

Short-Term Disability Plan

Plan Highlights

- Selection of:
 - monthly benefit amount
 - benefit period
- Benefits paid regardless of any other insurance

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: *Standard Life & Casualty's Short-Term Disability* :
: *plan benefits provide a source of income while* :
: *you concentrate on getting better.* :
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Why do you need Disability Insurance? Consider this. . .

Statistics show you are much more likely to be injured in an accident than to die from one.

- A fatal injury occurs every 5 minutes, and a disabling injury occurs every 1.5 seconds.¹
- There is a death caused by a motor vehicle crash every 12 minutes; there is a disabling injury every 14 seconds.¹
- In the home, there is a fatal injury every 16 minutes and a disabling injury every 4 seconds.¹

While many people survive accidental injuries, many others live with serious illnesses.

- In the United States, men have a little less than a 1-in-2 lifetime risk of developing cancer; for women the risk is a little more than 1-in-3. The five-year relative survival rate for all cancers combined is 63%.²
- One in five males and females has some form of cardiovascular disease. High blood pressure is the most common form of cardiovascular disease.³
- More than 35 million Americans are now living with chronic lung diseases, such as asthma, emphysema, and chronic bronchitis.⁴

Advances in medicine are allowing us to live longer. However, recovery from a serious illness or injury often requires time away from work.

- In the last 20 years, deaths due to the big three (cancer, heart attack, and stroke) have gone down significantly. But disabilities due to those same three are up dramatically! Things that use to kill now disable.⁵

You have life insurance, home insurance, and automobile insurance.

But is your income insured?

1 National Safety Council, Injury Facts, 2003 Edition

2 American Cancer Society, Cancer Facts & Figures 2004

3 American Heart Association, Heart Disease and Stroke Statistics – 2004 Update

4 American Lung Association, Lung Disease Data 2003

5 National Underwriter, May 2002

Why Income Protection?

If you are suddenly unable to work because of a disability, how will you continue to meet your financial obligations without a paycheck?

Counting on Social Security to provide disability benefits?

Social Security's definition of disability requires that the impairment must be expected to result in death or to last at least 12 months, or must have lasted at least 12 months. Also, Social Security disability benefits usually have a five-month waiting period.

Covered by workers' compensation?

Workers' compensation provides benefits only for occupational-related injuries or illnesses. About two-thirds of the disabling injuries suffered by American workers in 2002 occurred off the job.*

Think your savings will get you through a disability?

Experts recommend a minimum savings of three months' salary to prepare for a sudden loss of income. However, most people simply aren't saving enough money to last more than a few weeks without a regular income. For some, the financial impact of even one missed paycheck can be devastating.

Will you have to turn to family or friends to help support you?

Chances are, if you are not saving enough, your loved ones are not either.

Plan Features

- Payable in addition to sick leave
- Benefits payable regardless of other insurance
- Weekends and holidays are covered
- Benefits are paid directly to you
- Benefits are tax free
- Disability resulting from pregnancy is covered as any other sickness
- No change in premium due to age
- You may continue coverage if you leave your Employer, provided you maintain continuous employment.

**Injury Facts, 2003 Edition, National Safety Council*

Accident & Sickness protection

On or off the job, 24 hour a day coverage. Income is provided when you are disabled due to a sickness or as a result of an accident. Benefits begin on the first day if you are disabled due to an accident. Benefits begin on the eighth day if you are disabled due to sickness.

You can choose to insure up to 70% of your gross monthly income, up to a maximum of \$2,000.00 per month. Income will be provided for the benefit period you choose up to 365 days.

Eligibility

These benefit plans are optional and all full-time employees under 65 years of age may apply. The disability benefit is for employees only. Applications for new participants will be underwritten.

POLICY FEATURES

Pre-existing Conditions

If you received medical advice for treatment of a health condition within twelve months prior to the effective date of insurance, there will be no coverage for that condition until twelve consecutive months beyond the effective date.

Disability Due to Pregnancy

Benefits are covered provided conception occurs after the effective date of the policy.

Portability

When an employee leaves the employment of Johnson City Schools, they may continue the short-term disability coverage, subject to the renewability provision, provided they maintain continuous employment.

Limits and Exclusions

Benefits will not be paid for any total disability which:

- 1) Occurs while the policy is not in force;
- 2) Does not require the regular care of a physician;
- 3) Is due to the use of intoxicants or narcotics, except on the advice of a physician;
- 4) Is on account of intentional self-inflicted injury;
- 5) Is a result of mental or nervous disorders;
- 6) Results from armed conflicts;
- 7) Arises out of aviation, except scheduled passengers on commercial airlines;
- 8) Results from traveling more than forty miles outside the US;
- 9) Results from the participation in a felony or working at an illegal job.
- 10) Results from a pre-existing condition, as defined in the policy.

Standard Life Short-Term Disability Tenthly Rates

| Benefit Duration: 90 Days | | Benefit Duration: 180 Days | | Benefit Duration: 365 Days | |
|--------------------------------------|---------------------------|---------------------------------------|---------------------------|---------------------------------------|---------------------------|
| Monthly Benefit | 10 Pay Premium | Monthly Benefit | 10 Pay Premium | Monthly Benefit | 10 Pay Premium |
| \$500 | \$13.50 | \$500 | \$21.00 | \$500 | \$27.00 |
| \$600 | \$16.20 | \$600 | \$25.20 | \$600 | \$32.40 |
| \$700 | \$18.90 | \$700 | \$29.40 | \$700 | \$37.80 |
| \$800 | \$21.60 | \$800 | \$33.60 | \$800 | \$43.20 |
| \$900 | \$24.30 | \$900 | \$37.80 | \$900 | \$48.60 |
| \$1,000 | \$27.00 | \$1,000 | \$42.00 | \$1,000 | \$54.00 |
| \$1,100 | \$29.70 | \$1,100 | \$46.20 | \$1,100 | \$59.40 |
| \$1,200 | \$32.40 | \$1,200 | \$50.40 | \$1,200 | \$64.80 |
| \$1,300 | \$35.10 | \$1,300 | \$54.60 | \$1,300 | \$70.20 |
| \$1,400 | \$37.80 | \$1,400 | \$58.80 | \$1,400 | \$75.60 |
| \$1,500 | \$40.50 | \$1,500 | \$63.00 | \$1,500 | \$81.00 |
| \$1,600 | \$43.20 | \$1,600 | \$67.20 | \$1,600 | \$86.40 |
| \$1,700 | \$45.90 | \$1,700 | \$71.40 | \$1,700 | \$91.80 |
| \$1,800 | \$48.60 | \$1,800 | \$75.60 | \$1,800 | \$97.20 |
| \$1,900 | \$51.30 | \$1,900 | \$79.80 | \$1,900 | \$102.60 |
| \$2,000 | \$54.00 | \$2,000 | \$84.00 | \$2,000 | \$108.00 |

This is a brief description of the important features of your policy. This is not an insurance contract; therefore, it is important that you read your policy carefully.

Standard Life and Casualty
Claims Toll-Free Number (800)227-0251
Customer Service (800) 327-0695

