

Enhanced LTD Insurance For Physician And Attorney Groups



Standard Insurance Company
Long Term Disability Insurance





Safeguard Your Professional Investment With Enhanced Income Protection

At Standard Insurance Company, we understand that physicians and attorneys make a huge investment in training for specialized fields of practice. If their ability to practice in their specialty becomes limited by disability, they may have complex income protection needs.

The Standard delivers focused expertise in Disability and Life insurance. In fact, over 85 percent of our business is Group life and disability. We think long term. We've served physician and attorney groups for over 40 years by developing comprehensive Long Term Disability insurance designed to:

- Increase benefit amounts
- Provide additional coverage
- Extend benefits and provide more liberal definitions of disability to physicians

A Dedicated Claims Team For Physician And Attorney Groups

We focus on partnership. We understand that physician and attorney groups have busy schedules and special income protection needs. Our solution is a dedicated claims team, specially trained to support employers and disabled employees.

This seasoned team includes an experienced claims manager, a full-time vocational consultant, a nurse case manager, an internist, a psychologist and access to consulting CPAs and a range of board-certified consulting physicians. They're easy to reach and quick to follow through.



The Standard SelectSM

For Professional Groups With Fewer Than 15 Members

We're committed to serving small professional groups. That's why we created a line of products that enable business owners with as few as two employees to provide valuable group coverage. The Standard Select LTD for Professional Groups offers rich monthly maximums and definitions of disability for professionals. Plan features include:

- Own Occupation to age 65 for physicians and attorneys in groups of 10+ covered employees*
- \$7,500 monthly maximum for groups of 5-9 covered employees
- \$10,000 monthly maximum for groups of 10+ covered employees
- Specialized claims management service team dedicated to physician and attorneys groups

* Only the attorneys and physicians in the group are eligible for Own Occupation to Age 65. Other employees in the group are not eligible for this feature.

The Valuable Options Physicians And Attorneys Request Most

You can count on The Standard's deep expertise in flexible plan design to help tailor a plan that delivers the right income protection for your group. Optional features include:

- **Income Maintenance Benefit** – This benefit helps to preserve the employee's level of income against deteriorating salary due to a progressive illness
- **Work Transition Benefit** – When an employee who was disabled returns to work full time but earns a reduced income while rebuilding their practice, this benefit helps bridge the gap
- **Annuity Contribution Benefit** – To help fund a disabled employee's retirement plan, The Standard will set up and fund an individual annuity for the employee after 36 months of disability, and will deposit a monthly percentage of the employee's predisability earnings, not to exceed \$5,000
- **Lifetime Security Benefit** – Designed to help severely disabled employees save for retirement, this valuable benefit extends LTD benefits beyond the regular maximum benefit period for those who meet the criteria
- **Employer Income Protection Benefit (EIP)** – This benefit helps protect business entities from financial loss if a key income-producing employee becomes disabled. If an LTD benefit becomes payable to a Key Person, the EIP benefit will be paid to the professional group under the terms of the Group Policy.
- **Family Care Expenses Adjustment** – A disabled employee who has 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 or optional 24 months after return to work
- **Dependent Education Benefit** – This benefit provides a monthly benefit – \$150 for each eligible student, with a maximum of \$600 for all eligible students – for disabled employees who have dependants or a spouse who are registered and in full-time attendance at an accredited educational institution beyond high school. Employers can choose a 24- or 48-month pay period.

Not all Optional Features are available in the same policy. See your insurance advisor for specific limitations or exclusions.

Enhanced Features Maximize Income Protection

The Standard's Enhanced Long Term Disability (LTD) insurance offers the most sought-after group LTD features, benefits and options, including:

- **Generous Definition Of Disability** – Covers employees who cannot work due to a covered disability or cannot earn at least 80 percent of indexed predisability earnings due to a covered disability
- **Return To Work Incentive** – During the 12 (or optional 24) months immediately after a disabled employee first returns to work, the LTD benefit is reduced by only the amount of work earnings that, when added to the employee's maximum LTD benefit, exceeds 100 percent of indexed predisability earnings
- **Assisted Living Benefit For Severely Disabled Employees¹** – Increases income replacement to 80 percent of a severely disabled employee's predisability earnings, which can add up to \$5,000 per month on top of the group LTD benefit that is not reduced by deductible income
- **Optional Own Specialty Definition Of Disability** – Increases physicians' and attorneys' ability to protect their income and their investment in specialized training

We're Proactive To Help Employees Live Productive Lives

The Standard's Workplace PossibilitiesSM program is changing the way employers manage disability. This unique proactive approach helps keep employees at work by addressing and reducing the causes of disability. Related benefits include:

- **Reasonable Accommodation Expense Benefit** – We're committed to helping people lead productive lives. The Standard will cover an employer's approved expenses, up to \$25,000, toward worksite modifications that result in a disabled employee staying at work or returning to work after a disability.
- **Rehabilitation Plan Provision** – Removing obstacles to rehabilitation can help an injured employee make an easier return to a productive life. When approved in advance by The Standard, incentives may include: training and education expenses, family (child and elder) care expenses, and job-related and job search expenses.
- **Employee Assistance Program (EAP)** – Through The Standard's partnership with Horizon Health,² employees can receive expert, confidential help by telephone or in person to address personal and family issues, ranging from financial and legal concerns to stress, alcohol and drug abuse, child and elder care and identity theft. This benefit is included with our LTD coverage for groups with 15–2,500 insured employees.



All Enhanced LTD Plans For Physicians And Attorneys Include:

- 80 percent Assisted Living Benefit for severely disabled employees
- Employee Assistance Program (EAP) for groups with 15–2,500 covered employees
- Reasonable Accommodation Expense Benefit for workplace modifications
- Rehabilitation Plan Provision
- Return To Work Incentive

Product Highlights

- Mandatory Rehabilitation – none
- Return To Work Responsibility – none
- Individual Disability Income Offset – option to remove
- Liberal Mental Disorder/Substance Abuse Limitation – 24 months for each period of disability

¹ To qualify for the Assisted Living Benefit, an employee must either suffer a severe cognitive impairment or be unable to independently perform two or more activities of daily living – bathing, continence, dressing, eating, toileting and transferring. The condition must be expected to last 90 days or more and LTD benefits must be payable to the employee.

² This EAP service is provided through an arrangement with Horizon Behavioral Services, Inc., which is not affiliated with The Standard. The EAP service is not an insurance product.

The Own Specialty Definition Of Disability: To Help Protect A Career Investment

By adding the Own Specialty option to their LTD policy's definition of disability, physician and attorney groups can better protect the lifestyles and incomes of their highly-skilled professionals.

Own Specialty Maximum Benefit Period Options

The Standard's Own Specialty definition applies to the first two or five years of the maximum benefit period, or to the end of the maximum benefit period.

Own Specialty For Physicians:

The Standard may consider a medical specialty or subspecialty to be a medical doctor's occupation if the doctor meets the following requirements:

- The doctor is board-certified to practice that specialty
- The doctor's specialty is recognized by the American Board of Medical Specialties
- At least 60 percent of the doctor's gross professional service-fee income was earned in that specialty during the 24 months immediately before becoming disabled

Own Specialty For Attorneys:

The Standard may consider a particular legal subject matter area or type of legal practice to be an attorney's occupation if at least 85 percent of the attorney's gross professional service fee income was earned in that legal subject matter area or type of legal practice in the 24 months immediately before becoming disabled.

Trial attorney or trial practice will not be considered one of the specialty legal subject matter areas or types of legal practice, unless the attorney personally appears and actively participates in legal proceedings on behalf of clients at least four hours per day, on an average of at least 50 days per year during the 24 months just before disability begins.

Time the attorney spends preparing to actively participate in legal proceedings can be included when calculating up to one half of the hours-per-day and days-per-year requirement. Legal proceedings include: civil or criminal trials, administrative rule making or contested case hearings, workers' compensation hearings, arbitration and mediation hearings, and the taking or defending of depositions.



Qualified Medical Condition (QMC) Option

Only offered in conjunction with Own Specialty for eligible physicians and dentists, the optional QMC definition of disability means the employee is infected with a disease categorized as communicable by the U.S. Centers for Disease Control and Prevention and is potentially life threatening to patients. A physician or dentist who does not meet The Standard's other Definitions of Disability, but whose right to practice is restricted or who has suffered a loss of earnings because of disclosure of a Qualified Medical Condition, may be eligible to receive benefits.³

³ QMC is available for five years or to the end of the Maximum Benefit Period. QMC is not available in all states.



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 more than 25,000 groups covering nearly 8.1 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 Enhanced LTD for Physician and Attorney Groups from The Standard, contact your insurance advisor or the Employee Benefits Sales and Service Office for your area at 800.633.8575 or visit us at **www.standard.com**.

* As of December 31, 2012, based on internal data developed by Standard Insurance Company.

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GP494-ADD/S99

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