

Group Accidental Death And Dismemberment Insurance

Help Protect Loved Ones From Financial Hardship



Standard Insurance Company

Group Accidental Death And Dismemberment Insurance





Your Proposed Group Accidental Death and Dismemberment (AD&D) Insurance Plan

Standard Insurance Company appreciates the opportunity to provide you with a proposal for group AD&D insurance. This booklet and the Employee Benefits Proposal together outline the basic features of your proposed insurance plan. These documents are not a contract.

Establishing AD&D insurance coverage with The Standard requires your completed, signed application for group insurance and our acceptance of it. When we approve your application, we will issue you a group policy containing our customary language. It will not duplicate the language of any existing policies you may have.

Your group policy with The Standard will contain provisions and defined terms not described in this booklet or the Employee Benefits Proposal. If any discrepancies exist between the group policy, the Employee Benefits Proposal and this booklet, your group policy takes precedence.

Your group policy will become effective on the date determined by The Standard, which will be clearly stated on your policy. We will also supply you with certificates of insurance, describing the coverage in detail, for you to deliver to your insured employees.

The proposed premium rate and plan design for your AD&D coverage are based on the underwriting data we received from you. We will determine final premium rates and plan provisions based on:

- State law
- Policyholder contributions
- Confirmation of occupations
- The composition of the group of employees you wish to insure
- Our current underwriting rules and practices

The proposal will expire on the date shown in your Employee Benefits Proposal.

Thank you for considering The Standard for your AD&D insurance needs. Should you have questions or need additional information, consult the Employee Benefits Proposal or contact your insurance advisor or the Employee Benefits Sales and Service Office for your area.

Group AD&D Insurance

Protecting Your Employees From The Unexpected

Accidents can happen in many ways and at any time. But you can help financially protect your employees in the event of an unplanned loss of life, limb, sight, speech or hearing with AD&D insurance from The Standard. With AD&D coverage, eligible employees and their beneficiaries may receive an AD&D insurance benefit in the event of death or dismemberment as a result of a covered accident.

AD&D insurance offers competitive features, family-friendly provisions, and a variety of plan designs (including noncontributory and contributory options).

AD&D Benefit Amount

The amount of the AD&D insurance benefit for loss of life¹ is equal to the maximum amount of your AD&D insurance in effect on the date of the covered accident. The amount of the AD&D insurance benefit for other covered losses is a percentage of the AD&D insurance in effect on the date of the covered accident, as shown below:

Type Of Loss	Percentage Payable
Hand or foot	50%
Sight in one eye	50%
Audible speech	50%
Hearing in both ears	50%
Two or more of the losses listed above	100%
Thumb and index finger of the same hand ²	25%

At no time will more than 100 percent of the available AD&D insurance benefit be paid for all losses resulting from one accident.

With respect to a hand or foot, loss means the actual and permanent severance from the body at or above the wrist or ankle joint, whether or not surgically

¹ Loss of life includes disappearance and accidental exposure to adverse weather conditions. Disappearance must be caused directly by an accident that could have reasonably resulted in death and must occur independently of all other causes continuing for a period of 365 days after the date of the accident despite reasonable search efforts.

² This benefit is not payable if an AD&D insurance benefit is payable for the loss of the entire hand.



reattached. Loss of sight means the entire, uncorrectable and irrecoverable loss of sight. Loss of speech or hearing means the entire, uncorrectable and irrecoverable loss of audible speech or hearing in both ears. Loss of thumb and index finger means the actual and permanent severance from the body of the thumb and index finger on the same hand at or above the metacarpophalangeal joints.

AD&D Insurance Features

Seat Belt Benefit

This provides an additional AD&D insurance benefit if an insured employee dies as a result of an automobile accident while properly wearing and using a seat belt. The Standard will pay a Seat Belt Benefit equal to the amount of the AD&D insurance benefit payable for the loss of life, up to a maximum of \$10,000.



Air Bag Benefit

To provide further protection to eligible employees who die as a result of an automobile accident for which a Seat Belt Benefit is payable, The Standard will pay an Air Bag Benefit equal to the amount of the AD&D insurance benefit payable for the loss of life, up to a maximum of \$5,000. The following requirements must be met at the time of the accident:

- The automobile is equipped with an air bag system installed as original equipment by the automobile manufacturer and the air bag system has received regularly scheduled maintenance or replacement as recommended by the manufacturer
- The air bag system deploys, as evidenced by a police accident report
- The insured individual was seated in an air bag protected driver's or passenger's seat

Family Benefits Package

The following Family Benefits Package extends financial assistance to an insured employee's family members in the event of the employee's accidental death for which an AD&D insurance benefit is payable.

Higher Education Benefit

The plans for a child's higher education should not end with the death of a parent. The Higher Education Benefit helps to keep those dreams alive. To be eligible for this benefit, the surviving child must register and attend an institution of higher education on a full-time

basis within 12 months after the insured employee's death. The benefit is paid annually for a maximum of four consecutive years beginning on the date of death. The benefit amount is the qualifying tuition expenses incurred per child up to a maximum of \$5,000 per year, or the cumulative total of \$20,000 or 25 percent of the AD&D insurance benefit, whichever is less.

Career Adjustment Benefit

A surviving spouse may need to make a career adjustment as a result of the insured employee's death. When this requires additional training, the Career Adjustment Benefit helps to make the transition easier. To be eligible for this benefit, the surviving spouse must register and attend a professional or trade training program within 36 months after the date of the employee's death. The program must be aimed at obtaining employment or increasing earnings. The benefit amount is the qualifying tuition expenses for training incurred by the surviving spouse within 36 months after the date of death up to a maximum of \$5,000 per year, or the cumulative total of \$10,000 or 25 percent of the AD&D insurance benefit, whichever is less.

Child Care Benefit

In order to work or obtain training, a surviving spouse may require the assistance of a caregiver to watch over young children. The Child Care Benefit is designed to help cover the cost of providing care for children under age 13. The amount of the benefit is the qualifying expenses incurred by the surviving spouse within 36 months after the date of the insured employee's death, but not to exceed \$5,000 per year, or the cumulative total of \$10,000 or 25 percent of the AD&D insurance benefit, whichever is less.

AD&D Occupational Assistance

An employee who survives a serious accident may need more than financial support. Loss of a hand, foot, eyesight or more can also mean the loss of the ability to do the same job.

AD&D Occupational Assistance offers support to help employees return to productive lives and work. This service — available exclusively from The Standard — is included with all of our Group AD&D insurance policies. Employees will be eligible if they experience a specified accidental paralysis or dismemberment.

Services include access to one of our Workplace PossibilitiesSM consultants, who can help the employee develop a plan to return to work. The consultant can also coordinate with the employer to create accommodations, or help the employee explore alternate jobs.

AD&D Occupational Assistance may cover up to \$10,000 of approved return-to-work expenses, including:

- Consultant’s time
- Rehabilitation plan development
- Ergonomic equipment
- Vocational assistance

Services must be accessed within two years of the accident.

Repatriation Benefit

This provides an additional benefit to help pay for expenses associated with transportation of the body of an eligible deceased employee. If the place of death is more than 200 miles away from the employee’s primary place of residence, The Standard will help pay to return the body to a mortuary near the home of the deceased. The Standard will reimburse actual expenses up to \$5,000 or 10 percent of the AD&D insurance benefit, whichever is less.

Additional Options With AD&D Insurance

One or more of the following benefits may also be added to the AD&D insurance plan you choose to offer to your employees.

Paralysis Benefit

Few people are prepared for the sudden financial loss brought about by an accidental death. Even fewer are ready for the potentially higher cost of living associated with an accident that might result in paralysis. In this situation, The Standard can provide your employees with an AD&D insurance benefit equal to the percentage of the AD&D coverage in effect on the date of the accident, as shown below:

Type Of Loss	Percentage Payable
Quadriplegia	100%
Hemiplegia	50%
Paraplegia	50%

Quadriplegia³ means the permanent, complete and irreversible total paralysis of both upper and lower limbs. Hemiplegia³ means the permanent, complete and irreversible total paralysis of the upper and lower limb on the same side of the body. Paraplegia³ means the permanent, complete and irreversible total paralysis of both lower limbs.

Public Transportation

The Public Transportation provision provides an increased benefit in the event of death as a result of an accident that occurs while your employees or their insured dependents are riding as fare-paying passengers on public transportation. The amount of the benefit is \$200,000 or 100 percent of the AD&D insurance benefit, whichever is less.

Occupational Assault Benefit

The Occupational Assault Benefit provides an additional benefit if an employee suffers a covered loss while actively at work and the loss is the result of an act of physical violence against the employee that is punishable by law and evidenced by a police report. The amount of the benefit is \$25,000 or 50 percent of the AD&D insurance benefit that is paid, whichever is less.

Line Of Duty Benefit

The Line of Duty Benefit allows public safety officers to receive an additional benefit of \$50,000 or 100 percent of the AD&D insurance benefit otherwise payable for the loss, whichever is less, if they suffer a loss as the result of a line of duty accident for which AD&D insurance benefits are payable.

A line of duty accident means an accident that occurs while an insured public safety officer is taking any action authorized or required by rule, regulation, law or condition of employment as a public safety officer. This includes action taken in the course of controlling or reducing crime, criminal law enforcement or fire suppression, including such action taken in response to an emergency while off duty.

For eligible firefighters and police, line of duty includes social, ceremonial or athletic functions to which the insured employees are assigned and for which they are paid as public safety officers by their employer.

Public safety officers include police officers, firefighters, corrections officers, judicial officers and officially recognized or designated volunteer firefighters.

³ No benefit will be paid for loss of hand or foot if an AD&D benefit is payable for Quadriplegia, Hemiplegia or Paraplegia involving the same hand or foot.

Cost Of Living Benefit

This benefit provides an increase of 5 percent of the original amount of AD&D insurance benefits at the beginning of the third year that AD&D insurance has been continuously in effect, provided that the amount in effect has not been changed for any reason other than the Cost of Living Benefit increase. Additional increases occur at the beginning of the fifth, seventh, ninth, and 11th years that coverage has been continuously in effect. This benefit provides some measure of protection against erosion of the AD&D insurance benefit amount due to inflation.

Common Disaster Benefit

The Common Disaster Benefit provides an additional benefit if an employee and spouse die as a result of the same accident for which AD&D insurance benefits are payable for the loss of both lives. The employee and spouse must be insured under the group policy and must both die within 90 days after the accident. The benefit will be paid in equal shares to each surviving child. In the event a common disaster benefit is payable, the benefit amount is the lesser of \$500,000 or the amount of the AD&D insurance benefit payable for the loss of the employee's life minus the spouse's life. This benefit is not available with all plan designs.

Commonly Asked Questions

The following information provides answers to questions you may have regarding AD&D insurance available from The Standard.

Who Is Eligible For Coverage?

Coverage is available to all active employees who are regularly working at least 30 hours each week and meet the required eligibility waiting period as shown in the Employee Benefits Proposal. Temporary and seasonal employees and full-time members of the armed forces of any country are not eligible for coverage.

What Is The Active Work Requirement?

Active work means performing the material duties of the employee's occupation at the employer's usual place of business. Employees who do not meet the active work requirement due to sickness, injury or pregnancy on the day before the scheduled effective date of insurance will not become insured until the day after the employee completes one full day of active work as an eligible member.

What Level Of Employee Participation Is Required?

For noncontributory plans, 100 percent of the eligible employees must participate. If a plan is contributory (i.e., partially or fully funded by employees), a minimum number of eligible employees must participate, as specified in the Employee Benefits Proposal.

What Is The Effective Date Of This Plan?

The effective date of coverage for an eligible employee or dependent depends upon the eligibility waiting period. Additionally, in every situation eligible employees must meet the active work requirement before the insurance becomes effective.

While AD&D insurance for the employee's dependents is in effect, each new dependent becomes insured immediately.

For noncontributory plans, coverage is effective on the date the employee or the employee's dependent becomes eligible.

For contributory plans, employees must apply in writing for coverage and agree to pay premiums. Coverage is effective on the later of:

- The date the employee becomes eligible if applying on or before that date
- The date the employee applies for coverage if applying after the date they are eligible

Will Insurance Benefits Be Reduced With Age?

Typically, AD&D insurance benefits are reduced to a percentage of the original amount, based upon the attainment of specific ages.

What Limitations Apply To This Coverage?

All losses must occur solely and directly by an accident and independently of all other causes, within 365 days after the accident. Loss of life must be evidenced by a certified copy of the death certificate. Losses other than life must be certified by a physician in the appropriate specialty.

What Exclusions Apply To This Coverage?⁴

AD&D insurance benefits are not payable for death or dismemberment caused or contributed to by:

- War or act of war
- Suicide or other intentionally self-inflicted injury while sane or insane⁵
- Committing or attempting to commit an assault or felony, or actively participating in a violent disorder or riot
- Voluntary use or consumption of any poison, chemical compound, alcohol or drug, unless used or consumed according to the directions of a physician
- Sickness or pregnancy existing at the time of the accident or exposure
- Heart attack or stroke
- Medical or surgical treatment or diagnostic procedure for any of the above
- Boarding, leaving or being in or on any kind of aircraft, unless the employee is a fare paying passenger on a commercial aircraft

When Does Coverage End?

AD&D insurance automatically ends on the earliest of the following:

- The date the last period ends for which a premium payment was received if the coverage is contributory
- The date the group policy terminates
- The date employment terminates
- The date the employee fails to meet the definition of a member; however, AD&D insurance may be continued for limited periods under certain circumstances

If dependents are covered, AD&D insurance automatically ends on the earliest of the following:

- The date the employee's insurance coverage ends
- Five months after the death of the insured employee (no premiums will be charged for the AD&D coverage during these five months)
- The date the last period ends for which a premium payment was received if the coverage is contributory
- For a spouse, the date of divorce
- For a child, the date the child ceases to be a child
- For a child that is disabled, 90 days after The Standard requests proof of disability, if proof is not given

⁴ Subject to state variations.

⁵ For Colorado, Missouri and New Jersey residents, "insane" is not applicable.



When Does The Group Policy Terminate?

You may terminate the group policy by providing The Standard with written notice. It will automatically terminate if a premium payment is not received by the end of the grace period shown in the group policy.

The Standard may terminate the group policy on any premium due date if the number of persons insured is less than the minimum participation requirements as defined by the group policy. The Standard may also terminate the group policy if we determine that the policyholder has failed to promptly furnish any necessary requested information or to perform any other obligations relating to the group policy.



Founded in Portland, Oregon in 1906, The Standard is a nationally recognized provider of group employee benefits and Individual Disability insurance. We provide insurance to more than 25,700 groups, covering approximately 6 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 Group AD&D insurance 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.

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