Participation	Number of Eligible Employees	Contribution Structure
	100%	19	Non-Contributory

COST SUMMARY

LTD

Number of Lives	Covered Monthly Payroll	Monthly Rate	Total Monthly Premium	Total Annual Premium
19	\$142,163	\$0.26 (Per \$100 of Monthly Covered Payroll)	\$369.62	\$4,435.44

PACKAGE PRICING

The rates and benefits for this coverage assume package pricing. The rates and/or benefits are subject to change if one or more coverages included in Option 1 are not selected by the employer.

RATE GUARANTEE

2 Years

RATE GUARANTEE DATE

01/01/2028

ADDITIONAL BENEFITS**DEFINITION OF MONTHLY EARNINGS**

Earnings Just Prior to Disability, Annual Salary

VOC REHAB INCENTIVE

10%

REASONABLE ACCOMMODATION BENEFIT

100%, up to \$5,000

RECURRENT DISABILITY

6 months

SURVIVOR BENEFIT

3 months

LAYOFF/FURLOUGH/ LEAVE

- **Temporary Layoff** - Not Included
- **Furlough** - Not Included
- **Personal Leave** - Not Included

CONTINUATION FOR FEDERAL AND STATE LAWS

Included – The federal Family and Medical Leave Act (FMLA) and Uniformed Services Employment and Reemployment Rights Act (USERRA) and any amendments thereto, as well as other applicable federal or state laws, may allow continuation of insurance in certain instances for leaves of absence, layoff or termination. Insurance may be continued for the time period allowed by the applicable law, for the employee/member. This provision applies to employer and union groups only, subject to certain conditions.

WAIVER OF PREMIUM

Included

FICA PAYMENT

If FICA tax is applicable, we will pay the employer's share of the FICA. This optional service has been included in the premium rates.

W-2 PREPARATION

Mutual of Omaha will prepare IRS Form W-2 for each employee who receives benefits under the policy.