

Pacific Life & Annuity Company

## Benefit Highlight Sheet

Coverage effective date: April 1, 2026

### International Minerals Carlsbad, Inc.

## Pacific Life Short-Term Disability Insurance

1 in 4 of today's working adults will become disabled before reaching retirement age.<sup>1</sup>

Pacific Life Short-Term Disability Insurance helps you protect a portion of your paycheck if you're unable to work due to a sickness, injury, or recovery from childbirth.



[Click](#) or scan to watch our video

### Key Features

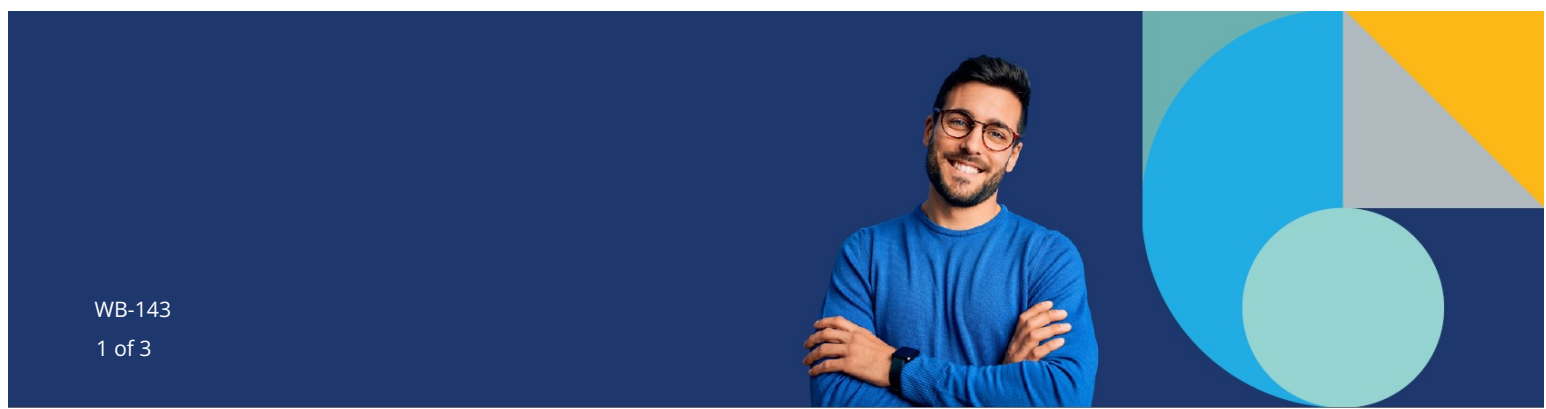
- Income Protection:** Protect your financial needs with combined benefits that allow you to receive a portion of your pre-disability earnings (up to 100% in some cases).
- Comprehensive Support:** We are committed to supporting you with easy claim submission, experienced claims specialists, knowledgeable clinical resources, and more.

Coverage	Description
Employer Paid	Your employer provides, at no cost to you, a weekly Short-Term Disability benefit of 60% of your weekly earnings to a maximum of \$3,000.

<sup>1</sup> Fact Sheet Social Security, 2024, Social Security Administration

## Short-Term Disability Insurance

Coverage Features	Description
When Benefits Start	Benefits start after your first day of disability. This assumes you meet the definition of disability and all other requirements of your plan.



<b>Maximum Period of Payment</b>	Benefits continue while you remain disabled up to a maximum of 26 weeks. Maternity claims are standardly approved from your date of delivery for 6 weeks for a vaginal delivery and 8 weeks for a cesarean delivery.
<b>Definition of Disability</b>	You are considered disabled if your condition prevents you from performing the material and substantial duties of your own occupation and you have a 1% or more loss of weekly earnings.
<b>Partial Disability and Other Incentives</b>	Your plan can provide up to 100% of your pre-disability earnings with a combination of this benefit, any earnings you are receiving from returning to work part-time, and other income sources. You may be eligible to receive an additional 20% for participating in an approved vocational rehabilitation plan.
<b>Deductible Income</b>	Benefits may be reduced by amounts you receive or are eligible to receive from deductible sources of income such as state disability and medical leave benefits, and/or Social Security benefits.
<b>Workers' Compensation</b>	This coverage excludes any work-related sickness or injury.
<b>Taxability</b>	Employer-sponsored group Short-Term Disability insurance benefits may create taxable income to you. Benefits may be taxable, partially taxable, or non-taxable based on the manner premium is paid.

# Short-Term Disability Information

Coverage will be delayed if you are not in active employment status on the date the insurance, or an increase, would otherwise be effective.

Plan information denoted here is a general description of your benefits and is not inclusive of all benefits covered in the policy, nor is it a legal representation of your coverage. Full benefits are described in the Certificate of Coverage. The availability of the benefits and features described may vary by state. This Benefit Highlight Sheet reflects plan options offered during this enrollment period.

Depending on your elected benefit amount, you may need to submit evidence of insurability (EOI). EOI is an online health questionnaire that once completed, can assist in quicker decision for approval, and in some cases, without having to submit additional medical information.

## Exclusions & Limitations\*

The policy may not cover any disabilities caused by, contributed to by, or resulting from Your:

- commission or attempt to commit a felony;
- intentionally self-inflicted harm;
- operating a motor vehicle while under the influence of alcohol as evidenced by a blood alcohol level in excess of the legal intoxication limit in the state where the policy is delivered or issued for delivery;
- the voluntary intake or use by any means of drugs, narcotics, poison, fumes or other controlled substance, unless prescribed or administered on the advice of a Physician, subject to the applicable law in the state where the policy is delivered or issued for delivery;
- active participation in war, declared or undeclared, or any act of war, whether civil or international, and any substantial armed conflict between organized forces of a military nature;
- active participation in a riot, act of insurrection, rebellion or civil commotion, or act of terrorism;
- cosmetic surgery except when required for Your Regular Care as a result of Your Sickness or Injury.

\* This is a sample of standard Exclusions and limitations, please see your Certificate of Coverage for the complete listing of your Exclusions and Limitations per your Employer's plan.

Questions? Give us a call at (855) 810-3301.

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The Insured has a right to receive, free of charge, a paper copy of the certificate of coverage, and any amendments at any time. The Insured can exercise the right to receive a paper copy at no cost to the Insured by calling us at (855) 810-3301.

The information contained in this benefit highlight sheet is a brief summary of coverage benefits, limitations, and exclusions. Complete information is contained in the policy and certificate. In the event of a discrepancy, the policy and certificate control.

This policy is issued by Pacific Life & Annuity. Policy Form Series ICC23 PLA DISP, ICC23 PLA STDC, ICC23 PLA LTDC, PLA DISPOL 24, PLA LTDCERT 24, and PLA STDCERT 24. Form numbers, provisions, and availability may vary by state. The state-approved form is the governing document. Disability policy forms issued in Idaho include: ICC23 PLA DISP, ICC23 PLA STDC, ICC23 PLA LTDC.

Short-Term Disability plans are underwritten by Pacific Life & Annuity Company (Pacific Life).

Pacific Life refers to Pacific Life Insurance Company and its subsidiary Pacific Life & Annuity Company. Insurance products can be issued in all states, except New York, by Pacific Life Insurance Company and in all states by Pacific Life & Annuity Company. Product/material availability and features may vary by state. Each insurance company is solely responsible for the financial obligations accruing under the products it issues.

The home office for Pacific Life & Annuity Company is located in Phoenix, Arizona.

The home office for Pacific Life Insurance Company is located in Omaha, Nebraska.

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