



# An Easy Solution to Shrink the Coverage Gap



## The Income Protection Gap

Attract and retain top talent in highly compensated roles with Platinum Advantage Guaranteed Standard Issue\* Individual Disability Insurance. IDI is a game changer for employers, offering key employees valuable protection while helping to recruit and retain top talent.

Group Long Term Disability benefits typically cover salary only up to a maximum, creating income protection gaps for high earners. For instance, an employee earning \$200,000 annually with a 60% LTD plan capped at \$10,000 per month may face an income gap. By integrating an IDI plan with 60% income replacement up to \$20,000 monthly, total coverage increases to \$30,000 across both plans.

By adding IDI to LTD insurance, you can offer comprehensive income protection for high earners. This can help ensure adequate coverage if an employee is unable to work due to a disability. It can also cover incentive and bonus income sometimes not covered by LTD plans.



\* Pre-existing condition limitations or exclusions may apply.

For use in CA, FL, MT, ND, NY, SD, WY only

‡ 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, where insurance products are offered by The Standard Life Insurance Company of New York of White Plains, New York.

Company Census Example

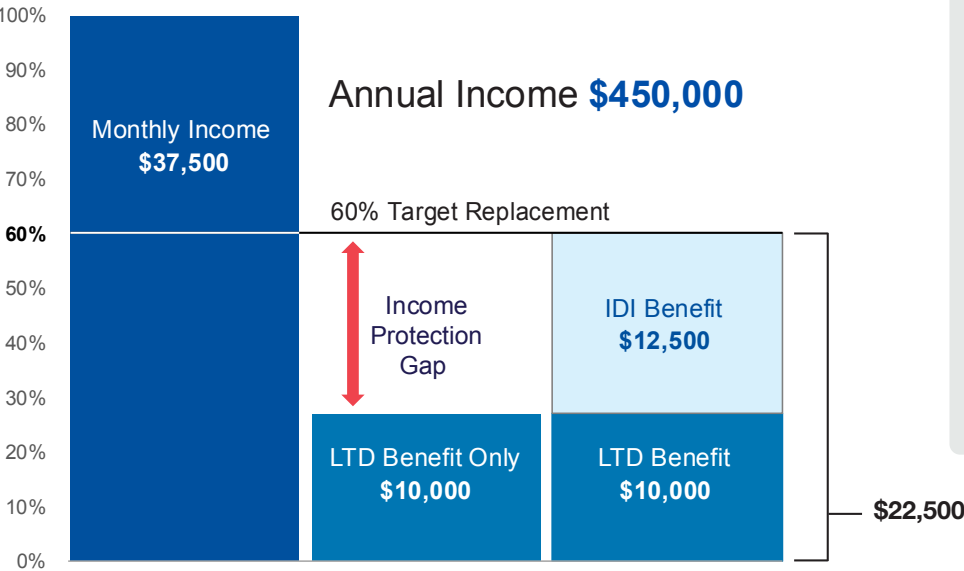
IDI can help minimize the coverage gap.



LTD Plan Illustrative Example: 60% of base salary up to \$10,000 per month.

This graph is intended for illustrative purposes only.

An Illustrative Example



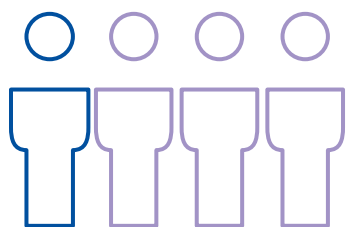
This chart illustrates how an employee earning \$450,000 annually can achieve the target income replacement percentage by packaging Group LTD and GSI IDI.

An Integrated Plan Design

- LTD: 60% of salary with \$10,000 monthly maximum
- IDI: 60% of salary with \$12,500 monthly maximum
- Total Coverage: 60% of salary up to \$22,500 monthly maximum

## Reality Check

Employees might think their odds of becoming disabled and unable to work are low. But more than **one in four** of today's 20-year-olds will become disabled before reaching age 67.<sup>1</sup>



20-year-olds

And approximately **91% of disabilities** are caused by illnesses, not accidents.<sup>2</sup>



Disabilities



Despite these statistics, many employees don't have adequate income protection, especially highly compensated ones.

<sup>1</sup> U.S. Social Security Administration, Social Security Fact Sheet, 2024.

<sup>2</sup> Integrated Benefits Institute (2022). 2020 Benchmarking Trends: Short-Term Disability and Long-Term Disability – Long-Term Disability Results by Condition. <https://www.ibiweb.org/resources/2020-benchmarking-trends-short-term-disability-and-long-term-disability>

## The Solution

Adding IDI to supplement LTD can help bridge the coverage gap. An IDI plan includes individual policies issued to each person in a group, so that individual policies are bundled under a single employer's plan. IDI plans are available at discounted rates without medical underwriting. Let's explore the other advantages of IDI.

## Other Major Advantages May Include:

- Discounted premium rates by packaging The Standard's<sup>+</sup> LTD and IDI
- No medical underwriting
- Noncancelable and guaranteed renewable
- Portable and individually owned policies
- Identical rates for women and men
- Coverage for employees up to age 99
- Covers incentive and bonus income, which may not be covered by LTD
- Coverage growth as income increases



## Easy Path to IDI Coverage

Adding IDI to an LTD plan is simple. Here's how it works.

### Needs Assessment

Provide a census of your employees, along with your LTD plan details. We'll assess their income protection needs.

### Plan Design

We'll personalize a plan that meets the needs of your company and your highly compensated employees.

### Plan Enrollment

No employee applications or signatures are required for most cases.

### Plan Management

Our team partners with you to provide proactive plan management, including member maintenance and regular plan reviews. This helps ensure employees receive the appropriate coverage.

## Top Reasons to Choose The Standard

**Disability Expertise:** More than half of our premiums are from our disability products — we are experts at disability insurance. We offer tailored disability income protection plans with collaborative and dedicated service.

**Service You Can Count On:** Our dedicated teams partner with you to manage plans and help ensure your employees are appropriately covered. Our high-touch claims service helps ensure that employees will be treated with care and compassion during difficult times.

**We Make IDI Easy:** We offer a dedicated account team, straightforward processes and easy-to-use technology to manage your disability plan.

**Strength:** Platinum Advantage is one of the strongest contracts in the industry, with flexibility to meet your specific needs. Here are some of the features we offer:

- Noncancelable Policy Rider<sup>1</sup>
- Own Occupation Definition of Disability
- Enhanced Residual Disability Rider
- Family Care Benefit<sup>2</sup>

Platinum Advantage presents an easy solution to help shrink a very real coverage gap and helps you offer comprehensive coverage to your top earners.

Contact your broker to learn how our disability expertise and proactive service can help ensure appropriate protection for your employees' incomes.

<sup>1</sup> In Florida, noncancelable policy provisions are incorporated into the base policy, instead of being added with a rider.

<sup>2</sup> The Family Care Benefit is not available in California or New York.

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B180GSI, B180GSI-N

Pre-existing condition limitations or exclusions may apply.

This policy has exclusions, limitations, reduction of benefits, and terms under which the policy may be continued in force or terminated. For complete costs and coverage details, please contact your insurance representative or The Standard at 800.247.6888 (800.378.6057 in New York).

Note in New York: This policy would provide disability income insurance only. It does NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Department of Financial Services. The expected benefit ratio is at least 60% for guaranteed standard issue coverage. This ratio is the portion of future premiums which The Standard expects to return as benefits, when averaged over all people with this policy.

Standard Insurance Company | The Standard Life Insurance Company of New York | [standard.com](https://www.standard.com)

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