

Voluntary LONG TERM DISABILITY



benefits for employees that benefit employers

Long Term Disability VOLUNTARY



Although Americans lose millions of workdays each year to disabilities, too many of us think, “It won’t happen to me.” But it happens more often than we think:

- In the last 10 minutes, 490 Americans became disabled.*
- 46% of employed people between the ages of 21-64 reported having some type of disability in the past year.**
- Approximately 90% of disabling accidents and illnesses are not work-related and therefore are not covered by Workers’ Compensation.***

With Companion Life’s Voluntary Long Term Disability (LTD) Insurance, your employees can prepare — and provide financial security for themselves and their families.

The ability to earn a living is an asset you can’t afford to lose. Yet every year, lengthy illnesses keep thousands of Americans from earning a regular paycheck. They lose their homes and everything they’ve worked for — simply because they weren’t prepared.

THE COMPANION CORNERSTONE VOLUNTARY LTD PROGRAM Companion Life provides a comprehensive program of valuable disability income protection. Our Companion Cornerstone LTD pays a disabled employee 60% of pre-disability income, up to a \$6,000 monthly benefit. A higher benefit maximum may be available, based upon employee group demographics.

Employers choosing Companion Cornerstone LTD for their employees have a real choice of programs. All plans include a choice of elimination periods of 90, 180 or 365 days. The plans include a Reducing Benefit Duration (RBD) for older workers. All standard LTD features apply to all plans.

STANDARD FEATURES

Definition of Disability: The definition of disability is critical in determining eligibility for benefits. Companion Life’s definition of “disability” or “disabled” means that an employee cannot perform one or more of the essential duties of his or her occupation.

“Own occupation” is defined as it is recognized in the general workplace and not the specific job performed for a specific employer or at a specific location.

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

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

Minimum Monthly Benefit: The lesser of \$100 or 10% of the gross monthly benefit.

Maternity: Treated as we would an illness.

Continuity of Coverage: An employee will not lose coverage as a result of the employer changing carriers.

Cost of Living Freeze: Once we establish a gross disability payment, we will not reduce it due to cost of living increases from other income sources, except for increases in income from employment.

LTD Premium Waiver: We will waive premiums while we are paying benefits.

Benefit Integration: These sources of income will reduce benefits: Social Security primary and dependent disability and retirement payments, other group insurance disability payments, Workers' Compensation or any federal- or state-sponsored program, income from employment, and retirement, pension, sick leave or salary continuation plans.

Lump Sum Survivor Benefit: The plans pay a lump sum benefit equal to three times the gross monthly disability payment to an eligible survivor. The insured must have been disabled for a minimum of 180 consecutive days and been receiving a monthly benefit at the time of death.

Elimination Period: An insured does not have to be totally disabled throughout the elimination period to qualify for benefits. A combination of total and/or partial disability days will satisfy the elimination requirement.

An insured may return to work during the elimination period for a specific period of time without beginning a new elimination period.

Temporary Recovery: We do not require a new elimination period when an employee returns to work for fewer than six months and is disabled again due to the same or related causes.

Return to Work Benefit: This benefit helps to encourage disabled employees to return to work. For an initial 12-month period, disabled employees may be able to earn up to 100% of their pre-disability income with the combination of their partial earnings and monthly benefit. Following the Return to Work Benefit period, benefits will be reduced.

Vocational Rehabilitation Services: A disabled employee who is receiving a payment may be eligible for vocational rehabilitation services. This may include vocational testing and training, job modification, job placement or other services the insured reasonably needs to return to full-time or part-time active employment.

Workplace Modification Benefit: This benefit reimburses the employer up to 100% of reasonable costs for workplace modifications. The changes must accommodate a disabled employee's return to work and assist the employee in remaining at work. The amount paid will not exceed the lesser of a maximum of \$1,000 for any one employee or the expected liability for the LTD claim.

Social Security Assistance: If an insured is receiving a disability payment, we can help him or her apply for Social Security disability benefits. Receipt of Social Security disability benefits may help the insured qualify for Medicare after 24 months of disability payments, protect retirement benefits, or qualify the insured's family for Social Security benefits. We can also offer help with the appeal process.

Mental Illness and Substance Abuse Limitation: We limit payment for a disability resulting from a mental illness or substance abuse to 24 months lifetime.

Pre-existing Condition Exclusion 12/6/24: We will not cover a disability that begins in the first 24 months after the effective date of coverage. This applies if the disability results from a pre-existing condition with treatment (or symptoms for which an ordinarily prudent person would seek treatment) within 12 months before the effective date. This exclusion does not apply if the insured did not receive treatment for the condition for six consecutive months after the effective date. The exclusion period may be shorter based on employee group demographics, or in certain states as required by state law.

ELIGIBILITY

To qualify for any of these benefit plans, either 10 employees or 25% of the eligible group must participate, whichever amount is greater. (LA - 50%; OR, WV - 75%)

EMPLOYEE ELIGIBILITY

We do not require Evidence of Insurability for eligible employees enrolling during the initial enrollment eligibility period. Evidence of Insurability is required for all late entrants.

ABOUT COMPANION LIFE

Companion Life Insurance Company has specialized in group benefits for more than 40 years and has earned a rating of A+ (Superior) from A.M. Best Company.[‡] We've earned this high mark 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. Talk with your Companion Life agent today. See for yourself how the Companion Life Voluntary Long Term Disability Plans are benefit plans that benefit you.

VOLUNTARY LTD PLAN DESIGNS AND REQUIREMENTS:

GROUP SIZE:

Available to groups with 10 or more eligible

MINIMUM PARTICIPATION:

The greater of 10 employees or 25% participation

EMPLOYEE ELIGIBILITY:

All full-time employees who work a minimum of 30 hours per week, excluding temporary/seasonal employees

BENEFIT PERCENTAGE:

50% or 60% of pre-disability monthly earnings not to exceed \$6,000 monthly benefit. A higher benefit maximum may be available, based upon employee group demographics.

MINIMUM BENEFIT:

Standard: Greater of \$100 or 10% gross benefit

Options: None, \$50, \$100 or greater of \$50 or 10% gross benefit

BENEFIT DURATION:

Standard: SSNRA (ADEA 1)

Options: 2-year graded, 5-year graded or to age 65 RBD

ELIMINATION PERIOD:

Standard: 90 or 180 days

Options: 120, 150 or 365

DEFINITION OF DISABILITY:

Standard: 2 year own occ/any thereafter

Options: 1, 3, 4, 5 year own occ/any thereafter, any occupation, extended own occ

LTD CHOICES — MAXIMUM PAYMENT DURATION

TWO YEARS/RBD		FIVE YEARS/RBD AND AGE 65/RBD PLANS	
Age at Disability	Duration	Age at Disability	Duration
Less than Age 66	2 Years	Less than Age 61	Five Years (or Age 65)
66	21 Months	61	48 Months
67	18 Months	62	42 Months
68	15 Months	63	36 Months
69+	12 Months	64	30 Months
		65	24 Months
		66	21 Months
		67	18 Months
		68	15 Months
		69+	12 Months

REDUCING SOCIAL SECURITY NORMAL RETIREMENT AGE (SSNRA* SCHEDULE)

Age at Disability	Benefits Payable
Less than age 60	To Normal Retirement Age (SSNRA)
Age 60	60 Months or SSNRA, whichever is greater
Age 61	48 Months or SSNRA, whichever is greater
Age 62	42 Months or SSNRA, whichever is greater
Age 63	36 Months or SSNRA, whichever is greater
Age 64	30 Months or SSNRA, whichever is greater
Age 65	24 Months
Age 66	21 Months
Age 67	18 Months
Age 68	15 Months
69 and over	12 Months

TWO YEARS/REDUCING BENEFIT DURATION (RBD) This is a good option for keeping costs low for employees.

FIVE YEARS/REDUCING BENEFIT DURATION (RBD) A maximum payment duration of five years is available. A Reducing Benefit Duration (RBD) is included for older workers.

AGE 65/REDUCING BENEFIT DURATION (RBD) This benefit design is available to all groups eligible for the Five Year/RBD option. With this plan, benefits can be extended to age 65. A Reducing Benefit Duration (RBD) is included for older workers.

SOCIAL SECURITY NORMAL RETIREMENT AGE (SSNRA) The age at which you are eligible for Social Security full retirement benefits.

GENERAL INFORMATION

EMPLOYER ELIGIBILITY Employers meeting of these requirements are eligible for coverage:

- Business operations are not seasonal
- In business for more than two years
- No more than 50% of funding from government sources
- No more than 50% of employees over age 50
- No more than 60% high-risk occupations

EMPLOYEE ELIGIBILITY Employees meeting all of these requirements are eligible for coverage:

- Full-time, permanent employment (working 30 or more hours weekly)
- Actively at work on effective date of coverage
- At least 90 days of continuous service with the employer

DIRECT DEPOSIT OF BENEFITS We offer direct deposit of benefit payments.

GENERAL EXCLUSIONS The plan does not cover a disability if it is due to:

- War, declared or not, or any act of war.
 - Intentionally self-inflicted injuries.
 - Active participation in a riot.
 - Attempt to commit or commission of a felony under federal or state law.
 - Pre-existing medical conditions as defined in the policy.
- If the insured's professional or occupational license or certification is suspended, revoked or surrendered, the loss of license or certification by itself does not mean the insured is disabled.

SEE FOR YOURSELF HOW COMPANION LIFE VOLUNTARY GROUP PLANS ARE BENEFITS THAT BENEFIT YOU

Companion Life offers a full portfolio of Voluntary Group Benefits for employees:

- Voluntary Group Long Term Disability Insurance
- Voluntary Group Short Term Disability Insurance
- Voluntary Group Life Insurance
- Voluntary Group Dental Insurance
- Vision by Design

THESE BENEFITS ARE UNDERWRITTEN BY COMPANION LIFE INSURANCE COMPANY, POLICY FORM NO. SLTDP-610, AND ARE SUBJECT TO THE TERMS, DEFINITIONS, CONDITIONS, EXCLUSIONS AND LIMITATIONS OF THE GROUP POLICY.



P.O. Box 100102 ▪ Columbia, SC 29202-3102
800-753-0404 phone ▪ 800-836-5433 fax
C.life@companiongroup.com ▪ CompanionLife.com

SOME PRODUCTS NOT AVAILABLE IN ALL STATES

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.

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

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