

Pennsylvania Institute of CPA's Plan Summary and Cost of Coverage

Long term disability income insurance is designed to provide you with continuing monthly income during an extended period of time while you are out of work due to a sickness or accident.

Eligibility

All PICPA Members/Employees of Members/Employees of PICPA¹ under the age of 60 who are actively at work on a full-time basis for at least 30 hours per week are eligible to apply for coverage.

Maximum benefit amount

Age	Maximum Benefit
Under Age 50 when applying	up to \$10,000 per month in \$100 increments
Ages 50 – 54 when applying	up to \$6,000 per month in \$100 increments
Ages 55 – 59 when applying	up to \$3,000 per month in \$100 increments

Please Note: Total disability benefits may not exceed 70% of pre-disability earnings or \$10,000. Coverage terminates at age 70.

Waiting period

You may choose from a 30, 90, or 180 days waiting period before benefits begin for an accidental injury and Sickness.

Benefit duration

The plan offers three maximum benefit durations.

Option #1: Benefits are payable for up to 3 years (for accidental injury or sickness).

Option #2: Benefits are payable for up to 5 years (for accidental injury or sickness).

Option #3: The later of your normal retirement age as defined by Social Security or for the periods shown below.

Reducing Benefit Duration Chart	
Age on Date of Your Disability	Benefit Duration
Less than 60	To age 65
60	60 months

61	48 months
62	42 months
63	36 months
64	30 months
65	24 months
66	21 months
67	18 months
68	15 months
69 and over	12 months

Rates at a glance

Semi-Annual Rates per \$1,000 Monthly Benefit with 30 Day Waiting Period

Age	Normal Retirement Age	5 Year Duration	3 Year Duration
UNDER 30	\$ 65.45	\$ 50.80	\$ 37.40
30-39	\$ 87.15	\$ 67.00	\$ 50.15
40-49	\$ 143.85	\$ 120.50	\$ 87.20
50-59	\$ 231.70	\$ 208.70	\$ 154.10
60-64	\$ 247.50	\$ 247.25	\$ 231.15
65-69	\$ 281.65	\$ 281.65	\$ 281.65

Rates are subject to change. Rates increase at these five-year age intervals until age 70 when coverage ends. Rates shown are for monthly mode, and 30-day waiting period.

Semi-Annual Rates per \$1,000 Monthly Benefit with 90 Day Waiting Period

Age	Normal Retirement Age	5 Year Duration	3 Year Duration
UNDER 30	\$ 40.90	\$ 31.22	\$ 22.00
30-39	\$ 54.45	\$ 41.15	\$ 29.50
40-49	\$ 89.90	\$ 74.00	\$ 51.30
50-59	\$ 144.80	\$ 128.20	\$ 90.85
60-64	\$ 145.45	\$ 145.50	\$ 135.95
65-69	\$ 165.70	\$ 165.70	\$ 165.70

Rates are subject to change. Rates increase at these five-year age intervals until age 70 when coverage ends. Rates shown are for monthly mode, and 90-day waiting period.

Semi-Annual Rates per \$1,000 Monthly Benefit with 180 Day Waiting Period

Age	Normal Retirement Age	5 Year Duration	3 Year Duration
UNDER 30	\$ 37.30	\$ 26.54	\$ 18.15
30-39	\$ 49.80	\$ 34.98	\$ 24.35
40-49	\$ 81.95	\$ 69.66	\$ 42.30
50-59	\$ 131.95	\$ 125.35	\$ 74.80
60-64	\$ 120.00	\$ 130.00	\$ 112.20
65-69	\$ 136.70	\$ 136.70	\$ 136.70

Rates are subject to change. Rates increase at these five-year age intervals until age 70 when coverage ends. Rates shown are for monthly mode, and 180-day waiting period.

Valuable built-in features

Survivor Income Benefit

Your beneficiary will receive a survivor benefit of up to three months of payments if you die while disabled and had been disabled and receiving monthly benefits for at least 12 continuous months.

Family Care Incentive

If you work or participate in a rehabilitation program while disabled, reimbursement may be provided for up to \$400 per month for eligible family care expenses incurred by you for each eligible family member during the first 24 months of benefit payments.

Moving Expense Incentive

If you participate in a rehabilitation program while disabled, reimbursement may be provided for expenses incurred to move to a new residence if recommended as part of the rehabilitation program.

Rehabilitation Program Incentive

If you participate in an approved rehabilitation program while disabled, we will increase your monthly benefit by 10%.

Work Incentive

If you work while disabled and receiving monthly benefits, you may receive up to 100% of pre-disability monthly earnings, including family care expense reimbursement, rehabilitation incentive, return-to-work earnings and other income benefits. After the first 24 months following your return to work, we will reduce your monthly benefit by 50% of the amount you earn from working while disabled.

Accidental Dismemberment & Loss of Sight

If you sustain a covered accidental injury while insured and the injury is the direct and sole cause of a covered loss, we will pay this benefit in addition to any disability benefit payments you may be receiving under this certificate

Learn More

How is disability defined under this plan?

Disabled or Disability means that, due to Sickness or as a direct result of accidental injury:

- You are receiving Appropriate Care and Treatment and complying with the requirements of such treatment; and
- You are, unable to earn more than 60% of Your Pre-disability Earnings for any employer in the National Economy at any gainful occupation for which You are reasonably qualified taking into account Your training, education and experience; and

- unable to perform the duties of any gainful occupation for any employer in the National Economy for which You are reasonably qualified taking into account Your training, education and experience.

When does the coverage become effective?

Your coverage will begin on the date your enrollment form is approved and your premium has been paid. You must be actively at work on the date insurance is to take effect; otherwise, the insurance will take effect on the date you return to work. Issuance of coverage or benefit payments may depend on the answers given in the enrollment form.

Is a medical exam required?

You must complete a standard application. When you apply, simply answer the health questions. Even if you have a health condition, you may still qualify. Depending on the amount applied for, a paramedical exam and blood test may be required, which will be scheduled at your convenience and at no cost to you.

Guaranteed Acceptance: Evidence of Insurability is not required under the Guarantee Issue Plan, *provided that you are under Age 60 at the time of application:*

- within 270 days of becoming a member of the Policyholder; or
- within 270 days of establishing your own practice for the first time; or
- if he or she is an employee, and the coverage is provided on a contributory basis, within 270 days following the date he or she first becomes eligible; or
- if he or she is an employee, and the coverage is provided on a non-contributory basis, within 270 days of the end of the employer's eligibility waiting period.

Guarantee Issue Plan: 5 year plan with a 90 day Elimination Period and Maximum Monthly Benefit not to exceed \$2,000 per month.

How long can my coverage continue?

Your coverage can continue as long as you pay your premium when due, remain a member or an employee of an eligible class, have not reached age 70, remain in an eligible class, the insurance continues for your class, and the policy remains in force. Please see the certificate of insurance for details.

Are there limited disability benefits for alcohol, drug or substance abuse, addiction or mental or nervous disorder or diseases?

Yes. If you are disabled due to alcohol, drug, substance abuse or addiction, we will limit disability benefits to a per occurrence maximum of 24 months.

If you are disabled due to a mental or nervous disorder or disease or other specified conditions, we will limit your disability benefits to lifetime maximum equal to the lesser of: 24 months for any one period of disability during your lifetime for any one or more, or all of the above conditions; or the maximum benefit period

Please see the certificate of insurance or contact Gallagher Affinity at 1-800-952-4050 for additional details.

Are there any exclusions for pre-existing conditions?


Yes. You are not covered for a disability caused or substantially contributed to by a pre-existing condition, or the medical or surgical treatment of a pre-existing condition. Pre-existing condition means you received medical treatment, care or services for a diagnosed condition, or took prescribed medication for a diagnosed condition in the 3 months immediately prior to the effective date of coverage, and the disability caused or substantially contributed to by the condition begins in the first 12 months after the effective date of coverage.

Please see the certificate of insurance or contact Gallagher Affinity at 1-800-952-4050 for additional details.

Are there any exclusions to my coverage?

Yes. Disabilities will not be covered if caused or contributed to by:

- War, whether declared or undeclared, or act of war, insurrection, rebellion;

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- Active participation in a riot;
 - Attempted suicide;
 - Intentionally self-inflicted injury;
 - Commission of or attempt to commit a felony.

Is there any income that will reduce my disability benefits?

Income that will reduce your disability benefit includes:

1. Any disability or retirement benefits which you, your spouse or child(ren) receive or are eligible to receive because of your disability or retirement under the Federal Social Security Act, the Railroad Retirement Act, or any state, public or federal employee retirement or disability plan, including State Teachers Retirement System (STRS), Public Employee Retirement System (PERS) or Federal Retirement System (FERS) (You must apply for such benefits through the highest appeal level that is applicable to such benefits and available under the plan), or any pension or disability plan of any other nation or political subdivision thereof;
2. Any income received for disability or retirement under the policyholder's retirement plan, to the extent that it can be attributed to the Policyholder's contributions;
3. Any income received for disability under a group insurance policy to which the policyholder has made a contribution (such as benefits for loss of time from work due to disability and installment payments for permanent total disability), a no-fault auto law for loss of income, excluding supplemental disability benefits, a government compulsory benefit plan or program which provides payment for loss of time from your job due to your disability, whether such payment is made directly by the plan or program, or through a third party, a self-funded plan, or other arrangement if the policyholder contributes toward it or makes payroll deductions for it, any sick pay, vacation pay or other salary continuation that the policyholder pays to you, workers' compensation or a similar law which provides periodic benefits, occupational disease laws, laws providing for maritime maintenance and cure, or unemployment insurance law or program;
4. Any income that you receive from working while disabled to the extent that such income reduces the amount of your monthly benefit as described in rehabilitation incentives (This includes but is not limited to salary, commissions, overtime pay, bonus or other extra pay arrangements from any source); and
5. Recovery amounts that you receive for loss of income as a result of claims against a third party by judgment, settlement or otherwise including future earnings.

1. You must be a PICPA Members/Employees of Members/Employees of PICPA to qualify for this insurance plan.

In some cases a medical exam may be required (at no cost to you). When you apply, simply answer the health questions. Depending on the amount applied for, a paramedical exam and blood test may be required, which will be scheduled at your convenience. Even if you have a health condition, you still may qualify.

Coverage may not be available in all states. Please contact Gallagher Affinity at 1-800-952-4050 for more information.

Rates may be changed on the entire group plan or on a class basis and on any premium due date on which benefits are changed. A class is a group of people defined in the group policy/exhibits. Benefits are subject to change upon agreement between Metropolitan Life Insurance Company and the participating organization.

The plan administrator incurs costs in connection with providing oversight and administrative support for this sponsored plan. To provide and maintain this valuable membership benefit, MetLife may compensate the association and/or the plan administrator for these and/or other costs.

All insurance and insurance effective dates are subject to final underwriting approval.

Like most insurance policies, insurance policies offered by MetLife and its affiliates contain certain exclusions, exceptions, reductions, limitations, waiting periods and terms for keeping them in force. Please contact your plan administrator Gallagher Affinity at 1-800-952-4050 for costs and complete details.

Policy number 226940-2-G

Metropolitan Life Insurance Company | 200 Park Avenue | New York, NY 10166
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Administered By



300 Fellowship Road, Suite 200

Mt. Laurel, NJ 08054 Phone:

(215) 351-4700

1-800-952-4050

Fax: (215) 925-0161

www.gallagher-affinity.com/picpa

