

**COMPANION  
BUSINESS PLAN  
FOR GROUPS OF  
2 THROUGH 9  
EMPLOYEES**



*CompanionLife.com*

# Long Term Disability

# LTD for the Small Employer

It's the small employer — one who carries as few as two people on the payroll — who can least afford to lose a key employee due to disability. More than one in four of today's 20-year-olds will become disabled before they retire.<sup>1</sup> What can that small employer do?

**The Companion Business Plan can provide Long Term Disability coverage for most industries!**

Companion Life's Long Term Disability (LTD) program for small businesses pays 60 percent of an employee's earnings up to a maximum monthly benefit of \$6,000.

## Standard Features

**Minimum Monthly Benefit:** The greater of \$100 or 10 percent of the gross benefit.

**Maternity:** Treated as any other illness.

**Continuity of Coverage:** An employee will not lose coverage as a result of a change in carriers by the employer.

**Cost of Living Freeze:** Once a gross disability payment is established, it will not be further reduced due to cost of living increases from other income amounts, except for increases in income from employment.

**Temporary Recovery:** If a claimant returns to work for less than six months and is disabled again due to the same or related causes, a new elimination period is not required.

**Waiver of Premium:** Premiums are waived while an insured is disabled and benefits are payable.

**Work Incentive Benefit:** A monthly benefit will be provided for a partial disability if the insured returns to part-time work but still is suffering at least a 20 percent loss of income. The insured must be under the regular care of a licensed physician and submit proof of disability. This benefit will encourage a return to work.

**Rehabilitation Assistance:** As part of rehabilitation efforts, vocational services and assistance in applying for Social Security benefits may be provided to disabled employees.

**Lump Sum Survivor Benefit:** A lump sum benefit equal to three times an insured's gross disability payment is payable to an eligible survivor, provided the insured was disabled for a minimum of 180 consecutive days and was receiving a monthly benefit at the time of death.

**Accumulation of the Elimination Period:** An insured can return to work during the elimination period for a specific period of time without having to begin a new elimination period.

**Mental Illness/Substance Abuse Limitation:** Payment for disability resulting from a mental illness or substance abuse is limited to 24 months per occurrence.

**Benefit Integration:** Benefits are reduced by income from other sources as follows: Social Security primary and dependent disability and retirement payments, other group insurance disability payments, Workers' Compensation or any federal/state sponsored program, income from employment, and retirement, pension, sick leave, or salary continuation plans.

**Pre-Existing Condition 12/6/24:** A disability that begins in the first 24 months after the effective date will not be covered if it is the result of a pre-existing condition with treatment (or symptoms for which an ordinarily prudent person would seek treatment) within 12 months prior to the effective date, unless no treatment was received for the condition for six months after the effective date. (12/12 in Md. and S.C., 3/12 in Pa.).

<sup>1</sup> Social Security Administration, Fact Sheet, Feb. 7, 2013.

# Plan Choices

## Two Year/Reducing Benefit Duration (RBD)

This program is popular with companies with a mostly “blue collar” workforce. All the valuable features of the standard LTD contract are included in the plan. All employees receive coverage equal to 60 percent of their earnings to a maximum benefit of up to \$6,000 per month. Elimination Period options are 90 or 180 days, and the maximum payment duration is for two years with a Reducing Benefit Duration (RBD) for older workers.

## Five Year/Reducing Benefit Duration (RBD)

A maximum payment duration of five years is also available. A Reducing Benefit Duration (RBD) is included for older workers. All employees receive coverage equal to 60 percent of their earnings to a maximum benefit of up to \$6,000 per month. This plan also provides a choice of Elimination Periods of either 90 days or 180 days before benefit payments begin. All standard LTD features apply to this program.

## Age 65/Reducing Benefit Duration (RBD)

This benefit design is also available to all groups. With this plan, benefits can be extended to age 65. A Reducing Benefit Duration (RBD) is included for older workers. All employees receive coverage equal to 60 percent of their earnings to a maximum benefit of up to \$6,000 per month.

## Maximum Payment Duration

TWO YEARS/RBD PLAN	
Age at Disability	Duration
Less than Age 66	2 years
66	21 Months
67	18 Months
68	15 Months
69+	12 Months

FIVE YEARS/RBD PLAN AND AGE 65/RBD PLANS			
Age at Disability	Duration	Age at Disability	Duration
Less than Age 61	5 Years (or Age 65)	65	24 Months
61	48 Months	66	21 Months
62	42 Months	67	18 Months
63	36 Months	68	15 Months
64	30 Months	69+	12 Months

Companion Life’s definition does differ from other carriers. What makes it different and better?



### Disability

The definition of disability is critical in determining eligibility for benefits. Disability or disabled means that an employee is prevented from performing one or more of the essential duties of his/her:

- Occupation during the elimination period
- Occupation for the 24 months following the elimination period, and as a result, the current monthly earnings are less than 80 percent of the indexed pre-disability earnings, and after that, any occupation



### Occupation

Defined as it is recognized in the general workplace and not the specific job performed for a specific employer or at a specific location.

Any occupation means an occupation for which the employee is qualified by education, training, or experience, and that has an earnings-potential greater than the lesser of: the product of the indexed pre-disability earnings and the benefit percentage, or the maximum monthly benefit.

# General Information

Companion Life Insurance Company has specialized in group benefits for more than 40 years. We've earned an A.M. Best Rating of A+ (Superior).\* We've earned these high marks due to our fiscal strength, investment practices and sound management. Now, we want to earn your trust by giving you the highest level of service and responsiveness possible.

FOR A PROPOSAL, CONTACT

**Companion Life Insurance Company**  
**Group Marketing**  
**P.O. Box 100102**  
**Columbia, SC 29202-3102**

PHONE  
**800-753-0404**

FAX  
**800-836-5433**

WEBSITE  
**CompanionLife.com**

## Employer Eligibility

Employers meeting these requirements are eligible for coverage:

- Two to nine eligible employees\*
- No more than 50 percent of the group related by blood or marriage, unless special consideration is given
- No more than 50 percent of the group over 50
- In business for more than two years
- No more than 50 percent of its funding from government sources

\* Available to groups of six through nine employees in Pa.

### FIRMS INELIGIBLE FOR LONG TERM DISABILITY COVERAGE

- |   |  |
|---|--|
| Air Transportation  | Postal Service   |
| Asbestos Products   | Private Households                                       |
| Casino Hotels   | Pulp and Paper Mills                                     |
| Dental Offices and Clinics  | Railroad Transportation                                  |
| Detective, Guard and Armored Car Services   | Real Estate Agents, Title Offices and Land Developers    |
| Doctor Offices and Clinics  | Real Estate Operators                                    |
| Employment Agencies   | Religious Organizations                                  |
| Healthcare Services   | Retail Trade - Auto, Boat, Motorcycle and RV Dealers     |
| Hotels and Other Lodging Places   | Retail Trade - Eating and Drinking Places                |
| Investment Offices, Traders and Investors   | Security and Commodity Brokers and Dealers               |
| Logging Camps and Sawmills  | Security and Commodity Exchanges and Investment Services |
| Mining  | Security System Services                                 |
| Non-classified Establishments   | Temporary and Employee Leasing Services                  |
| Nursing and Personal Care Facilities  | Wholesale Trade - Motor Vehicles                         |
| Oil and Gas Exploration   |  |
| Personal Services - Laundry, Cleaning, Beauty and Barber Shops, Shoe Repair and Other Misc. |  |

## Employee Eligibility

Employees meeting all of these requirements are eligible for coverage:

- Full-time permanent employment (i.e., working 30 or more hours per week)
- Work 15 of the 20 working days prior to the effective date of coverage
- Actively at work on effective date of coverage
- 90 days of continuous service with the employer

## Participation

If the employer pays the entire cost – 100 percent participation is required.

If the employees contribute to the cost –

<b>Number of Employees</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
<b>Participation Required</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>

## Effective Date

Coverage is effective on the first or the 15<sup>th</sup> of the month following approval of the group's application by Companion Life.

## Guarantee Issue

Less than six lives: \$3,000 per month; six through nine lives: \$6,000 per month

## Evidence of Insurability

Required for groups with two through five eligible employees; evidence of insurability is required for maximums above the guarantee issue and for late entrants.

*Monthly Administrative Fee of \$10 for Long Term Disability.*

*This brochure contains only a brief description of the benefits. It is not the contract. Rates and provisions are subject to change. Actual coverage is subject to the terms and conditions of the contract when it becomes effective, and actual contract language will be reflected in each employee's Certificate of Coverage.*



# disability guidance

**COMPANION LIFE'S  
DISABILITYGUIDANCE  
PROGRAM CAN  
HELP MEMBERS  
FOCUS ON BEING  
THEIR BEST —  
IN THE WORKPLACE  
AND AT HOME.**

People are most successful when they achieve a good work-life balance. But life is unpredictable and can quickly place hurdles in our path to success. That's why we offer the DisabilityGuidance Employee Assistance Program (EAP) at **no additional cost** to eligible members enrolled in group (LTD) coverage.

## **WHAT IS DISABILITYGUIDANCE?**

Companion Life's DisabilityGuidance EAP is a service that offers direct professional support for members and their families when they become overwhelmed with life's challenges or face serious emotional issues. In addition, all DisabilityGuidance services are confidential.

The program can help employees manage personal problems that may affect job performance, and can help employers address employee emotional issues early, before they become workplace distractions. Members can find support for a wide spectrum of issues like stress and anxiety, coping with a disability, or help with child and elder care, substance abuse, family relationships and other work-life challenges.

Services are offered by ComPsych® Corporation, the largest provider of employee assistance programs, managed behavioral health, work/life, and crisis intervention services.

DisabilityGuidance is here to help members cope with job pressures, financial difficulties, legal advice, child care or the impact of a disability.

**All services available to employees and their families**

**24/7 toll-free phone access to counselors and an interactive Web site**

**Up to five in-person counseling visits per year, plus five more once approved for disability benefits**

**Large network coverage**

## TO LEARN MORE

To receive more information about Companion Life's DisabilityGuidance plan, call Companion Life Group Marketing at 800-753-0404.

**For more information about ComPsych, visit [compsych.com](http://compsych.com).**

## HOW DOES DISABILITYGUIDANCE WORK?

**Easy, Immediate Access to Assistance** A policyholder has access to Disability-Guidance services both prior to a disability and after he or she has been approved for an LTD claim and are receiving LTD benefits.

A policyholder enrolled in an LTD program will receive information that explains the services and provides ComPsych's toll-free number. When an insured policyholder calls the toll-free number, a ComPsych counselor will help him or her develop an individualized plan of action.

Members can benefit from:

- **Access to counselors with a master's or doctoral degree in counseling via a dedicated toll-free telephone number 24 hours a day, 365 days a year**
- **Telephone assessments and counseling**
  - **Confidential consultation with a counselor, financial planner and/or attorney**
  - **Referrals to services in callers' communities, such as community and governmental agencies serving the disabled, homemaker services, assistive equipment, and day care for children and elderly parents**
- **Access to self-assessment tools, information and other resources through the password-protected GuidanceResources Online Interactive Web services**
- **Multilingual capabilities**
- **TTY technology available to assist the deaf and hearing impaired**

**Valuable Support for Members and Their Families** Before a disability claim, DisabilityGuidance offers members up to five counseling sessions per year. Following an approved LTD claim, claimants are also entitled to five counseling sessions. The sessions may be used with a counselor, financial planner or attorney, or split among the three types of professionals.

Counselors provide an assessment of concerns and referrals to appropriate resources and providers. Financial and legal advisors will assist with financial planning and certain legal matters such as tax filing questions, debt issues, guardianship or power of attorney.



**Call:**

**888.327.7502**

**TDD: 800.697.0353**

**Online: [GuidanceResources.com](http://GuidanceResources.com)**

**Your company Web ID: YC1055R**

*\*Program not available in these states: Small Group LTD not available in Florida, Iowa, Maine, Nebraska, North Dakota, Oklahoma, Oregon, South Dakota, Tennessee or Vermont. Large Group LTD and Voluntary LTD not available in Vermont.*

*GuidanceResources Online is a registered mark of ComPsych Corporation*