

ATTENTION

**ALL ENGLEWOOD BOE EMPLOYEES
ENROLLMENT NOW
PAYROLL DEDUCTION DISABILITY INSURANCE
COLONIAL LIFE / UNUM LIFE –**

ATTACHED ARE THE PREMIUM RATE CHARTS FOR BOTH THE SHORT TERM AND LONG TERM DISABILITY PLANS, AND A BRIEF DESCRIPTION OF PLAN BENEFITS. READ ACROSS BASED ON YOUR SALARY LEVEL.

CALL JOHN MILEHAM, CFP (201) 320-8032 OR EMAIL JOHN AT RUPPORTJ@OPTONLINE.NET TO ANSWER YOUR QUESTIONS, AND TO SCHEDULE A TIME FOR EASY PAYROLL DEDUCTION ENROLLMENT.

DON'T DELAY! IF YOU WERE UNABLE TO WORK, HOW COULD YOU PAY THE BILLS?....PROTECT YOURSELF AND YOUR FAMILY AT LOW COST GROUP RATES.

WE LOOK FORWARD TO BEING OF SERVICE TO YOU.

**JOHN MILEHAM, CFP
(201) 320-8032**

REVISED 5/07

**JOHN W. MILEHAM CFP
P.O. BOX 8632
WOODCLIFF LAKE, N.J. 07677
201-320-8032**

TO: ENGLEWOOD BOE EMPLOYEES

FROM:

JOHN W. MILEHAM, CFP (201) 320-8032

**RE: PAYROLL DEDUCTION SHORT-TERM
AND LONG-TERM DISABILITY
PROGRAMS AVAILABLE TO ALL
EMPLOYEES**

REVISED 5/07

SHORT-TERM DISABILITY: Colonial Life and Accident

- Monthly Benefit - \$400 - \$5,000 (maximum income replacement is 66 2/3 of income).
- Benefit periods available - 6, 12, or 24 months.
- Waiting periods - 7, 14, or 30 days.
- Portable. The policyholder can retain coverage with no increase in premium if they change jobs.
- Offered to all employees to age 60 who work 20 hours per week on a regular basis with simplified underwriting questions.
- Guaranteed renewable to the premium date on or next following the insured's 65th birthday.

LONG-TERM DISABILITY: Unum LIFE

- Guaranteed issue for 66 2/3 of your income up to \$5000 a month during first 31 days after hire or during the open enrollment month.
- Disability payments begin 6 months after your date of disability and can continue to age 65.
- Benefit amounts greater than \$5000 are available with specified medical questions.

ENGLEWOOD BOE EMPLOYEES

RE: PAYROLL DEDUCTION SHORT-TERM AND LONG TERM
DISABILITY PROGRAMS AVAILABLE TO ALL EMPLOYEES

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MATERNITY BENEFIT (Short Term Disability ONLY):

Colonial Life & Accident will pay disability benefits for time missed from work due to maternity for a period of 6 weeks for a normal delivery and 8 weeks for a C-Section delivery. Eligibility will begin after the insured satisfies the elimination period specified in her short-term disability policy, known as Disability 1000 (DSBN). The elimination or waiting period is the number of calendar days for which no benefit is payable.

If the insured is disabled prior to giving birth, she will be eligible to receive regular disability benefits based on her waiting period. A separate claim form must be filed for both circumstances resulting in the disability. Once the waiting period has been served, another waiting period for the same maternity benefit need not be served. Available waiting periods are 7, 14 or 30 days.

NEW HIRES: Any employee can apply for coverage to both the Colonial short term disability plan or Unum long term disability during the school year. Medical questions are required in both applications. EXCEPT UNUM ALLOWS OPEN ENROLLMENT DURING FIRST 31 DAYS AFTER HIRE, AND DURING FEBRUARY EVERY YEAR. FOR UP TO \$5000 MONTHLY BENEFIT.

COMPUTATION OF ELIGIBLE COVERAGE: Please see the following schedule to determine the amount of coverage you are eligible for and the respective monthly premium. **Plan A (Short-Term) and Plan B (Long-Term) are independent of each other and can be purchased**

separately based on benefit need and maximum allowed coverage based on regular salary.

NOTE: ON THE PREMIUM RATE SCHEDULES, SHORT TERM COLONIAL RATES ARE CALCULATED ON A 10 MONTH PAYROLL DEDUCTION PAYMENT BASIS. YOU ARE COVERED 12 MONTHS A YEAR. SHORT TERM RATES QUOTED ARE WITH A 30 DAY WAITING PERIOD BEFORE COVERAGE COMMENCES. AT AGES 17-49, THE RATE IS \$2.04 PER \$100 OF MONTHLY BENEFIT (DSBN). AT AGES 50 PLUS, THE RATE IS \$3.12 PER \$100 MONTHLY BENEFIT. QUOTES FOR SHORTER WAITING PERIODS (SUCH AS 14 DAYS) AVAILABLE UPON REQUEST.

LONG TERM DISABILITY PREMIUM RATE FROM UNUM IS ALSO CALCULATED ON A 10 MONTH PAYROLL DEDUCTION PAYMENT BASIS. THE RATE FOR ALL AGES IS \$.98 PER \$100 OF MONTHLY BENEFIT. AN EXAMPLE IS \$3000 MONTHLY BENEFIT WOULD COST \$.98 TIMES 30 (\$3000 DIVIDED BY \$100 =30). THE MONTHLY DEDUCTION WOULD BE \$29.40.

REVISED 5/07

PREMIUM RATE SHEET COLONIAL SHORT TERM

| If your Gross Annual Salary Is | You are Eligible For A Maximum Monthly Disability Benefit of | Colonial Short Term Rates* Monthly Premium 6 Months Benefit AGES 50 PLUS | COLONIAL SHORT TERM RATES AGES 17-49 |
|---|--|--|--------------------------------------|
| Up to \$8,999 | \$ 400.00 | \$12.48 | \$8.16 |
| \$ 9,000 - \$10,799 | \$ 500.00 | \$15.60 | \$10.20 |
| \$10,800 - \$12,599 | \$ 600.00 | \$18.72 | \$12.24 |
| \$12,600 - \$14,399 | \$ 700.00 | \$21.84 | \$14.28 |
| \$14,400 - \$16,199 | \$ 800.00 | \$24.96 | \$16.32 |
| \$16,200 - \$17,999 | \$ 900.00 | \$28.08 | \$18.36 |
| \$18,000 - \$19,799 | \$1,000.00 | \$31.20 | \$20.40 |
| \$19,800 - \$21,599 | \$1,100.00 | \$34.32 | \$22.44 |
| \$21,600 - \$23,399 | \$1,200.00 | \$37.44 | \$24.48 |
| \$23,400 - \$25,199 | \$1,300.00 | \$40.56 | \$26.52 |
| \$25,200 - \$26,999 | \$1,400.00 | \$43.68 | \$28.56 |
| \$27,000 - \$28,799 | \$1,500.00 | \$46.80 | \$30.60 |
| \$28,800 - \$30,599 | \$1,600.00 | \$49.92 | \$32.64 |
| \$30,600 - \$32,399 | \$1,700.00 | \$53.04 | \$34.68 |
| \$32,400 - \$34,199 | \$1,800.00 | \$56.16 | \$36.72 |
| \$34,200 - \$35,999 | \$1,900.00 | \$59.28 | \$38.76 |
| \$36,000 - \$37,799 | \$2,000.00 | \$62.40 | \$40.80 |
| \$37,800 - \$39,599 | \$2,100.00 | \$65.52 | \$42.84 |
| \$39,600 - \$41,399 | \$2,200.00 | \$68.64 | \$44.88 |
| \$41,400 - \$43,199 | \$2,300.00 | \$71.76 | \$46.92 |
| \$43,200 - \$44,999 | \$2,400.00 | \$74.88 | \$48.96 |
| \$45,000 - \$46,799 | \$2,500.00 | \$78.00 | \$51.00 |
| \$46,800 - \$48,599 | \$2,600.00 | \$81.12 - | \$53.04 |
| \$48,600 - \$50,399 | \$2,700.00 | \$84.24 | \$55.08 |
| \$50,400 - \$52,199 | \$2,800.00 | \$87.36 | \$57.12 |
| \$52,200 - \$53,999 | \$2,900.00 - | \$90.48 | \$59.16 - |
| \$54,000 - \$57,799 | \$3,000.00 | \$93.60 | \$61.12 |
| \$58,800 - \$63,599 | \$3,100.00 | \$96.72 | \$63.24 ↗ |
| \$63,600 - \$68,399 | \$3,200.00 | \$99.84 | \$65.28 |
| \$68,400 - \$73,199 | \$3,300.00 | \$102.96 | \$67.32 |
| \$73,200 - \$77,999 | \$3,400.00 | \$106.08 | \$69.36 |
| \$78,000 - \$82,799 | \$3,500.00 | \$109.20 | \$71.40 |
| \$82,800 - \$87,599 | \$3,600.00 | \$112.32 | \$73.44 |
| \$87,600 - \$92,399 | \$3,700.00 | \$115.44 | \$75.48 |
| \$92,400 - \$97,199 | \$3,800.00 | \$118.56 | \$77.52 |
| \$97,200 - \$101,199 | \$3,900.00 | \$121.68 | \$79.56 |
| IMPORTANT!!! | MAXIMUM | ALLOWABLE | COVERAGE |
| * .FOR INCOMES ABOVE \$58,800 IS LOWER FOR COLONIAL THAN UNUM | | | |

PREMIUM RATES UNUM LONG TERM DISABILITY

NOTE: ALL AGES PAY SAME RATE

| Gross Annual Salary is | Maximum Monthly Disability Benefit | UNUM Long Term Rates Monthly Premium |
|------------------------|------------------------------------|--------------------------------------|
| \$25,200-\$26,999 | \$1,400 | \$13.72 |
| \$27,000-\$28,799 | \$1,500 | \$14.70 |
| \$28,800-\$30,599 | \$1,600 | \$15.68 |
| \$30,600-\$32,399 | \$1,700 | \$16.66 |
| \$32,400-\$34,199 | \$1,800 | \$17.64 |
| \$34,200-\$35,999 | \$1,900 | \$18.62 |
| \$36,000-\$37,799 | \$2,000 | \$19.60 |
| \$37,800-\$39,599 | \$2,100 | \$20.58 |
| \$39,600-\$41,399 | \$2,200 | \$21.56 |
| \$41,400-\$43,199 | \$2,300 | \$22.54 |
| \$43,200-\$44,999 | \$2,400 | \$23.52 |
| \$45,000-\$46,799 | \$2,500 | \$24.50 |
| \$46,800-\$48,599 | \$2,600 | \$25.48 |
| \$48,600-\$50,399 | \$2,700 | \$26.46 |
| \$50,400-\$52,199 | \$2,800 | \$27.44 |
| \$52,200-\$53,999 | \$2,900 | \$28.42 |
| \$54,000-\$55,799 | \$3,000 | \$29.40 |
| \$55,800-\$57,599 | \$3,100 | \$30.38 |
| \$57,600-\$59,399 | \$3,200 | \$31.36 |
| \$59,400-\$61,199 | \$3,300 | \$32.34 |
| \$61,200-\$62,999 | \$3,400 | \$33.32 |
| \$63,000-\$64,799 | \$3,500 | \$34.30 |
| \$64,800-\$66,599 | \$3,600 | \$35.28 |
| \$66,600-\$68,399 | \$3,700 | \$36.26 |
| \$68,400-\$70,199 | \$3,800 | \$37.24 |
| \$70,200-\$73,799 | \$3,900 | \$38.22 |
| \$73,800-\$75,599 | \$4,000 | \$39.20 |
| \$75,600-\$77,299 | \$4,100 | \$40.18 |
| \$77,300-\$78,800 | \$4,200 | \$41.16 |
| \$78,801-\$79,400 | \$4,300 | \$42.14 |
| \$79,401-\$81,199 | \$4,400 | \$43.12 |
| \$81,200-\$82,700 | \$4,500 | \$44.10 |
| \$82,701-\$84,600 | \$4,600 | \$45.08 |
| \$84,601-\$86,400 | \$4,700 | \$46.06 |
| \$86,401-\$88,200 | \$4,800 | \$47.04 |
| \$88,201-\$89,900 | \$4,900 | \$48.02 |
| \$90,000 PLUS | \$5,000 | \$49.00 |

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* NOTE - MAXIMUM MONTHLY BENEFIT NOW UP TO
 \$6000 MONTH CALL JOHN AT (201) 320-8032
 FOR QUOTES ON SALARIES OVER \$90K