



Voluntary Long Term Disability (LTD) Insurance

Long Term Disability insurance is designed to pay a monthly benefit to you in the event you cannot work because of a covered illness or injury. This benefit replaces a portion of your income, thus helping you to meet your financial commitments in a time of need. Standard Insurance Company (The Standard) has developed this document to provide you with information about the optional coverage you may select through Spring Independent School District.

Eligibility Requirements

- | | |
|-----------------|---|
| Policy | <ul style="list-style-type: none"> • A minimum number of eligible employees must apply and qualify for the proposed plan before Educator Options Voluntary LTD coverage can become effective |
| Employee | <ul style="list-style-type: none"> • A regular employee of Spring Independent School District • Actively working at least 20 hours each week and an active contributing member of the Teacher Retirement System (TRS) • A citizen or resident of the United States or Canada • Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible |
| Premium | <ul style="list-style-type: none"> • You pay 100 percent of the premium for this coverage through payroll deduction |

Benefit Amount

- | | |
|-------------------------------------|--|
| Benefit Amount | You may select a monthly benefit amount in \$100 increments, based on the table and guidelines presented in the Rates section of these Coverage Highlights. The monthly benefit amount must not exceed 66 2/3 percent of your monthly predisability earnings. The minimum monthly amount you may elect is \$200. |
| Plan Maximum Monthly Benefit | The lesser of \$8,000 or 66 2/3 percent of your predisability earnings |
| Plan Minimum Monthly Benefit | 25 percent of your LTD benefit before reduction by deductible income |

Note:

- If you do not apply for this coverage within 31 days after becoming eligible, and later decide to do so, you must wait until your employer holds an annual enrollment.
- During the annual open enrollment period, you may increase your monthly benefits by \$100, \$200 or \$300 without being subject to the preexisting condition exclusion. If you choose to increase your coverage by more than \$300, you will be subject to the preexisting condition exclusion.
- Reinstatements are subject to medical underwriting approval. To submit a medical history statement online, visit: standard.com/mhs.

Disability Needs Calculator

Your family has a unique set of circumstances and financial demands. To help you figure out the amount of Disability insurance you may need if you become unable to work, The Standard has created a Disability Needs Calculator found at standard.com/disability/needs.

Employee Coverage Effective Date

To become insured, you must satisfy the eligibility requirements listed above, serve an eligibility waiting period, receive medical underwriting approval (if applicable), and be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance. If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative for more information regarding the requirements that must be satisfied for your insurance to become effective.

Understanding Your Plan Design

Benefit Waiting Period The benefit waiting period is the period of time that you must be continuously disabled before benefits become payable. Benefits are not payable during the benefit waiting period. The benefit waiting period options associated with your plan include:

<u>Accidental Injury</u>	<u>Other Disabilities</u>
0 days	7 days
14 days	14 days
30 days	30 days
60 days	60 days
90 days	90 days
180 days	180 days

During the annual open enrollment period, you may decrease your benefit waiting period by one level without being subject to the preexisting condition. If you choose to decrease by more than one level, you will be subject to the preexisting condition exclusion.

Own Occupation Definition of Disability For the benefit waiting period and the first 24 months for which LTD benefits are paid, you are considered disabled when you are unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of your own occupation **AND** are suffering a loss of at least 20 percent of your indexed predisability earnings when working in your own occupation. You are not disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

Any Occupation Definition of Disability After the own occupation period of disability, you will be considered disabled if you are unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of any occupation.

Deductible Income Deductible income is income you receive or are eligible to receive while LTD benefits are payable.

During the first 12 months of disability, deductible income includes:

- Benefits under any workers' compensation law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you worked as much as your disability allows
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

After you have been disabled for 12 months, deductible income includes:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid
- Benefits under any workers' compensation law or similar law
- Amounts under unemployment compensation law
- Social Security disability or retirement benefits, including benefits for your spouse and children
- Disability benefits from any other group insurance
- Disability or retirement benefits under your employer's retirement plan
- Benefits under any state disability income benefit law or similar law
- Earnings or compensation included in predisability earnings which you receive or are eligible to receive while LTD benefits are payable
- Earnings from work activity while you are disabled, plus the earnings you could receive if you worked as much as your disability allows
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

Understanding Your Plan Design Continued

Maximum Benefit Period

The maximum period for which benefits are payable is shown in the table below:

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

Benefit Calculation

Example

You select the amount of your LTD benefit when you enroll for coverage in the plan. The dollar amount selected must be a multiple of \$100, from a minimum of \$200 to a maximum of the lesser of \$8,000 or 66 2/3 percent of your predisability earnings. This amount is then reduced by deductible income you receive, or are eligible to receive, while LTD benefits are payable. As an example, if your monthly predisability earnings are \$4,500, you may select any dollar amount (in \$100 increments) between \$200 and \$3,000 (66 2/3 percent of predisability earnings). In the example below, assume you elected the maximum benefit amount of \$3,000, and you now receive a monthly Social Security disability benefit of \$1,200 and a monthly retirement benefit of \$900. Your monthly LTD benefit would be calculated as follows:

Insured predisability earnings	\$4,500
Maximum benefit percentage	X 66 2/3%
Maximum benefit amount	\$3,000
Less Social Security disability benefit	-\$1,200
Less retirement benefit	-\$900
Amount of LTD benefit	\$900

Additional Features

Please see your human resources representative for additional information about the features and benefits below.

24 Hour Coverage

24-hour LTD plans provide coverage for disabilities occurring on or off the job.

Rehabilitation Plan

If you are participating in an approved Rehabilitation Plan, The Standard may include payment of some of the expenses you incur in connection with the plan including but not limited to training and education expenses, family (child and elder) care expenses, job related expenses and job search expenses.

Reasonable Accommodation Expense Benefit

If your employer makes an approved work-site modification that enables you to return to work while disabled, The Standard will reimburse your employer up to a pre-approved amount for some or all of the cost of the modification.

Rehabilitation Incentive Benefit

If you agree to participate in a rehabilitation plan that prepares you to return to work (plan must be approved by The Standard), you may be eligible to receive an additional benefit equal to 10 percent of your predisability earnings. When added to any other amount you receive from The Standard, your total benefit cannot exceed the maximum benefit allowed by the policy.

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, a survivors benefit equal to three time your unreduced LTD benefit may be payable (any survivors benefit payable will first be applied to any overpayment of your claim due to The Standard).

Additional Features Continued

First Day Hospital Benefit	If you are hospital confined for at least 4 hours during the benefit waiting period, the following will apply; the remainder of your benefit waiting period will be waived, LTD benefits will become payable on the first day you are hospital confined, and your maximum benefit period will begin on the date your LTD benefits are payable. You are eligible for this benefit only if your elected benefit waiting period is less than 45 days.
Family Care Expense Benefit	Applies when a disabled employee has returned to work and continues to receive LTD benefits.
Special Dismemberment Provision	If you suffer a loss as a result of an accident, you will be considered disabled for the applicable Minimum Benefit Period, even if it causes LTD benefits to be paid beyond the end of the Maximum Benefit Period.

Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- If applicable, with respect to insurance increases, you are not covered for the insurance increase if your disability is caused or contributed by a preexisting condition or the medical or surgical treatment of a preexisting condition unless on the date you become disabled, you have been continuously insured under the group policy for the specified exclusion and limitation period, and you have been actively at work for at least one full day after the end of the specified exclusion and limitation period

Preexisting Condition Provision

Preexisting Condition For the first 60 days of disability, we will pay benefits even if you have a condition subject to the preexisting condition limitation. After 60 days, we will continue benefits only for conditions for which the preexisting condition exclusion or limitation does not apply. Benefit amounts subject to the preexisting condition exclusion will be excluded from payment.

A preexisting condition is a mental or physical condition:

- For which you or a reasonably prudent person would have consulted a physician or other licensed medical professional; received medical treatment, services or advice; undergone diagnostic procedures, including self-administered procedures; or taken prescribed drugs or medications
- Which, as a result of any medical examination, including routine examination, was discovered or suspected

Preexisting Condition Period The 90-day period just before your insurance becomes effective or any insurance increases become effective

Specified Exclusion and Limitation Period 12 months

Limitations

LTD benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20 percent of your indexed predisability earnings, but you elect not to work; throughout the own occupation period; during the first 24 months after the end of the benefit waiting period the responsibility to work is limited to work in your own occupation; thereafter, the responsibility to work includes work in any occupation

Limitations Continued

In addition, payment of LTD benefits is limited in duration:

- If you reside outside the United States or Canada
- If applicable, if your disability is caused or contributed by a preexisting condition or the medical or surgical treatment of a preexisting condition unless on the date you become disabled, you have been continuously insured under the group policy for the specified exclusion and limitation period, and you have been actively at work for at least one full day after the end of the specified exclusion and limitation period
- If your disability is caused or contributed to by mental disorders, substance abuse or the environment, chronic fatigue conditions, chronic pain conditions, carpal tunnel or repetitive motion syndrome or temporomandibular joint disorder or craniomandibular joint disorder

When Benefits End

LTD 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 disability insurance plan under which you become insured through employment during a period of temporary recovery
- The date you fail to provide proof of continued disability and entitlement to benefits

When Insurance Ends

Insurance ends automatically on the earliest of the following:

- The last day of the last period for which you make a premium contribution (except if premiums are waived while disabled)
- The date your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (coverage may continue for limited periods under certain circumstances)
- If applicable, the date your employer ceases to participate under the group policy

Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. Neither the information presented in this summary nor the certificate modifies the group policy or the insurance coverage in any way.

Rates

You can select a monthly LTD benefit ranging from a minimum of \$200 to a maximum amount based on how much you earn. Referencing the attached charts, follow these steps to find the monthly cost for your desired level of monthly LTD benefit and benefit waiting period:

- Find the maximum LTD benefit by locating the amount of your earnings in either the annual earnings or Monthly Earnings column. The LTD benefit amount shown associated with these earnings is the maximum amount you can receive. If your earnings fall between two amounts, you must select the lower amount.
- Select the desired monthly LTD benefit between the minimum of \$200 and the determined maximum amount, making sure not to exceed the maximum for your earnings.
- In the same row, select the desired benefit waiting period to see the monthly cost for that selection.

If you have questions regarding how to determine your monthly LTD benefit, the benefit waiting period, or the premium payment of your desired benefit, please contact your human resources representative.

Annual Earnings	Monthly Earnings	Monthly Disability Benefit	Accident/Sickness Benefit Waiting Period					
			0-7	14-14	Cost Per Month		90-90	180-180
3,600	300	200	7.20	6.10	5.06	3.10	2.30	1.42
5,400	450	300	10.80	9.15	7.59	4.65	3.45	2.13
7,200	600	400	14.40	12.20	10.12	6.20	4.60	2.84
9,000	750	500	18.00	15.25	12.65	7.75	5.75	3.55
10,800	900	600	21.60	18.30	15.18	9.30	6.90	4.26
12,600	1,050	700	25.20	21.35	17.71	10.85	8.05	4.97
14,400	1,200	800	28.80	24.40	20.24	12.40	9.20	5.68
16,200	1,350	900	32.40	27.45	22.77	13.95	10.35	6.39
18,000	1,500	1,000	36.00	30.50	25.30	15.50	11.50	7.10
19,800	1,650	1,100	39.60	33.55	27.83	17.05	12.65	7.81
21,600	1,800	1,200	43.20	36.60	30.36	18.60	13.80	8.52
23,400	1,950	1,300	46.80	39.65	32.89	20.15	14.95	9.23
25,200	2,100	1,400	50.40	42.70	35.42	21.70	16.10	9.94
27,000	2,250	1,500	54.00	45.75	37.95	23.25	17.25	10.65
28,800	2,400	1,600	57.60	48.80	40.48	24.80	18.40	11.36
30,600	2,550	1,700	61.20	51.85	43.01	26.35	19.55	12.07
32,400	2,700	1,800	64.80	54.90	45.54	27.90	20.70	12.78
34,200	2,850	1,900	68.40	57.95	48.07	29.45	21.85	13.49
36,000	3,000	2,000	72.00	61.00	50.60	31.00	23.00	14.20
37,800	3,150	2,100	75.60	64.05	53.13	32.55	24.15	14.91
39,600	3,300	2,200	79.20	67.10	55.66	34.10	25.30	15.62
41,400	3,450	2,300	82.80	70.15	58.19	35.65	26.45	16.33
43,200	3,600	2,400	86.40	73.20	60.72	37.20	27.60	17.04
45,000	3,750	2,500	90.00	76.25	63.25	38.75	28.75	17.75
46,800	3,900	2,600	93.60	79.30	65.78	40.30	29.90	18.46
48,600	4,050	2,700	97.20	82.35	68.31	41.85	31.05	19.17
50,400	4,200	2,800	100.80	85.40	70.84	43.40	32.20	19.88
52,200	4,350	2,900	104.40	88.45	73.37	44.95	33.35	20.59
54,000	4,500	3,000	108.00	91.50	75.90	46.50	34.50	21.30
55,800	4,650	3,100	111.60	94.55	78.43	48.05	35.65	22.01
57,600	4,800	3,200	115.20	97.60	80.96	49.60	36.80	22.72
59,400	4,950	3,300	118.80	100.65	83.49	51.15	37.95	23.43
61,200	5,100	3,400	122.40	103.70	86.02	52.70	39.10	24.14
63,000	5,250	3,500	126.00	106.75	88.55	54.25	40.25	24.85
64,800	5,400	3,600	129.60	109.80	91.08	55.80	41.40	25.56
66,600	5,550	3,700	133.20	112.85	93.61	57.35	42.55	26.27
68,400	5,700	3,800	136.80	115.90	96.14	58.90	43.70	26.98
70,200	5,850	3,900	140.40	118.95	98.67	60.45	44.85	27.69
72,000	6,000	4,000	144.00	122.00	101.20	62.00	46.00	28.40
73,800	6,150	4,100	147.60	125.05	103.73	63.55	47.15	29.11

Annual Earnings	Monthly Earnings	Monthly Disability Benefit	Accident/Sickness Benefit Waiting Period					
			0-7	14-14	Cost Per Month		90-90	180-180
					30-30	60-60		
75,600	6,300	4,200	151.20	128.10	106.26	65.10	48.30	29.82
77,400	6,450	4,300	154.80	131.15	108.79	66.65	49.45	30.53
79,200	6,600	4,400	158.40	134.20	111.32	68.20	50.60	31.24
81,000	6,750	4,500	162.00	137.25	113.85	69.75	51.75	31.95
82,800	6,900	4,600	165.60	140.30	116.38	71.30	52.90	32.66
84,600	7,050	4,700	169.20	143.35	118.91	72.85	54.05	33.37
86,400	7,200	4,800	172.80	146.40	121.44	74.40	55.20	34.08
88,200	7,350	4,900	176.40	149.45	123.97	75.95	56.35	34.79
90,000	7,500	5,000	180.00	152.50	126.50	77.50	57.50	35.50
91,800	7,650	5,100	183.60	155.55	129.03	79.05	58.65	36.21
93,600	7,800	5,200	187.20	158.60	131.56	80.60	59.80	36.92
95,400	7,950	5,300	190.80	161.65	134.09	82.15	60.95	37.63
97,200	8,100	5,400	194.40	164.70	136.62	83.70	62.10	38.34
99,000	8,250	5,500	198.00	167.75	139.15	85.25	63.25	39.05
100,800	8,400	5,600	201.60	170.80	141.68	86.80	64.40	39.76
102,600	8,550	5,700	205.20	173.85	144.21	88.35	65.55	40.47
104,400	8,700	5,800	208.80	176.90	146.74	89.90	66.70	41.18
106,200	8,850	5,900	212.40	179.95	149.27	91.45	67.85	41.89
108,000	9,000	6,000	216.00	183.00	151.80	93.00	69.00	42.60
109,800	9,150	6,100	219.60	186.05	154.33	94.55	70.15	43.31
111,600	9,300	6,200	223.20	189.10	156.86	96.10	71.30	44.02
113,400	9,450	6,300	226.80	192.15	159.39	97.65	72.45	44.73
115,200	9,600	6,400	230.40	195.20	161.92	99.20	73.60	45.44
117,000	9,750	6,500	234.00	198.25	164.45	100.75	74.75	46.15
118,800	9,900	6,600	237.60	201.30	166.98	102.30	75.90	46.86
120,600	10,050	6,700	241.20	204.35	169.51	103.85	77.05	47.57
122,400	10,200	6,800	244.80	207.40	172.04	105.40	78.20	48.28
124,200	10,350	6,900	248.40	210.45	174.57	106.95	79.35	48.99
126,000	10,500	7,000	252.00	213.50	177.10	108.50	80.50	49.70
127,800	10,650	7,100	255.60	216.55	179.63	110.05	81.65	50.41
129,600	10,800	7,200	259.20	219.60	182.16	111.60	82.80	51.12
131,400	10,950	7,300	262.80	222.65	184.69	113.15	83.95	51.83
133,200	11,100	7,400	266.40	225.70	187.22	114.70	85.10	52.54
135,000	11,250	7,500	270.00	228.75	189.75	116.25	86.25	53.25
136,800	11,400	7,600	273.60	231.80	192.28	117.80	87.40	53.96
138,600	11,550	7,700	277.20	234.85	194.81	119.35	88.55	54.67
140,400	11,700	7,800	280.80	237.90	197.34	120.90	89.70	55.38
142,200	11,850	7,900	284.40	240.95	199.87	122.45	90.85	56.09
144,000	12,000	8,000	288.00	244.00	202.40	124.00	92.00	56.80



Standard Insurance Company

For more than 100 years we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. We have earned a national reputation for quality products and superior service by always striving to do what is right for our customers.

Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group Disability, Life, Dental and Vision insurance and Individual Disability insurance. We provide insurance to more than 25,000 groups, covering over 6.5 million employees nationwide.* Our first group policy, written in 1951 and still in force today, stands as a testament to our commitment to building long-term relationships.

To learn more about products from The Standard, Contact your human resources department or visit us at standard.com.

* As of December 31, 2017, based on internal data developed by Standard Insurance Company.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

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