

Short-Term Disability Plan

Plan Highlights

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

Standard Life & Casualty's Short-Term Disability plan benefits provide a source of income while you concentrate on getting better.



Disability is a Fact of Life . . .

- ***27,000,000 Americans are currently on disability.***
- ***6.85 out of 10 people between the ages of 20 and 35 will suffer a disability that lasts 3 months or longer.***
- ***If a disability lasts longer than 3 months, its average duration is 2.9 years at age 30, 3.9 years at age 40, and 4.5 years at age 50.***
- ***48% of all home foreclosures done in this country today are a result of disabilities, only 3% are due to premature death.***
- ***Death rates are down; disability rates are up.***
- ***At ages 35-40, your chances of being disabled are twice as great as those of dying.***
- ***Worker's Compensation rates recently rose again. Analysts attribute this in part to the inclusion of stress on the job as a possible claim.***
- ***Each year, the statistics average as follows:***
 - ***1 in 106 people dies***
 - ***1 in 88 homes catch fire***
 - ***1 in 70 cars is involved in a serious accident***
 - ***1 in 8 people are disabled***

Source: Commissioners Disability Trade, US Government Housing/Finance,
Society of Actuaries

***You have life insurance, home insurance, and automobile insurance.
But is your income insured?***

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. Your new occupation must meet Standard's income and occupational underwriting guidelines.***

**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 Town of Boone, they may continue the short-term disability coverage, subject to the renewability provision, provided they maintain continuous employment. Their new occupation must meet Standard's income and occupational underwriting guidelines.

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

Bi-Weekly Rates

Benefit Duration: 90 Days		Benefit Duration: 180 Days		Benefit Duration: 365 Days	
Monthly Benefit	26 Pay Premium	Monthly Benefit	26 Pay Premium	Monthly Benefit	26 Pay Premium
\$500	\$5.19	\$500	\$8.08	\$500	\$10.38
\$600	\$6.23	\$600	\$9.69	\$600	\$12.46
\$700	\$7.27	\$700	\$11.31	\$700	\$14.54
\$800	\$8.31	\$800	\$12.92	\$800	\$16.62
\$900	\$9.35	\$900	\$14.54	\$900	\$18.69
\$1,000	\$10.38	\$1,000	\$16.15	\$1,000	\$20.77
\$1,100	\$11.42	\$1,100	\$17.77	\$1,100	\$22.85
\$1,200	\$12.46	\$1,200	\$19.38	\$1,200	\$24.92
\$1,300	\$13.50	\$1,300	\$21.00	\$1,300	\$27.00
\$1,400	\$14.54	\$1,400	\$22.62	\$1,400	\$29.08
\$1,500	\$15.58	\$1,500	\$24.23	\$1,500	\$31.15
\$1,600	\$16.62	\$1,600	\$25.85	\$1,600	\$33.23
\$1,700	\$17.65	\$1,700	\$27.46	\$1,700	\$35.31
\$1,800	\$18.69	\$1,800	\$29.08	\$1,800	\$37.38
\$1,900	\$19.73	\$1,900	\$30.69	\$1,900	\$39.46
\$2,000	\$20.77	\$2,000	\$32.31	\$2,000	\$41.54

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

