

(Please keep with your certificate)

Sacred Heart University, Incorporated

NOTICE OF GROUP LONG-TERM DISABILITY BENEFITS OFFSETS

All Eligible Employees electing the Buy-up Plan

Effective January 1, 2021

NOTICE OF GROUP LONG-TERM DISABILITY BENEFITS OFFSETS

United of Omaha Life Insurance Company has issued to Sacred Heart University, Incorporated Group Policy No. GUD-BVJZ (the “Policy”), which provides long-term disability insurance coverage. Connecticut law requires that Sacred Heart University, Incorporated provide You the following notice. The capitalized terms used in this Notice are defined in the Certificate of Insurance (the “Certificate”), which is part of the Policy.

As described in the Certificate, when determining group long-term disability benefits, We take into account the total of all income from multiple sources. If You are insured under the Policy and receiving income from other sources, Your monthly long-term disability benefits may be reduced.

If You are insured under the Policy, Disabled and earning less than 20% of Your Indexed Basic Monthly, the Monthly Benefit while Disabled is the lesser of:

- a) 60% of Your Basic Monthly Earnings, less Other Income Benefits; or**
- b) the Maximum Monthly Benefit. The Maximum Monthly Benefit is \$7500, less any Other Income Benefits.**

Other Income Benefits may include the following amounts that You receive or are eligible to receive as a result of Your Disability:

- 1. Any amounts under a workers’ compensation law, an occupational disease law, the Jones Act (46 U.S.C. § 688(a)), or any other law or act of like intent.**
- 2. Any disability income payments under a state compulsory benefit act or law, a government retirement system as a result of Your job with Your employer, or a work loss provision in no-fault motor vehicle insurance (unless prohibited by state law).**
- 3. Any amount of Retirement Benefits under Your employer’s Retirement Plan.**
- 4. Any benefits for You under the U.S. Social Security Act, the Canada Pension Plan, the Quebec Pension Plan, the Railroad Retirement Act, the Public Employee Retirement Plan, the Teachers Employment Retirement Plan or any similar plan or act that provides Disability benefits or Retirement Benefits.**
- 5. Any amount payable as a salary continuance, sick leave or severance allowance.**
- 6. Any amount payable from a third party by judgment, settlement or otherwise.**
- 7. Any amounts from an unemployment insurance law or program.**

Below is an example of how disability benefits may be reduced by income received from Social Security. This example is for illustrative purpose only. If You are insured under the Policy, actual benefits will be issued in accordance with Your classification and the provisions of the Policy.

EXAMPLE ONLY

Employee's Basic Monthly Earnings:.....\$3,600
Policy's Maximum Benefit:.....\$10,000

Policy's Basic Monthly Benefit @ 60% replacement of Basic Monthly Earnings:.....\$2,160
Amount Employee received from Social Security:\$1,593

\$2,160 minus \$1,593 = Monthly Benefit after offset:.....\$567.00

Since the Monthly Benefit is less than the Policy's Maximum Benefit, the Monthly Benefit amount in this scenario is \$567.00.

Note: If You would prefer to purchase an individual disability insurance policy that does not offset disability benefits with other sources of income You may do so by contacting an insurance agent or company. For help finding a Mutual of Omaha insurance agent in Your area, please call the Connecticut Division Office at 203-386-8494 or 800-887-2704.

Group Policy Number: GUD-BVJZ

