



**Employee Optional Long Term Disability Insurance (OLTD)
Premium Rates
for Ford Hourly Union Employees**

The information provided below is the cost for the optional long term disability insurance program. Please refer to the certificate for specific plan details.

EMPLOYEE OPTIONAL LTD INSURANCE

Employee Age	MONTHLY RATES PER \$100 OF MONTHLY EARNINGS*
< 25	\$0.144
25-29	\$0.237
30-34	\$0.372
35-39	\$0.517
40-44	\$0.723
45-49	\$0.950
50-54	\$1.023
55-59	\$1.075
60-64	\$1.126

*Premium changes due to employee's age change are effective 1st of the month following the applicable birthday.

How to Calculate Your Premium

In the above rate chart, you'll see rates per \$100 of your base monthly earnings.

1. Find your age band and note the rate
2. Multiply your hourly pay rate by 40 hours
3. Multiply the answer in # 2 by 52 weeks
4. Divide the answer in #3 by 12 months
5. Divide the answer in #4 by \$100
6. Multiply the answer in #5 by the rate

EXAMPLE:

Employee Age: 36 Monthly Rate per \$100 of earnings: 0.517 Hourly Pay Rate = \$19.126

- 1) Monthly Rate = \$0.517
- 2) \$19.126 X 40 hours = \$765.04 per week
- 3) \$765.04 X 52 weeks = \$39,782.08
- 4) \$39,782.08 ÷ 12 = \$3,315.17
- 5) \$3,315.17 ÷ \$100 = 33.15
- 6) 33.15 X \$0.517 = \$17.14

The Monthly Premium is \$17.14. This amount purchases a \$1,326.07 monthly LTD benefit in the event an eligible employee loses earnings due to a covered illness or injury. (\$3,315.17 X 40% = \$1,326.07)