TheStandard®

Long Term DISABILITY

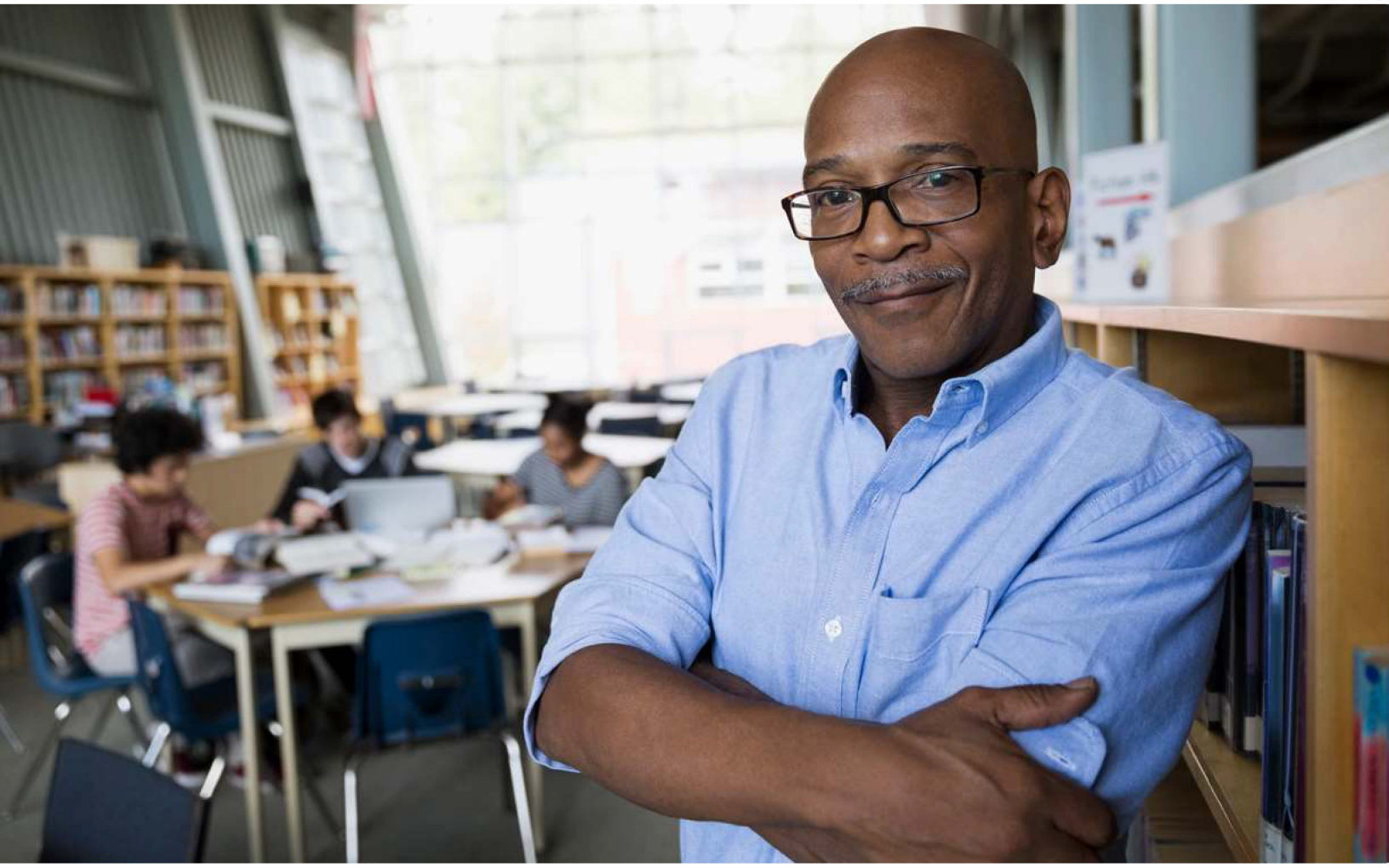
Group Life





Long Term Disability Insurance

For Employees Participating



CITY OF WEST SACRAMENTO

TheStandard®

Standard Insurance Company
City of West Sacramento
Group Policy #606512
Effective Date January 1, 2011

Group Long Term Disability Insurance

Group Long Term Disability insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a monthly benefit in the event of a covered disability.

The cost of this insurance is paid by City of West Sacramento.

Eligibility

Definition of a Member	You are a member if you are a regular employee of City of West Sacramento who is a member in good standing of Stationary Engineers Local 39, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada **OR** a regular employee of City of West Sacramento who is a member of the following Groups: City Manager, Department Heads, Management, Specialist & Professionals, Confidential Unit or non-sworn members of the West Sacramento Police Officers' Association, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 1 - City Managers, Department Heads, Management, Specialists & Professionals, Confidential employees and an employee of the Employer who is a non-sworn member of the West Sacramento Police Officers Association hired between the 1st and the 15th of the month
Eligibility Waiting Period	You are eligible on the first of the month that follows or coincides with the date you become a member.

Benefits

Monthly Benefit	66 2/3 percent of the first $7,500 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)
Maximum Monthly Benefit	$5,000
Minimum Monthly Benefit	$100
Benefit Waiting Period	90 days

Definition of Disability

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the substantial and material acts necessary to pursue duties of your own occupation and you are not working in your own occupation, or
- You are unable to earn 80 percent or more of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

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

Maximum Benefit Period

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

Age	Maximum Benefit Period
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

Other Features and Services

- 24 hour coverage, including coverage for work-related disabilities
- Employee Assistance Program
- Reasonable Accommodation Expense Benefit
- Rehabilitation Plan Provision
- Return to Work Incentive
- Survivors Benefit
- Waiver of Premium while Long Term Disability benefits are payable

This information is only a brief description of the group Long Term Disability insurance policy sponsored by City of West Sacramento. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reduction in benefits, exclusions and when The Standard and City of West Sacramento may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

SI 13271-D-CA-606512-C1 (8/19)
6138902-394155

Standard Insurance Company
City of West Sacramento
Group Policy #606512
Effective Date January 1, 2011

Group Long Term Disability Insurance

Group Long Term Disability insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a monthly benefit in the event of a covered disability.

The cost of this insurance is paid by City of West Sacramento.

Eligibility

Definition of a Member	You are a member if you are a regular employee of City of West Sacramento who is a member in good standing of Stationary Engineers Local 39, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada **OR** a regular employee of City of West Sacramento who is a member of the following Groups: City Manager, Department Heads, Management, Specialist & Professionals, Confidential Unit or non-sworn members of the West Sacramento Police Officers' Association, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 2 - City Managers, Department Heads, Management, Specialists & Professionals, Confidential employees and an employee of the Employer who is a non-sworn member of the West Sacramento Police Officers Association hired between the 16th and the end of the month
Eligibility Waiting Period	You are eligible on the first of the month that follows or coincides with the date you become a member.

Benefits

Monthly Benefit	66 2/3 percent of the first $7,500 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)
Maximum Monthly Benefit	$5,000
Minimum Monthly Benefit	$100
Benefit Waiting Period	90 days

Definition of Disability

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the substantial and material acts necessary to pursue duties of your own occupation and you are not working in your own occupation, or
- You are unable to earn 80 percent or more of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

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

Maximum Benefit Period

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

Age	Maximum Benefit Period
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

Other Features and Services

- 24 hour coverage, including coverage for work-related disabilities
- Employee Assistance Program
- Reasonable Accommodation Expense Benefit
- Rehabilitation Plan Provision
- Return to Work Incentive
- Survivors Benefit
- Waiver of Premium while Long Term Disability benefits are payable

This information is only a brief description of the group Long Term Disability insurance policy sponsored by City of West Sacramento. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reduction in benefits, exclusions and when The Standard and City of West Sacramento may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

SI 13271-D-CA-606512-C2 (8/19)
6138902-394156

Standard Insurance Company
City of West Sacramento
Group Policy #606512
Effective Date January 1, 2011

Group Long Term Disability Insurance

Group Long Term Disability insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a monthly benefit in the event of a covered disability.

The cost of this insurance is paid by City of West Sacramento.

Eligibility

Definition of a Member	You are a member if you are a regular employee of City of West Sacramento who is a member in good standing of Stationary Engineers Local 39, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada **OR** a regular employee of City of West Sacramento who is a member of the following Groups: City Manager, Department Heads, Management, Specialist & Professionals, Confidential Unit or non-sworn members of the West Sacramento Police Officers' Association, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 3 - Members of Stationary Engineers Local 39 hired between the 1st and the 15th of the month
Eligibility Waiting Period	You are eligible on the first of the month that follows or coincides with the date you become a member.

Benefits

Monthly Benefit	60 percent of the first $5,000 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)
Maximum Monthly Benefit	$3,000
Minimum Monthly Benefit	$100
Benefit Waiting Period	90 days

Definition of Disability

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the substantial and material acts necessary to pursue duties of your own occupation and you are not working in your own occupation, or
- You are unable to earn 80 percent or more of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

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

Maximum Benefit Period

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

Age	Maximum Benefit Period
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

Other Features and Services

- 24 hour coverage, including coverage for work-related disabilities
- Employee Assistance Program
- Reasonable Accommodation Expense Benefit
- Rehabilitation Plan Provision
- Return to Work Incentive
- Survivors Benefit
- Waiver of Premium while Long Term Disability benefits are payable

This information is only a brief description of the group Long Term Disability insurance policy sponsored by City of West Sacramento. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reduction in benefits, exclusions and when The Standard and City of West Sacramento may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

SI 13271-D-CA-606512-C3 (8/19)
6138902-394157

Standard Insurance Company
City of West Sacramento
Group Policy #606512
Effective Date January 1, 2011

Group Long Term Disability Insurance

Group Long Term Disability insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a monthly benefit in the event of a covered disability.

The cost of this insurance is paid by City of West Sacramento.

Eligibility

Definition of a Member	You are a member if you are a regular employee of City of West Sacramento who is a member in good standing of Stationary Engineers Local 39, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada **OR** a regular employee of City of West Sacramento who is a member of the following Groups: City Manager, Department Heads, Management, Specialist & Professionals, Confidential Unit or non-sworn members of the West Sacramento Police Officers' Association, actively working at least 20 hours per week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.
Class Definition	Class 4 - Members of Stationary Engineers Local 39 hired between the 16th and the end of the month
Eligibility Waiting Period	You are eligible on the first of the month that follows or coincides with the date you become a member.

Benefits

Monthly Benefit	60 percent of the first $5,000 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)
Maximum Monthly Benefit	$3,000
Minimum Monthly Benefit	$100
Benefit Waiting Period	90 days

Definition of Disability

For the benefit waiting period and the first 24 months that Long Term Disability benefits are payable, you will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the substantial and material acts necessary to pursue duties of your own occupation and you are not working in your own occupation, or
- You are unable to earn 80 percent or more of your predisability earnings when working in your own occupation.

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

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

Maximum Benefit Period

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

Age	Maximum Benefit Period
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

Other Features and Services

- 24 hour coverage, including coverage for work-related disabilities
- Employee Assistance Program
- Reasonable Accommodation Expense Benefit
- Rehabilitation Plan Provision
- Return to Work Incentive
- Survivors Benefit
- Waiver of Premium while Long Term Disability benefits are payable

This information is only a brief description of the group Long Term Disability insurance policy sponsored by City of West Sacramento. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reduction in benefits, exclusions and when The Standard and City of West Sacramento may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

SI 13271-D-CA-606512-C4 (8/19)
6138902-394158

A helping hand when you need it.

Rely on the support, guidance and resources of your Employee Assistance Program.

There are times in life when you might need a little help coping or figuring out what to do. Take advantage of the Employee Assistance Program,[1] which includes WorkLife Services and is available to you and your family in connection with your group insurance from Standard Insurance Company (The Standard). It's confidential — information will be released only with your permission or as required by law.

Connection to Resources, Support and Guidance

You, your dependents (including children to age 26)[2] and all household members can contact the program's master's-level counselors 24/7. Reach out through the mobile EAP app or by phone, online, live chat, and email. You can get referrals to support groups, a network counselor, community resources or your health plan. If necessary, you'll be connected to emergency services.

Your program includes up to three counseling sessions per issue. Sessions can be done in person, on the phone or through video.

EAP services can help with:

- Depression, grief, loss and emotional well-being
- Family, marital and other relationship issues
- Life improvement and goal-setting
- Addictions such as alcohol and drug abuse
- Stress or anxiety with work or family
- Financial and legal concerns
- Identity theft and fraud resolution
- Online will preparation and other legal documents

Contact **EAP**

888.293.6948
(TTY Services: 711)
24 hours a day,
seven days a week

healthadvocate.com/standard3

NOTE: It's a violation of your company's contract to share this information with individuals who are not eligible for this service.

With EAP, personal assistance is immediate, confidential and available when you need it.

WorkLife Services

WorkLife Services are included with the Employee Assistance Program. Get help with referrals for important needs like education, adoption, daily living and care for your pet, child or elderly loved one.

Online Resources

Visit **healthadvocate.com/standard3** to explore a wealth of information online, including videos, guides, articles, webinars, resources, self-assessments and calculators.

1 The EAP service is provided through an arrangement with Health Advocate℠, which is not affiliated with The Standard. Health Advocate℠ is solely responsible for providing and administering the included service. EAP is not an insurance product and is provided to groups of 10–2,499 lives. This service is only available while insured under The Standard's group policy.

2 Individual EAP counseling sessions are available to eligible participants 16 years and older; family sessions are available for eligible members 12 years and older, and their parent or guardian. Children under the age of 12 will not receive individual counseling sessions.

Standard Insurance Company | 1100 SW Sixth Avenue, Portland, OR 97204 | **standard.com**

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

STANDARD INSURANCE COMPANY

A Stock Life Insurance Company
900 SW Fifth Avenue
Portland, Oregon 97204-1282
(503) 321-7000

CERTIFICATE

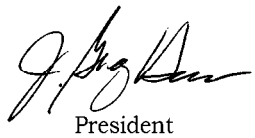
GROUP LONG TERM DISABILITY INSURANCE

Policyholder:	City of West Sacramento
Policy Number:	606512-A
Effective Date:	January 1, 2011

The Group Policy has been issued to the Policyholder. We certify that you will be insured as provided by the terms of your Employer's coverage under the Group Policy. If the terms of this Certificate differ from the terms of your Employer's coverage under the Group Policy, the latter will govern. If your coverage is changed by an amendment to the Group Policy, we will provide the Employer with a revised Certificate or other notice to be given to you.

Possession of this Certificate does not necessarily mean you are insured. You are insured only if you meet the requirements set out in this Certificate.

"You" and "your" mean the Member. "We", "us" and "our" mean Standard Insurance Company. Other defined terms appear with the initial letters capitalized. Section headings, and references to them, appear in boldface type.



President

If you become a Member after the Group Policy Effective Date, you are eligible on the first day of the calendar month coinciding with or next following the date you become a Member.

Class 2 and 4: If you are a Member on the Group Policy Effective Date, you are eligible on that date.

If you become a Member after the Group Policy Effective Date, you are eligible on the first day of the calendar month following 0 consecutive days as a Member.

Eligibility Waiting Period means the period you must be a Member before you become eligible for insurance.

Own Occupation Period: The first 24 months for which LTD Benefits are paid.

Any Occupation Period: From the end of the Own Occupation Period to the end of the Maximum Benefit Period.

LTD Benefit: Class 1 and 2: 66 2/3% of the first $7,500 of your Predisability Earnings, reduced by Deductible Income.

Class 3 and 4: 60% of the first $5,000 of your Predisability Earnings, reduced by Deductible Income.

Maximum: Class 1 and 2: $5,000 before reduction by Deductible Income.

Class 3 and 4: $3,000 before reduction by Deductible Income.

Minimum: $100

Benefit Waiting Period: Class 1 & 2: The greater of 90 days or the period of sick leave to which you are entitled under the Employer's sick leave program.

Class 3 & 4: 90 days.

Maximum Benefit Period: Determined by your age when Disability begins, as follows:

Age	Maximum Benefit Period
61 or younger	To age 65, or 3 years 6 months, if longer.
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 or older	1 year

COVERAGE FEATURES

This section contains many of the features of your long term disability (LTD) insurance. Other provisions, including exclusions, limitations, and Deductible Income, appear in other sections. Please refer to the text of each section for full details. The Table of Contents and the Index of Defined Terms help locate sections and definitions.

GENERAL POLICY INFORMATION

Group Policy Number:	606512-A
Policyholder:	City of West Sacramento
Employer(s):	City of West Sacramento
Group Policy Effective Date:	January 1, 2011
Policy Issued in:	California

Member means a citizen or resident of the United States or Canada and one of the following:

1. An regular Employee of the Employer who is a member in good standing of Stationary Engineers Local 39 who is Actively At Work at least 20 hours each week; or
2. An regular employee of the Employer who is a member of the following Groups: City Manager, Department Heads, Management, Specialist & Professionals, Confidential Unit or non-sworn members of the West Sacramento Police Officers' Association who is Actively At Work at least 20 hours each week.

For purposes of the Member definition, Actively At Work will include regularly scheduled days off, holidays, or vacation days, so long as the person is capable of Active Work on those days.

Member does not include a temporary or seasonal employee, a full-time member of the armed forces of any country, a leased employee, or an independent contractor.

Class Definition:

Class 1: City Managers, Department Heads, Management, Specialists & Professionals, Confidential employees and an employee of the Employer who is a non-sworn member of the West Sacramento Police Officers Association hired between the 1st and the 15th of the month

Class 2: City Managers, Department Heads, Management, Specialists & Professionals, Confidential employees and an employee of the Employer who is a non-sworn member of the West Sacramento Police Officers Association hired between the 16th and the end of the month

Class 3: Members of Stationary Engineers Local 39 hired between the 1st and the 15th of the month

Class 4: Members of Stationary Engineers Local 39 hired between the 16th and the end of the month

---

SCHEDULE OF INSURANCE

Eligibility Waiting Period:	You are eligible on one of the following dates:
Class 1 and 3:	If you are a Member on the Group Policy Effective Date, you are eligible on that date.

Long Term Disability Insurance Features

Chances are you already purchase home, auto and life insurance to protect yourself against the threat of loss. And you probably have health insurance to guard against costly medical bills.

So, what steps have you taken to help shield yourself, your lifestyle and those who count on you from an unexpected loss of income? Would you be able to meet your financial obligations if you became disabled and unable to work?

LTD 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.

By electing to participate in the group LTD insurance plan, your employer offers an excellent opportunity to help protect yourself and your lifestyle. The advantages to you include:

Convenience – If you pay for your LTD coverage, premiums are deducted directly from your paycheck, so you don't have to worry about mailing monthly payments.

Savings – Typically, group insurance rates are lower than the rates of individual insurance plans, generally providing coverage at a lower cost.

Peace of Mind – You can take comfort and satisfaction in knowing that a step has been taken toward securing your income during a period of disability.

Commonly Asked Questions

The following information provides details to give you a better understanding of group LTD insurance available from The Standard. Written in non-technical language, this is not intended as a complete description of the coverage.

Do I need LTD insurance?

If you are not certain that you need LTD coverage, consider if you will be able to meet your financial obligations if you become disabled and unable to work for an extended period of time. The risk of disability may be greater than you think. Recent statistics have shown:

- More than 25% of today's 20-year-olds will become disabled during their career.[1]
- The top 5 causes of Long Term Disability Claims - 28.6% Muscle/bone disorders, 15.1% Cancer, 10.3% Accidents, 8.7% Cardiovascular and 8.3% Mental disorders.[2]
- Over half of Americans are financially unprepared for a period of disability. 52% of adult Americans have no savings earmarked for emergencies.[3]
- Less than 5 percent of disabling accidents and illnesses are work related. The other 95 percent are not, meaning Workers Compensation doesn't cover them.[4]

[1] U.S. Social Security Administration, Facts. https://www.ssa.gov/disabilityfacts/facts.html. Accessed June 2, 2017

[2] Council for Disability Awareness, 2014 Long Term Disability Claims Review.

[3] U.S. Federal Reserve Board, Report on the Economic Well-Being of U.S. Households in 2016, May 2017

[4] Council for Disability Awareness, Long term Disability Claims review, 2013

Am I eligible for this coverage?

To be eligible for LTD insurance coverage:

- You must be an active employee of an employer participating in the Long Term Disability insurance group policy
- You must meet other eligibility requirements included in the member definition of the group policy and as required and determined
- Your employer must have elected to make Long Term Disability coverage available to employees in your classification
- You must not be a full-time member of the armed forces of any country

Please see your human resources representative for additional information on the definition of member and becoming eligible for LTD coverage.

When does my insurance go into effect?

The effective date of your coverage depends on when you become an eligible employee, when you complete your eligibility waiting period, if any, when you apply if you are required to apply, and whether you are required to provide evidence of insurability.

In every case, you must meet the active work requirement before your insurance becomes effective.

What is the active work requirement?

Active work means performing with reasonable continuity, the material duties of your own occupation at your employer's usual place of business. You must be capable of active work on the day before the scheduled effective date of your insurance or your insurance will not become effective as scheduled. 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.

Will I have to provide information regarding my medical history?

If your LTD coverage is voluntary, you apply prior to or within 31 days of becoming eligible to apply and you meet the active work requirement, you will automatically qualify for coverage. This means that you will not have to answer medical questions to purchase LTD coverage.

If you apply more than 31 days after becoming eligible to apply, satisfactory evidence of insurability is required. You will need to complete and submit a Medical History Statement. In some cases, we may request additional medical information or a physical exam.

Evidence of insurability is also required for reinstatement of terminated coverage.



When do LTD benefits become payable?

If you become disabled and your claim for LTD benefits is approved by The Standard, LTD benefits become payable after you have been continuously disabled for the entire benefit waiting period and remain continuously disabled. LTD benefits are not payable during this benefit waiting period. Please see the Coverage Highlights for specific information on your benefit waiting period.

When am I considered disabled?

During the benefit waiting period and the own occupation period, you are considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 15 percent of your indexed predisability earnings when working in your own occupation.

The own occupation period for the LTD coverage is the first 24 months for which LTD benefits are paid. You are not disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license. You may work in another occupation while you are disabled from your own occupation; however, you will not be considered disabled when your work earnings from another occupation exceed 85 percent of your indexed predisability earnings.

After the own occupation period, you are considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder, you are unable to perform with reasonable continuity the material duties of any occupation that you are able to perform, whether due to education, training or experience:

- Which is available at one or more locations in the national economy, and
- In which you can be expected to earn at least 80 percent of your indexed predisability earnings within 12 months following your return to work, regardless of whether you are working in that or any other occupation.

How much is the LTD benefit amount?

Your monthly LTD benefit is a percentage of your insured predisability earnings reduced by deductible income. The percentage is elected by your employer. Please review the Coverage Highlights for specific information about your benefit percentage. The plan minimum and maximum LTD benefit amounts are indicated below.

Plan maximum monthly LTD benefit	Plan minimum monthly LTD benefit
$7,500	$100 or 10% of your gross LTD benefit, whichever is greater



How is the LTD benefit amount calculated?

The LTD benefit amount is determined by multiplying your insured predisability earnings by the benefit percentage elected by your employer. This amount is then reduced by other income you receive or are eligible to receive while LTD benefits are payable. This other income is referred to as deductible income.

In the example below, the LTD benefit amount is 66 2/3 percent of insured predisability earnings. Please note, your benefit amount may be different depending on the plan selected by your employer. If your monthly earnings (or predisability earnings) before becoming disabled were $3,250 and you now receive a monthly Social Security disability benefit of $900, your monthly LTD benefit would be calculated as follows:

Insured predisability earnings	$3,250
LTD benefit percentage	x 66 2/3%
	$2,167
Less Social Security disability benefit	- $900
Amount of LTD benefit	$1,267

What are predisability earnings?

Predisability earnings are your monthly rate of earnings from your employer and include:

- Salary
- Shift differential pay
- Pay for coaching, mentoring and other extra duties you perform on an ongoing basis and included by the employer in your salary
- Contributions you make through a salary reduction agreement with your employer to an IRC Section 401(k), 403(b), 408(k), 408(p) or 457 deferred compensation arrangement, or an executive nonqualified deferred compensation arrangement
- Amounts contributed to fringe benefits according to salary reduction agreements under an IRC Section 125 plan

Predisability earnings exclude bonuses, commissions, overtime pay, your employer's contribution to a deferred compensation arrangement or pension plan or any other extra compensation. They are based on your earnings in effect on the last full day of active work. Please contact your human resources representative for additional information regarding what is included in predisability earnings.

What is deductible income?

Deductible income is income you receive or are eligible to receive while LTD benefits are payable. It is used to reduce the amount of your LTD benefit and includes, but is not limited to, the following:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts) paid by your employer which, when added to your LTD benefit, exceed 100% of your predisability earnings
- Benefits under any workers' compensation law, state disability income benefit law or similar law
- Amounts under unemployment compensation law or similar laws

- 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, including PERS, STRS or a plan maintained by a union or employee association
- Earnings from work activity while you are disabled
- Earnings or compensation included in your predisability earnings and which you receive or are eligible to receive while LTD benefits are payable
- Amounts due from or on behalf of a third party because of your disability
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

What is the maximum benefit period?

The maximum benefit period is the longest period for which benefits are payable, and is determined by your age when disability begins as indicated in the table below.

Age when disability begins	Maximum benefit period
Under 62	To SSNRA*, or to age 65, or 3 years 6 months, whichever is longest
62	To SSNRA*, or 3 years 6 months, whichever is longer
63	To SSNRA*, or 3 years, whichever is longer
64	To SSNRA*, or 2 years 6 months, whichever is longer
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69 and above	1 year

* SSNRA (Social Security Normal Retirement Age) is your normal retirement age under the Federal Social Security Act, as amended.

When do LTD 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 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

What are some of the other features of this coverage?

This LTD coverage has the following features:

- It covers disabilities that occur 24 hours a day, both on and off the job.
- If premium payments are made by the employee with "after-tax" dollars, LTD benefits are federally tax-free under current federal tax law.
- 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.
- While LTD benefits are payable, you may qualify to participate in a rehabilitation plan that prepares you to return to work. If you qualify, The Standard may pay for return to work expenses you incur, such as job search, training and education and family care expenses.
- 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 times 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.
- If the group policy terminates, LTD benefits will continue as long as you are eligible to receive them.
- The group policy includes a conversion option so that in certain circumstances if your LTD coverage ends you may convert your LTD coverage to another group LTD plan.

What exclusions apply to this coverage?

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, while sane or insane
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- 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 12 months and actively at work for at least one full day after the end of the those 12 months (Note that this 12-month period may be reduced by a period during which you were continuously insured under another group LTD plan through your employer immediately prior to the effective date of your LTD coverage under the OEBB plan.)



What is a preexisting condition?

A preexisting condition is a mental or physical condition, whether or not diagnosed or misdiagnosed:

- Which was discovered or suspected as a result of any routine or other medical examination at any time during the 90-day period immediately preceding the effective date of your coverage; or
- For which you 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 at any time during the 90-day period immediately preceding the effective date of your coverage.

What limitations apply to this coverage?

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

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

- To 12 months if you reside outside the United States or Canada
- To 24 months for each period of continuous disability caused or contributed to by mental disorders or substance abuse (drugs and alcohol)

When does my LTD insurance coverage end?

The LTD insurance ends automatically on the earliest of the following:

- The date the last period ends for which the required premium contribution is made
- The date your employment terminates
- The date the group policy terminates
- The date you cease to be an eligible employee; however, insurance may continue for limited periods under certain circumstances as described in the group policy
- The date your employer ceases to participate under the group policy
- The date your employer terminates LTD coverage for employees in your classification

How do I apply for LTD insurance coverage?

If your coverage is *mandatory*, you are not required to apply for the insurance to become insured.

If your coverage is voluntary and you wish to become insured, you may apply Satisfactory evidence of insurability will be required. Coverage subject to evidence of insurability will not become effective prior to the date your evidence of insurability is approved by The Standard.

What if I have additional questions?

If you have any additional questions, please contact your human resources representative.



OEBB has chosen Standard Insurance Company to provide group LTD coverage to eligible employees of participating employers. Located in Portland, Oregon, The Standard has earned a solid reputation for its quality products, superior customer service, expert resources, steady growth, innovation and strong financial performance. Founded in 1906, The Standard has developed a national presence in the employee benefits industry, providing customers with group and individual disability insurance and retirement plans, and group life and dental insurance.

Just as others count on you, you can count on The Standard for LTD insurance in a time of need. Talk with your human resources representative for more information about group LTD insurance from The Standard.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

www.standard.com

GP190-LTD/S399
D-646595
(7/23)

SI **10386**