



Short Term Disability Insurance

When it comes to handling Short Term Disability claims, our team of experts is standing by. Our claims examiners have been with us for an average of 6 years, and our nurse case managers boast an average tenure of 8 years (internal company data as of July 31, 2018). With this kind of expertise, we can typically render our initial claim decision in just 3-5 days, because the last thing a claimant needs is a delay.

Covered Members

A regular employee of the Employer working 30 or more hours per week.

	Voluntary STD
Benefit Schedule	60%
Insured Predisability Earnings	\$833
Maximum Weekly Benefit	\$500
Minimum Weekly Benefit	\$20
Benefit Waiting Period Accident	30 Days
Benefit Waiting Period Sickness	30 Days
Maximum Benefit Period	150 Days
Guarantee Issue	Full Benefit
Employer Contribution	0%
Minimum Participation	Greater of 25% or 10 Lives
Taxability of Benefits	Non-Taxable
Partial/Residual Disability	Included
Temporary Recovery	90 Days
Maternity	Covered the same as any other illness



Additional Plan Design Details

- Late enrollees will not be required to submit evidence of insurability. They will instead be subject to a 60-day benefit waiting period for sickness or pregnancy during their first 12 months in the plan. Also, no evidence of insurability is required for those eligible for insurance under the prior plan for more than 31 days but not insured, those requesting reinstatement, nor those requesting increases in coverage. They too will be subject to a 60-day benefit waiting period.
- Health Advocacy Select solution is included. This service is provided in partnership with Health Advocate(SM) and is available to short term disability claimants to assist with navigating healthcare questions and concerns for the duration of their claim.
- This is a non-occupational plan providing coverage for disabilities occurring off the job.
- The Standard prepares W-2s for members receiving benefits.
- This coverage includes a Reasonable Accommodation Expense Benefit, which reimburses employers for workplace modifications that enable employees to return to or remain at work.
- With the Return To Work Incentive, work earnings will not be deducted until the benefit plus work earnings exceed 100% of Predisability Earnings.
- STD benefits are no longer payable once an insured member begins receiving LTD benefits.



Cost

		Voluntary STD				
Members	420					
Volume	\$200,208					
Rate: Per \$10 of Benefit	Lives	Age	Rate	Volume	Premium	
	18	0-24	.276	\$7,918	\$219	
	37	25-29	.276	\$17,416	\$481	
	53	30-34	.263	\$24,837	\$653	
	63	35-39	.249	\$30,466	\$759	
	48	40-44	.257	\$23,620	\$607	
	52	45-49	.290	\$25,118	\$728	
	47	50-54	.330	\$22,358	\$738	
	51	55-59	.411	\$24,397	\$1,003	
	31	60-64	.500	\$14,765	\$738	
	15	65-69	.567	\$6,989	\$396	
	5	70-999	.567	\$2,324	\$132	
Monthly Premium					\$6,454	
Rate Guarantee					3 years	

Assumptions

- Rates assume a package sale.
- STD benefits will not be paid while a member is receiving sick pay.
- Final rates are subject to change if actual enrollment varies from the assumed enrollment of 43%
- Rates include electronic documents. Printed certificates are available for an additional cost.

Conditions

- Rate assumes coverage currently in force.
- STD benefits may be reduced by deductible income.
- State Disability and/or Own Medical Leave Benefits under Paid Family Medical Leave laws are considered deductible income.

More Information

For additional information on the available features and benefits of Short Term Disability Insurance from The Standard, click here: <http://www.standard.com/group-short-term-disability>

Click here for California: <http://www.standard.com/ca-short-term-disability>

Click here for all other states: <http://www.standard.com/group-short-term-disability>



Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

Flat 15% commission included for Life, LTD and STD.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit www.standard.com/financial-professional/insurance-benefits/compensation. Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on October 29, 2024, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

Financial Strength Ratings

For information about our Financial strengths ratings visit: <https://www.standard.com/about-standard/company/financial-strength>

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of 1100 SW Sixth Avenue, Portland, Oregon in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.