

Group Short Term Disability Insurance

Protect your income if you're out on leave.

Your health insurance may help pay medical bills. Short Term Disability insurance pays you. It can replace part of your paycheck if you can't work due to a qualifying disability.

Disability insurance may help protect your income if you're unable to work.

Short Term Disability insurance can help pay benefits if you become disabled and can't work for a short amount of time.

This coverage replaces a portion of your income when you can't work because of a qualifying disability, including injury, physical disease, pregnancy or mental disorder.

You may receive weekly benefits that replace a specified percentage of your eligible earnings. Benefits begin after the benefit waiting period.

You may also receive help returning to work if you need accommodations.

Even if you're healthy now, it's important to protect yourself and the people who count on your income. **If you can't work, Short Term Disability insurance may help you pay for ongoing expenses, such as:**



Housing Costs



Groceries



Car Insurance



Child Care

*For purposes of coverage information provided in the Group Additional Life and AD&D Insurance Coverage Highlights, "Asante" means "Asante Health System," who is the policyholder.

Short Term Disability Insurance

What Your Benefit Provides

This is the benefit you'd receive if you suffer a qualifying disability. Eligible earnings are your weekly insured predisability earnings, as defined by the group policy. Your benefit amount will be reduced by deductible income; see the Important Details section for a list of deductible income sources.

60% of your eligible earnings

Plan maximum per week: \$1,200

Plan minimum per week: \$25

Benefit Waiting Period

If you suffer a qualifying disability, your benefit waiting period is the length of time you must be continuously disabled before you can begin receiving your weekly benefit.

You may elect one of the following options:

Option 1: 14 days

Option 2: 30 days

Extended Benefit Waiting Period

For disability caused by accidental injury:

Option 1: 14 days

Option 2: 30 days

For disability caused by physical disease, pregnancy or mental disorder:

60 days. The extended benefit waiting period applies only for the 12-month period beginning on the date your insurance becomes effective. Thereafter, for any period of continuous coverage, only the benefit waiting period will apply. See your certificate of coverage for more details.

If you elect a shorter benefit waiting period after you become insured:

For disability caused by accidental injury:

Option 1: 14 days

Option 2: 30 days

For disability caused by physical disease, pregnancy or mental disorder:

Equals the benefit waiting period under the option for which you were insured prior to the change if you become disabled during the 12-month period beginning on the date you become insured under the option with a shorter benefit waiting period.

If you did not apply for insurance during your enrollment period and your original elected option plus the shorter elected option was not in effect for 12 months as of the date of your disability, the 60-day extended benefit waiting period will apply. Thereafter, for any period of continuous coverage, only the benefit waiting period will apply.

How Long Your Benefits Last

This is the maximum length of time you could be eligible to receive a weekly disability benefit.

180 days

See the Important Details section for more information, including requirements, exclusions, limitations and definitions.

Additional Features

Return to Work Incentive

Your disability benefit will not be reduced by any work earnings you receive until the combined amount of the benefit and your earnings and other sources of income exceeds 100% of your predisability earnings.

Help With Returning To Work

If a worksite modification would enable you to return to work, we can help your employer make approved modifications by covering some or all of the cost.

How Much Your Coverage Costs

Because this insurance is offered through Asante, you'll have access to competitive group rates that may be more affordable than those available through individual insurance. You'll also have the convenience of having your premium deducted directly from your paycheck.

How much your premium costs depends on your age and your benefit amount.

Use this formula to estimate your biweekly premium payment:

$$\begin{array}{ccccccc}
 & & \times 0.60 & \times & & \div 10 = & \text{--->} \\
 \hline
 \text{Enter your weekly earnings} & & & & \text{Enter your rate from the} & & \text{This amount is an estimate of} \\
 \text{(cannot be more than \$2,000).} & & & & \text{rate table.} & & \text{how much you'd pay each month.} \\
 & & & & & & \text{To get a sense of your biweekly premium,} \\
 & & & & & & \text{take your monthly premium, multiply by 12} \\
 & & & & & & \text{months and divide by 26 pay periods. This} \\
 & & & & & & \text{is your biweekly premium.}
 \end{array}$$

Your Age (As of Jan. 1)	Rate (Per \$10 of Weekly Benefit)	
	Option 1: 14-Day Waiting Period	Option 2: 30-Day Waiting Period
<30	\$0.472	\$0.375
30-34	\$0.529	\$0.419
35-39	\$0.353	\$0.280
40-44	\$0.272	\$0.218
45-49	\$0.295	\$0.239
50-54	\$0.311	\$0.256
55-59	\$0.396	\$0.330
60+	\$0.504	\$0.418

Not being able to work also means not being able to earn a paycheck.

As you consider Short Term Disability insurance, think about the expenses you would need to cover if you became disabled:

- Housing costs
- Medical bills
- Utilities
- Car insurance
- Groceries
- Child care costs

To estimate your insurance needs, you'll need to consider your unique circumstances. Use our online calculator at standard.com/disability/needs.

Important Details

Here's where you'll find the details about the plan.

Eligibility Requirements

To be eligible for coverage, you must be:

- A regular employee of the employer, other than a flexible workforce status employee, or an employee who is a president/CEO, senior vice president or vice president and actively working at least 20 hours per week
- A citizen or resident of the United States or Canada

Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible.

Employee Coverage Effective Date

To become insured, you must:

- Meet the eligibility requirements listed above
- Apply for coverage and agree to pay premium
- Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance

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.

Please contact your human resources representative or plan administrator for more information regarding the requirements that must be satisfied for your insurance to become effective.

Definition of Disability

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 material duties of your own occupation, and
- You suffer a loss of at least 20% in your predisability earnings when working in your own occupation for Asante

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

Exclusions

Subject to state variations, 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)
- The loss of your professional or occupational license or certification
- An activity arising out of or in the course of any employment for wage or profit

Limitations

Short Term Disability 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
- Able to work and earn at least 20% of your predisability earnings in your own occupation, but you elect not to
- Eligible to receive benefits for your disability under a workers' compensation law or similar law

When Your Benefits End

Your Short Term Disability benefits end automatically on the date any of the following occur:

- You are no longer disabled
- Your maximum benefit period ends
- Long term disability benefits become payable to you under a long term disability plan
- Benefits become payable under any other disability insurance plan which you become insured through employment during a period of temporary recovery
- You fail to provide proof of continued disability and entitlement to benefits
- You pass away

Deductible Income

Your benefits will be reduced if you have deductible income, which is income you receive or are eligible to receive while receiving Short Term Disability benefits. Deductible income includes:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation including donated amounts (but not vacation pay) paid that exceeds 100% of your indexed predisability earnings when added to your Short Term Disability benefit
- Amounts under any workers' compensation law or similar law
- Amounts under unemployment compensation law
- Any amount you receive or are eligible to receive because of your disability under another group insurance coverage
- Any disability or retirement benefits received from your employer's retirement plan
- Amounts under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you work as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while Short Term Disability benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

Group Insurance Certificate

If you become insured, contact your human resources representative for a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. The information presented in this summary does not modify the group policy, certificate or the insurance coverage in any way.

When Your Insurance Ends

Your insurance ends automatically when any of the following occur:

- The date the last period ends for which a premium was paid
- The last day of the calendar month in which your employment terminates
- The date the group policy (or your employer's coverage under the group policy) terminates
- The last day of the calendar month in which you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- The date Asante ends participation in the group policy



For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at 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.

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