



## Long Term Disability and Short Term Disability Insurance

We are pleased to announce that Standard Insurance Company will continue to provide disability insurance. Standard Insurance Company has developed this document to provide you with information about the optional insurance coverage you may select through your *employer*. Written in non-technical language, this is not intended as a complete description of the coverage. If you have additional questions, please refer to the Long Term Disability (LTD) or Short Term Disability (STD) Certificate of Insurance.

## Employee Coverage Effective Date

Please contact Agency Representative for more information regarding the following requirements that must be satisfied for your insurance to become effective. You must satisfy:

- Eligibility requirements
- Eligibility waiting period is the first day of the month following one full calendar month of active employment as an eligible employee
- An evidence of insurability requirement for LTD, if applying as a late enrollee

## LTD and STD Benefit Amount

Your LTD (monthly) and STD (weekly) benefit is 60% of your insured predisability earnings reduced by *deductible income*. Please contact your Agency Representative for additional information regarding what is included in *predisability earnings*.

Plan Maximum LTD Monthly Benefit: \$4,000

Plan Maximum STD Weekly Benefit: \$800

Plan Minimum LTD Monthly Benefit: \$100

## Benefit Waiting Period

If your claim for LTD benefits is approved by The Standard, benefits become payable after you have been continuously *disabled* for 180 days and remain continuously *disabled*. Benefits are not payable during the *benefit waiting period (BWP)*.

If your claim for STD benefits is approved by The Standard, benefits become payable after you have been continuously *disabled* for 7 or 30 days, depending on your election, and remain continuously *disabled*. Benefits are not payable during the *benefit waiting period (BWP)*.

*STD Late Enrollment Penalty:* If you do not apply for this STD coverage within 30 days of becoming eligible, you will be subject to a *late enrollment penalty*. That means that if you file a claim for anything other than an accidental injury during the first 12 months after your coverage takes effect, your benefits will become payable after you have been continuously *disabled* for 60 days, or 30 days if you are currently enrolled in STD but change your election to a 7 day option and remain *disabled*.

## LTD Preexisting Condition Exclusion

Note: STD Preexisting Condition Exclusion has been removed from the STD plan.

*LTD Preexisting Condition Period:* The 180 day period just before your insurance becomes effective

LTD Exclusion Period: 12 months

If you have questions, please check with your Agency Representative.

**LTD Own Occupation Period**

For the plan's definition of *disability*, please see your Certificate of Insurance; the Own Occupation Period is the first 24 months for which *LTD Benefits* are paid.

**Maximum Benefit Period**

If you become *disabled* before age 62, *LTD benefits* may continue during *disability* until you reach age 65. If you become *disabled* at age 62 or older, the benefit duration is determined by your age when *disability* begins:

<u>Age</u>	<u>Maximum Benefit Period</u>
62	3 years 6 months
63	3 years
64	2 years 6 months
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69+	1 year

If you are eligible to receive benefits under an employee paid long term disability (LTD) plan, *STD benefits* may continue during *disability* up to 180 days, minus the length of the *STD benefit waiting period*. *STD benefits* cease to be payable when LTD benefits begin.

**When Benefits End**

*LTD and STD Benefits* end automatically on the earliest of:

- The date you are no longer *disabled*
- The date your *maximum benefit period* ends
- The date you die
- The date benefits become payable under any other LTD plan under which you become insured through employment during a period of *temporary recovery*
- STD only: the date *LTD benefits* become payable to you under a policy issued by The Standard
- The date you fail to provide proof of continued *disability* and entitlement to benefits

**LTD Conversion of Insurance**

Employees have the opportunity to convert their LTD coverage. LTD conversion allows you to convert your LTD coverage to an individual policy when your insurance terminates and when eligibility requirements are satisfied. Please see your Employee Certificate of Insurance for complete eligibility details about LTD conversion.

**LTD Survivors Benefit**

If you die while LTD Benefits are payable, and on the date you die you have been continuously disabled for at least 180 days, we will pay a Survivors Benefit of 3 times your LTD Benefit without reduction by deductible income. Please see your Employee Certificate of Insurance for complete eligibility details about the LTD Survivor Benefit.

**LTD Rates**

LTD Coverage	Your Age as of October 1										
	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
LTD No Retirement; Under Social Security	\$0.150	\$0.214	\$0.268	\$0.309	\$0.532	\$0.710	\$0.928	\$1.092	\$1.456	\$1.456	\$1.456
LTD No Retirement, No Social Security	\$0.159	\$0.241	\$0.300	\$0.337	\$0.592	\$0.792	\$1.019	\$1.197	\$1.602	\$1.602	\$1.602
LTD With Retirement and Social Security	\$0.127	\$0.127	\$0.127	\$0.127	\$0.127	\$0.259	\$0.464	\$0.560	\$0.915	\$0.915	\$0.915
LTD With Retirement, No Social Security	\$0.137	\$0.137	\$0.137	\$0.137	\$0.137	\$0.291	\$0.514	\$0.619	\$1.010	\$1.010	\$1.010

**Please contact your Agency Representative for your premium deduction.**

**STD Rates (with or without Social Security)**

Benefit Waiting Period	Your Age as of October 1										
	< 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
30 Day BWP	\$0.260	\$0.255	\$0.260	\$0.290	\$0.320	\$0.350	\$0.405	\$0.460	\$0.560	\$0.855	\$0.855
7 Day BWP	\$0.490	\$0.470	\$0.490	\$0.535	\$0.590	\$0.640	\$0.750	\$0.845	\$1.030	\$1.590	\$1.590

**Please contact your Agency Representative for your premium deduction.**

**Group Insurance Certificate**

If you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage. The information presented above is controlled by the *group policy* and does not modify it in any way. The controlling provisions are in the *group policy* issued by Standard Insurance Company.