

Disability

Added protection

Should you experience a non-work related illness or injury that prevents you from working, disability coverage acts as income replacement to protect important assets and help you continue with some level of earnings.

Your Plans

Coverage Details

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|-------------------------------------|--|
| Short Term Disability (STD) | <ul style="list-style-type: none">Administered by Anthem, STD coverage provides a benefit equal to 60% of your weekly earnings, up to \$2,769 per week for a period up to 12 weeksThe plan begins paying these benefits after you have been absent from work for 7 consecutive days due to an accident or an illness |
| Long Term Disability Coverage (LTD) | <ul style="list-style-type: none">If your disability extends beyond 90 days, the LTD coverage through Anthem can replace 60% of your monthly earnings, up to maximum of \$12,000 per monthYour benefits may continue to be paid until you reach social security normal retirement age (SSNRA) as long as you meet the definition of disability |
| State Disability Insurance | <ul style="list-style-type: none">The state you reside in may provide a partial wage-replacement disability insurance planPfenex's STD plan coordinates with State Disability Insurance and state benefits are taxable to youFor more information regarding statutory disability programs, contact Human Resources |

TIP

Disability Facts and Figures

- One in every 7 people will become disabled for five years or more in their lifetime.
- 30% of people use disability coverage.
- Nearly half (46%) of all foreclosures are caused by financial hardship due to a disability.

Source: www.affordableinsuranceprotection.com/disability_facts

Tax considerations

Because disability coverage is an employer-paid benefit and is available for employees at no cost, any disability payments made to you will be taxable.

Please note: Consult your tax advisor for additional taxation information or advice.