

LONG TERM DISABILITY

THE SECURITY YOUR EMPLOYEES DESERVE

With Long Term Disability insurance from Standard Insurance Company (The Standard), you help protect employees' income in case of major injury or illness that keeps them from working for a period longer than Short Term Disability plans cover. Through the Oregon Educators Benefit Board (OEBB) program, you can select from six voluntary* and six mandatory** Long Term Disability plans. All of these plans include features that can help your employees return to work and protect their income when they are unable to do so.

BENEFITS

Maximum Benefit Amount: \$8,000 per month before reduction by Deductible Income.

Your choice of Benefit Percentage:

- ▶ **50% of the first \$16,000** of the employee's monthly Predisability Earnings, reduced by Deductible Income.
- ▶ **60% of the first \$13,333** of the employee's monthly Predisability Earnings, reduced by Deductible Income.
- ▶ **66⅔% of the first \$12,000** of the employee's monthly Predisability Earnings, reduced by Deductible Income.

Two options for Benefit Waiting

Period: 60 or 90 days.

Maximum Benefit Period: to age 65 or age-graded to Social Security Normal Retirement Age.

ADDITIONAL PLAN FEATURES

Return to Work Incentive: Rewards employees who return to work on a part-time basis by coordinating disability benefit payments with work earnings to provide 100% of predisability earnings for the first 12 months of work. After that, 50% of work earnings will be used to reduce the amount of the Long Term Disability benefit.

Reasonable Accommodation Benefit: Reimburses qualified employer up to \$25,000 for reasonable accommodations which allow a disabled employee to return to work.

Rehabilitation Plan: Reimburses qualified employee for expenses incurred in an attempt to return to work (training/education, family care, job related, job search).

Survivors Benefit: Pays spouse/partner or unmarried children under 25 years old a lump sum equal to three times the unreduced Long Term Disability benefit if the insured employee dies while Long Term Disability benefits are payable.

Conversion: Allows eligible employees the right to convert their Long Term Disability coverage into a group Long Term Disability trust plan if they terminate their employment (excluding retirement).



To learn more, visit www.myoebb.com or call The Standard's dedicated OEBB Customer Service Department at 866.756.8115 (TTY), 8:00 a.m. to 5:00 p.m. Pacific Time.

PLAN DESIGN DETAILS

VOLUNTARY* PLANS

	Plan 1	Plan 2	Plan 3	Plan 4	Plan 5	Plan 6
Benefit Waiting Period (days)	60	60	60	90	90	90
Maximum Monthly Benefit	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
Benefit Percentage	50%	60%	66 $\frac{2}{3}$ %	50%	60%	66 $\frac{2}{3}$ %
Voluntary*	X	X	X	X	X	X

MANDATORY** PLANS

	Plan 7	Plan 8	Plan 9	Plan 10	Plan 11	Plan 12
Benefit Waiting Period (days)	60	60	60	90	90	90
Maximum Monthly Benefit	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
Benefit Percentage	50%	60%	66 $\frac{2}{3}$ %	50%	60%	66 $\frac{2}{3}$ %
Mandatory**	X	X	X	X	X	X

*"Voluntary" means the employee pays all or part of the premium for the insurance.

**"Mandatory" means the Employer requires all eligible employees to be enrolled in the Plan and the Employer pays the entire premium.

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 Standard Insurance Company.

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