

Educator Options Group Voluntary Long Term Disability Insurance

Flexible income protection options



Standard Insurance Company
Long Term Disability Insurance



An affordable way to help employees protect their lifestyles – and their loved ones.

Educator Options Group Voluntary Long Term Disability insurance from The Standard helps school employees (grades K-12) protect their income by meeting their specific needs, including leaves of absence, coverage during school breaks and vacations, and summer earnings. Educator Options provides a monthly benefit to eligible employees who are partially or totally disabled due to a covered physical disease, injury, pregnancy or mental disorder.

Educator Options combines our traditional LTD coverage with certain Short Term Disability features, such as the choice of reduced benefit waiting periods, a 90-day preexisting condition waiver and optional First Day Hospital coverage. Administration is simplified since one plan can meet all of your employees' disability needs, both short- and long-term.

It's all about choice

With Educator Options LTD coverage, employees can select the LTD features that they feel best match their personal income-protection needs.* Choices include:

- Three available Maximum Benefit Period options
- Six available accident/sickness Benefit Waiting Periods
- Monthly Benefit Amounts that can be selected in \$100 increments, from a minimum of \$200 to a maximum of the lesser of \$8,000 or 60 percent of their predisability earnings

Wide-ranging protection when employees need it most

90-Day Preexisting Condition Waiver

For the first 90 days of disability, we will pay full benefits even in the event of a preexisting condition. After 90 days, we will continue benefits only if the preexisting condition exclusion does not apply.

Lifetime Security Benefit

Employees with disabilities can find themselves unable to adequately save for retirement. The Lifetime Security Benefit can help address this gap by extending LTD benefits beyond the regular Maximum Benefit Period for individuals who are severely disabled. This feature is included only on LTD plans with a Maximum Benefit Period to Social Security Normal Retirement Age (SSNRA).

Family Care Expenses Adjustment

Disabled employees faced with the added expense of family care when returning to work may receive combined income from LTD benefits and work earnings in excess of 100 percent of indexed predisability earnings during the first 12 months immediately after a disabled employee's return to work.

* Premiums will be based on the options selected.



Maximum Benefit Period Options

Employers can design plans with any combination of the following maximum benefit periods:

- Social Security Normal Retirement Age (SSNRA)
- 5 years
- 2 years

Benefit Waiting Period Options

Employees can choose from among six Benefit Waiting Period Options. The cost of coverage varies based on the option they choose:

Accident	Sickness
0 day.	7 day
14 day.	14 day
30 day.	30 day
60 day.	60 day
90 day	90 day
180 day.	180 day

Summer earnings

Summer earnings can be vital income to educators. That's why, when determining the LTD benefit, we don't include as deductible earnings any contract or escrow earnings employees earn from their employer for work performed during the regular, contracted school year, but paid during the summer. This feature is available upon request.

Reasonable Accommodation Expense Benefit

Subject to The Standard's prior approval, this benefit allows us to pay up to \$25,000 of an employer's expenses toward work-site modifications that result in a disabled employee's return to work.

Rehabilitation Plan Provision

Subject to The Standard's prior approval, rehabilitation incentives may include:

- Training and education expenses
- Family (child and elder) care expenses
- Job-related and job search expense

Return to Work (RTW) Incentive

The Standard's RTW Incentive is one of the most comprehensive in the employee benefits industry.

For the first 12 months after returning to work, the employee's LTD benefit will not be reduced by work earnings until work earnings plus the LTD benefit exceed 100 percent of predisability earnings. After that period, only 50 percent of work earnings are deducted.

Survivor Benefit

A Survivor Benefit may also be payable. This benefit can help to address a family's financial need in the event of the employee's death.

Optional Features

First Day Hospital Benefit

With this benefit, if an insured employee is admitted as a hospital inpatient for at least four hours during the Benefit Waiting Period, the Benefit Waiting Period will be satisfied. Benefits become payable on the date of hospitalization; the Maximum Benefit Period also begins on that date. This feature is included only on LTD plans with 0 day accident/7 day sickness, 14 day accident/14 day sickness or 30 day accident/30 day sickness Benefit Waiting Periods.

Dependent Education Benefit

The Dependent Education Benefit provides a monthly benefit for disabled employees who have children or a spouse who are registered, and in full-time attendance, at an accredited educational institution beyond high school. Disabled employees can receive \$150 for each eligible student, with a maximum of \$600 per month for all eligible students. Spouses must be attending an institution for the purpose of obtaining employment or increasing earnings. Other restrictions may apply.

Occupational Exclusion

Educator Options normally covers disabilities that occur 24 hours a day, both on and off the job. We also offer a more affordable plan that only covers off-the-job disabilities.

This policy has exclusions, limitations, reductions of benefits and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage please contact your insurance advisor or the Employee Benefits Sales and Service Office for your area.



A vital part of your benefits package

The risk of disability is greater than most people realize. Consider these recent statistics:

- Three in 10 workers entering the workforce today will become disabled before retiring
Social Security Administration, Fact Sheet 2007
- Over 6.8 million workers are receiving Social Security disability benefits; almost half are under age 50
Social Security Administration, Fact Sheet 2007

The need for disability coverage is clear, and Educator Options LTD can help provide your employees with income protection against disabilities and illnesses that prevent them from working.

Employee Assistance Program (EAP)

Morneau Shepell offers confidential EAP services to help employees and their families address problems such as stress and anxiety, financial and legal concerns, alcohol and drug abuse and child or elder care. The EAP is automatically included with our LTD coverage for groups with 10 to 2,499 insured employees.



Founded in Portland, Oregon in 1906, The Standard is a nationally recognized insurance provider offering group disability, life, dental and vision insurance and individual disability insurance. We provide insurance to approximately 26,000 groups covering more than 8 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.

We always strive to do what's right – for our policyholders and their employees. This dedication has resulted in a national reputation for quality products, superior service and industry expertise.

To learn more about Educator Options Group Voluntary Long Term Disability insurance from The Standard, contact your insurance advisor, call the Employee Benefits Sales and Service Office for your area at 800.633.8575 or visit us at www.standard.com.

* As of January 31, 2010, based on internal data developed by Standard Insurance Company.

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GP190-LTD/S399

SI 14187

Educator Options Group Voluntary LTD PR/ER
(6/19)