

Long-Term Disability (LTD) Insurance – Class 1																			
What is Long-Term Disability Insurance?	Long-Term Disability coverage replaces a portion of Your paycheck if You cannot work due to a longer-lasting Sickness or Injury.																		
Who is eligible?	All Active Full-time & Part-time Associates, excluding Associates of FACTS Education Corp working a minimum of 20 hours per week, electing a taxable benefit Waiting Period: First of the month following 1 year of continuous service.																		
How does the plan define Disability?	You are disabled when it is determined that due to Your Sickness or Injury: <ul style="list-style-type: none"> • You are unable to perform one or more of the Material and Substantial Duties of Your Own Occupation; and • You have a 20% or more loss in Your Monthly Earnings. 																		
What is my Long-Term Disability Benefit?	<p>Benefit Amount: The LTD plan will pay a monthly benefit that is 60% of your Monthly Earnings to a maximum of \$10,000 per month.</p> <p>Monthly Earnings: means your gross monthly base income from your employer in effect just prior to Your date of disability. It includes your total income before taxes. It does not include income received from overtime, commissions or bonuses.</p> <p>Minimum Monthly Benefit: \$50.</p> <p>Elimination Period: 180 days.</p> <p>Maximum Benefit Duration:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Your Age When Disability Begins</th> <th style="text-align: left;">Maximum Period of Payment</th> </tr> </thead> <tbody> <tr> <td>Prior to Age 63</td> <td>To Social Security Normal Retirement Age (SSNRA) or 42 months</td> </tr> <tr> <td>Age 63</td> <td>To SSNRA or 36 months</td> </tr> <tr> <td>Age 64</td> <td>To SSNRA or 30 months</td> </tr> <tr> <td>Age 65</td> <td>24 months</td> </tr> <tr> <td>Age 66</td> <td>21 months</td> </tr> <tr> <td>Age 67</td> <td>18 months</td> </tr> <tr> <td>Age 68</td> <td>15 months</td> </tr> <tr> <td>Age 69 & older</td> <td>12 months</td> </tr> </tbody> </table>	Your Age When Disability Begins	Maximum Period of Payment	Prior to Age 63	To Social Security Normal Retirement Age (SSNRA) or 42 months	Age 63	To SSNRA or 36 months	Age 64	To SSNRA or 30 months	Age 65	24 months	Age 66	21 months	Age 67	18 months	Age 68	15 months	Age 69 & older	12 months
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Who pays for it?	Nelnet is paying for the cost of Your coverage.																		
Are there Limitations & Exclusions?	Disability plans have conditions, exclusions, offsets and limitations. You must be actively at work for at least one day for your coverage to begin. Here is some important information but review your certificate for a complete list of all that apply.																		

Your plan limits any disabilities caused by, contributed by, or resulting directly or indirectly from:

- Mental Illness
- Drug & Alcohol Abuse
- Pre-existing Conditions

Your plan does not cover any disabilities caused by, contributed by, or resulting directly from:

- War
- Illegal Activity
- Cosmetic Surgery
- Self-Inflicted Injury

Coverage is underwritten by Continental American Insurance Company (CAIC), a proud member of the Aflac family of insurers. CAIC is a wholly-owned subsidiary of Aflac Incorporated and underwrites group coverage. CAIC is not licensed to solicit business in New York, Guam, Puerto Rico, or the Virgin Islands. The terms and conditions for the Group Long Term Disability Insurance are set forth in policy form number ICC20 CDL1100 or applicable state variation.

The plans are subject to the laws of the state where they are issued. This material is a summary of the product features only. Please read the plan carefully for details. Certain coverages may not be available in all states and plan provisions may vary by state.

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