

# Colliers International

## Short Term Disability Income Insurance

*from American Fidelity Assurance Company*



# Ask yourself...

How long could I maintain a comfortable standard of living without my paycheck:

- a week?
- a month?
- six months?

Most people have insurance on their house and car. Often overlooked is coverage of your income. Take a moment to consider what your life would be like if you were not able to earn an income. Without your income how would you be able to pay for housing, utilities, transportation, food, or clothing?

Disability Income Insurance helps provide an income for you when you are Totally Disabled due to a covered Accident or Sickness that keeps you away from work for an extended period of time.

MONTHLY COMPENSATION	MONTHLY DISABILITY BENEFIT*	MONTHLY COMPENSATION	MONTHLY DISABILITY BENEFIT*	MONTHLY COMPENSATION	MONTHLY DISABILITY BENEFIT*
\$ 500 - \$ 582.99	\$ 300	\$ 1,500 - \$1,582.99	\$ 900	\$ 2,500 - \$2,582.99	\$1,500
\$ 583 - \$ 665.99	\$ 350	\$ 1,583 - \$1,665.99	\$ 950	\$ 2,583 - \$2,665.99	\$1,550
\$ 666 - \$ 749.99	\$ 400	\$ 1,666 - \$1,749.99	\$1,000	\$ 2,666 - \$2,749.99	\$1,600
\$ 750 - \$ 832.99	\$ 450	\$ 1,750 - \$1,832.99	\$1,050	\$ 2,750 - \$2,832.99	\$1,650
\$ 833 - \$ 915.99	\$ 500	\$ 1,833 - \$1,915.99	\$1,100	\$ 2,833 - \$2,915.99	\$1,700
\$ 916 - \$ 999.99	\$ 550	\$ 1,916 - \$1,999.99	\$1,150	\$ 2,916 - \$2,999.99	\$1,750
\$ 1,000 - \$1,082.99	\$ 600	\$ 2,000 - \$2,082.99	\$1,200	\$ 3,000 - \$3,082.99	\$1,800
\$ 1,083 - \$1,165.99	\$ 650	\$ 2,083 - \$2,165.99	\$1,250	\$ 3,083 - \$3,165.99	\$1,850
\$ 1,166 - \$1,249.99	\$ 700	\$ 2,166 - \$2,249.99	\$1,300	\$ 3,166 - \$3,249.99	\$1,900
\$ 1,250 - \$1,332.99	\$ 750	\$ 2,250 - \$2,332.99	\$1,350	\$ 3,250 - \$3,332.99	\$1,950
\$ 1,333 - \$1,415.99	\$ 800	\$ 2,333 - \$2,415.99	\$1,400	\$ 3,333 - \$3,415.99	\$2,000
\$ 1,416 - \$1,499.99	\$ 850	\$ 2,416 - \$2,499.99	\$1,450	\$ 3,416 - \$3,499.99	\$2,050

\* Higher benefit amounts available, based on your monthly compensation, up to a maximum Monthly Disability Benefit of \$6,000.

If your coverage, or any increase in coverage, has been in effect for two years or less at the time you incur a period of Total Disability and your coverage was issued subject to insurability (proof of good health), American Fidelity may order medical information to verify the health history you provided on the application for coverage which may cause a delay in processing your claim.

## HERE'S HOW YOUR PLAN WORKS

Find your monthly compensation in the above schedule to determine your eligible Monthly Disability Benefit. "Monthly Compensation" means your monthly salary at the time of disability, exclusive of overtime or bonus earnings, or, if your salary is solely or partially based on commissioned sales, overtime or bonus earnings, 1/12 of the preceding 12 months' salary.

## YOUR PLAN PAYS A DISABILITY BENEFIT:

up to three months.

## BENEFITS ARE PAYABLE BEGINNING:

*Accident* – on the 1st day of Total Disability due to a covered Accident.

*Sickness* – on the 8th day of Total Disability due to a covered Sickness.

Your plan pays up to \$\_\_\_\_\_ per month up to the maximum benefit period stated above for

Total Disability due to a covered Accident or Sickness. Your payroll deduction premiums are

\$\_\_\_\_\_ per \_\_\_\_\_ pay period.

# IMPORTANT POLICY PROVISIONS

## ELIGIBILITY

All active full-time employees working 25 hours or more per week are eligible.

## EFFECTIVE DATE OF COVERAGE

Your insurance will take effect on the Effective Date of the Policy if you apply in writing on or before said Effective Date, meet underwriting guidelines, are on Active Service, and have paid all applicable premiums due. After the Effective Date of the Policy, your insurance will take effect on the later of the requested effective date or the date American Fidelity approves the written application, if you are on Active Service and premium has been paid.

If you are not on Active Service due to an Accident or Sickness when your coverage would otherwise take effect, it will take effect on the next premium due date after the date you return to Active Service. If you are not on Active Service when your coverage would otherwise take effect, coverage will take effect on the first day of the calendar month after the date you return to Active Service, provided that you return to Active Service within 30 days of the proposed Effective Date. If the absence from Active Service extends beyond 30 calendar days, you must complete a new application for coverage. "Active Service" means that you are doing in the usual manner all of the regular duties of your employment on a full-time basis on a scheduled work day, or would be able to do so if it were a scheduled work day, and these duties are being done at one of the places of business where you normally do such duties or at some location to which your employment sends you.

## LIMITATIONS

The sum of the Disability Benefits paid to you, and the payments you and your dependents are entitled to receive from the sources described below, may not exceed 60% of your covered Monthly Compensation:

- group insurance coverage or like coverage for persons in a group;
- Federal Social Security Act (this includes benefits paid to you and your dependents on account of your disability);
- state or federal government disability or retirement plan or increases thereof which begin on or after the date of Total Disability (With respect to military benefits which become payable prior to the commencement of disability, only the amount, if any, by which your military retirement benefits are increased due to the same disabling condition for which benefits are payable under the Policy will be used to adjust the Disability Benefit.);
- pension plan to which the Policyholder or your employer contributes or makes payroll deductions;
- salary or wage continuance plans such as accrued sick leave or paid personal time used as sick leave, paid for by the Policyholder or your employer which extend beyond 30 calendar days; and
- Federal Old Age Benefits under the Federal Social Security Act on your own behalf.

If it appears that you are entitled to any of the above income sources (this includes benefits payable to you and to your dependents), unless you show proof to American Fidelity that payments under these applicable programs or acts have been applied for, but will not be paid, American Fidelity will assume you are receiving such payments and may require you to reapply (but not more frequently than annually) once a denial of benefits has been received from any of the above sources, and appeals have been pursued. Failure to reapply for benefits when required by American Fidelity will result in our estimation of payment by those sources. With respect to any and all of the above sources, if lump sum payment is received by you or your dependents for a period previously paid by American Fidelity, any resulting overpayment by American Fidelity will be due American Fidelity on a lump sum basis.

Benefits will not be reduced due to a cost of living increase in Social Security if the increase takes place while benefits are payable under the Policy.

Unless stated otherwise, the Disability Benefit payable will be no less than the minimum disability benefit of \$100.00.

## MENTAL ILLNESS LIMITED BENEFIT

If you are Totally Disabled due to a mental illness, regardless of the cause, Disability Benefits will be paid for up to three months (including hospital confinement) provided you are under the regular care and attendance of a physician.

## REHABILITATION BENEFIT

If you engage in rehabilitative work or a rehabilitation program following a period of Total Disability, Disability Benefits will continue for up to three months provided the elimination period for Total Disability is satisfied, such rehabilitative work or rehabilitation program is approved by American Fidelity, and the disabling condition is one for which you are eligible for benefits. If income from rehabilitation programs and all other sources exceed 80% of your pre-disability salary, then your Disability Benefit will be adjusted according to the terms of the Policy. The combined period of time for which benefits are payable under the Rehabilitation Benefit and Total Disability period may not exceed the total maximum disability period.

## EXCLUSIONS

The Policy does not cover any loss, fatal or non-fatal, that results from:

- intentionally self-inflicted injury while sane or insane;
- an act of war, declared or undeclared;
- Accident sustained or Sickness contracted while in the service of the armed forces of any country;
- committing a felony;
- acting as a pilot or crew member or for performing any duty of your occupation connected with such flight; or
- Accident or Sickness arising out of and in the course of any occupation for wage or profit.

No benefits are payable during any period in which you are incarcerated.

No Disability Benefit will be paid for any period in which you are not under the regular care and attendance of a physician.

## HOSPITAL

The term "Hospital" shall not include any institution used by you as a place for rehabilitation, a place for rest or for the aged, a nursing or convalescent home, a long-term nursing unit or geriatrics ward, or an extended care facility for the care of convalescent, rehabilitative or ambulatory patients.

## TOTAL DISABILITY

"Total Disability" (or "Totally Disabled") means you are unable to perform the material and substantial duties of your employment as the result of a covered Accident or Sickness.

## TERMINATION OF INSURANCE

Your coverage will end on the earliest of, the date you do not qualify as an Insured, the date you retire, the date you cease to be on Active Service, the end of the last period for which premium has been paid, or the date the Policy is discontinued.

If your coverage ends as a result of your termination of Active Service, such termination is caused by an Accident or Sickness for which Disability Benefits would be payable, and Total Disability is established prior to the termination of Active Service, then Disability Benefits will be paid as if such termination had not occurred.

American Fidelity may end the coverage if you make a fraudulent claim.

# The Company Behind Your Plan

**A**merican Fidelity Assurance Company is a third-generation family-owned organization providing insurance products and financial services to education employees, trade association members and companies throughout the United States and across the globe.

Since 1982, American Fidelity is rated “A+” (Superior)<sup>1</sup> by A. M. Best Company. Considered one of the nation’s leading insurance company rating services, A.M. Best bases its ratings on an analysis of the financial condition and operating performance of insurance companies in such vital areas as: Competency of Underwriting, Control of Expenses, Adequacy of Reserves, Soundness of Investments and Capital Sufficiency.

Because of American Fidelity’s fiscal strength and financial security, the company is rated “A+” (Excellent)<sup>2</sup> with TheStreet.com (formerly Weiss Ratings Inc.). This places American Fidelity on the list of TheStreet.com’s Recommended Companies, an elite group of life, health and annuity companies. American Fidelity’s rating represents the top 1 percent of insurance companies.

The 2007 Standard and Poor’s Insurance Rating Report has given American Fidelity an “Api”<sup>3</sup> rating. The qualified solvency ratings assigned by S&P are based on the analysis of quantitative data such as Capital Strength, Quality of Assets, Profitability and Liquidity.

As the highest-ranking insurance company named to Fortune<sup>4</sup> magazine’s 2007 list of the 100 Best Companies to Work For in America, we know that satisfied employees result in satisfied customers, which is an important foundation of American Fidelity’s approach to business.

American Fidelity is founded on and driven by the principle of serving our customers and protecting their investment. We continue to grow steadily through calculated growth and conservative investment practices.

<sup>1</sup> Best’s Insurance Reports: Life and Health, 2006 Edition (A+ is 2nd out of 16 with 1 being the highest.)

<sup>2</sup> TheStreet.com Ratings Guide to Life, Health and Annuity Insurers, Winter 2006-07 (A+ is 1st out of 16 with 1 being the highest.)

<sup>3</sup> www.standardandpoors.com January, 2007 (Api is 9th out of 24 with 1 being the highest.)

<sup>4</sup> Fortune Magazine, January 22, 2007 Issue.

*This brochure highlights important features of the plan(s). For complete details, please refer to your certificate.*

*This plan is issued through an association/employer, is intended to be covered by ERISA, and will be administered and enforced in accordance with ERISA.*



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