



Oregon Educators Benefit Board

Life and Disability Plan Walkthrough



Life and Disability Insurance Plan Offerings

Options available to Oregon Educators Benefit Board members from Standard Insurance Company:

- Basic Life
- Basic Dependents Life
- Basic and Optional Accidental Death & Dismemberment (AD&D)
- Optional Life
- Short Term Disability (STD)
- Long Term Disability (LTD)



Life and AD&D Coverage



Life and AD&D Plan Options

Coverage	Plan Options	Guarantee Issue	Premium	Participation
Basic Life	18 options (\$5,000-3x earnings)	All amounts	Employer-paid	100%
Basic Dependent Life	2 options (\$2,000 & \$5,000)	All amounts	Employer-paid	100% (Basic Life required)
Optional Life	\$10,000 increments (up to \$500,000)	<ul style="list-style-type: none"> • Member: \$200,000 • Spouse: \$30,000 • Child: \$10,000 	Employee-paid	N/A Voluntary
Basic AD&D	17 options (\$5,000-2x earnings)	All amounts	Employer-paid	100% (Basic Life required)
Optional AD&D	\$10,000 increments (up to \$500,000)	All amounts	Employee-paid	N/A Voluntary



Basic Life and AD&D Plan Options

Basic Life	Plan Design	Benefit Level
	Plan 1	\$5,000
	Plan 2	\$7,500
	Plan 3	\$10,000
	Plan 4	\$15,000
	Plan 5	\$20,000
	Plan 6	\$25,000
	Plan 7	\$30,000
	Plan 8	\$35,000
	Plan 9	\$40,000
	Plan 10	\$50,000
	Plan 11	\$100,000
	Plan 12	\$110,000
	Plan 13	\$200,000
	Plan 14	\$300,000
	Plan 15	1 Times Annual Pay, Maximum \$300,000
	Plan 16	2 Times Annual Pay, Maximum \$300,000
	Plan 17	3 Times Annual Pay, Maximum \$500,000
Plan 18	\$150,000	

Basic AD&D	Plan Design	Benefit Level
	Plan 1	\$5,000
	Plan 2	\$7,500
	Plan 3	\$10,000
	Plan 4	\$15,000
	Plan 5	\$20,000
	Plan 6	\$25,000
	Plan 7	\$30,000
	Plan 8	\$35,000
	Plan 9	\$40,000
	Plan 10	\$50,000
	Plan 11	\$100,000
	Plan 12	\$110,000
	Plan 13	\$200,000
	Plan 14	\$300,000
	Plan 15	1 Times Annual Pay, Maximum \$300,000
	Plan 16	2 Times Annual Pay, Maximum \$300,000
	Plan 18	\$150,000



Optional Life – Employee and Spouse

Plan Options

- \$10,000 increments (up to \$50,000)

Guarantee Issue

- **Member:** \$200,000
- **Spouse:** \$30,000

Premium

- Employee-paid

Participation

- Voluntary

Optional Life Plans	Age as of Each October 1st
	Under 25
	25 – 29
	30 – 34
	35 – 39
	40 – 44
	45 – 49
	50 – 54
	55 – 59
	60 – 64
	65 – 69
	70 – 74
75+	





Value-Added Features

Built into Basic or Optional Life insurance coverage:

- Waiver of Premium
- Accelerated Benefits
- Portability and Conversion
- Travel Assistance
- Life Services Toolkit

Travel Assistance*

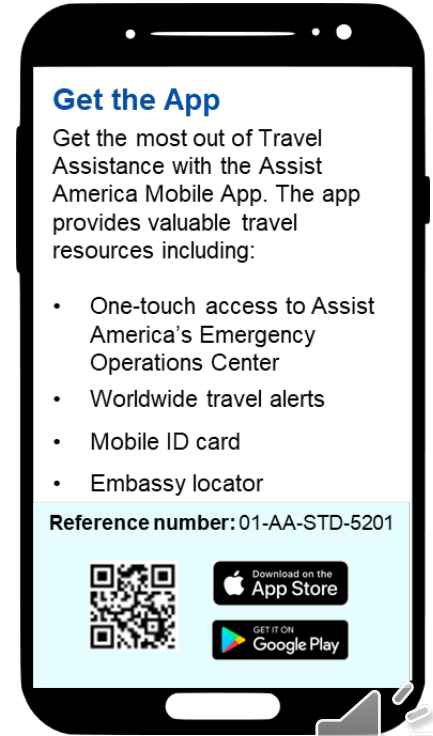
Assistance for covered members available in English or Spanish

Trip Assistance

- Guidance with visas, currency exchange, inoculation recommendations and travel advisories
- Aid with replacing credit cards, passports, locating missing baggage and emergency cash coordination
- Interpreter translation services while visiting a physician or hospital

Emergency Help

- Arrange for medical evacuations
- Facilitate the return of vehicles when an ambulance is required
- Arranging medical repatriation and remains repatriation
- Care of minor children and help getting them home when unattended*
- Help getting up to two travel companions, pets or a service animal home*



*Travel Assistance is provided through an arrangement with Assist America, Inc. and is not affiliated with The Standard. Travel Assistance is subject to the terms and conditions, including exclusions and limitations of the Travel Assistance Program Description. Assist America, Inc. is solely responsible for providing and administering the included service. Travel Assistance is not an insurance product. This service is only available while insured under Standard Insurance Company's Life insurance policy. Standard Insurance Company may change providers or terminate service at any time.



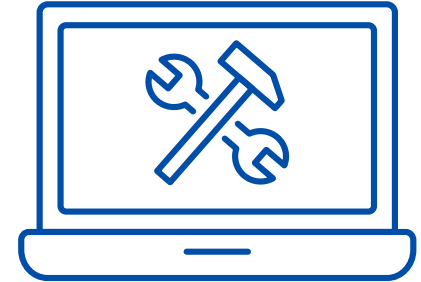
Life Services Toolkit*

Complementary Services to Maximize Benefits

Beneficiaries and Employees



Plan-ahead services: Estate planning, including funeral arrangements, identity theft protection, digital legal forms and more



Beneficiaries Only



Grief counseling: Unlimited phone support, up to three in-person or virtual visits, and 24/7 help by phone, web or live chat



Beneficiary tools: Online calculators, resources and guidance from qualified experts



Reading materials: Age-appropriate books for children and adults learning to cope with and process loss



Legal Services: Consultations by phone plus a 25% discount with an attorney; ideal for will preparation



Financial counseling: Information from professionals just a phone call away, with an option to schedule a one-on-one session

*Life Services Toolkit is provided through an arrangement with Health Advocate and is not affiliated with Standard Insurance Company. Health Advocate is solely responsible for providing and administering the included service. This service is only available while insured under Standard Insurance Company's life insurance policy. Standard Insurance Company may change providers or terminate service at any time. The Life Services Toolkit is not available with products offered by The Standard Life Insurance Company of New York. The Life Services Toolkit is also available to recipients of an Accelerated Benefit. It is not available to Life insurance beneficiaries who are minors or to non-individual entities such as trusts, estates or charities.



Disability Coverage



Short Term Disability Insurance

Reminder:
Entitlement to Paid Leave Oregon benefits will reduce benefits payable under STD.

The STD plan includes each of the following:

Maximum Weekly Benefit	\$1,500 (before reduction by deductible income*)
Benefit Percentage	60% of the first \$2,500 66 $\frac{2}{3}$ % of the first \$2,250 70% of the first \$2,143 (based on weekly predisability earnings)
Benefit Waiting Period	7 days
Maximum Benefit Period	90 days

* Deductible income is other sources of income your employee receives or is eligible to receive while STD benefits are payable, such as Paid Family Medical Leave, Workers' Compensation, Social Security and PERS.



Long Term Disability Insurance

The LTD plan includes each of the following:

Maximum Monthly Benefit	\$2,000 \$4,000 \$6,000 \$8,000 (before reduction by deductible income*)
Benefit Percentage	50% of the first \$16,000 60% of the first \$13,333 66 ² / ₃ % of the first \$12,000 70% of the first \$2,143 (based on monthly predisability earnings)
Benefit Waiting Period	90 days
Maximum Benefit Period	To age 65 or age-graded to Social Security Normal Retirement Age

* Deductible income is other sources of income your employee receives or is eligible to receive while LTD benefits are payable, such as Workers' Compensation, Social Security and PERS.



Helping Employees Return to or Stay at Work

- Workplace Possibilities Program
- Return-to-work incentive
- Reasonable accommodation expense benefit
- Rehabilitation plan benefit



Workplace Possibilities

The Standard's Workplace Possibilities Program has been helping employers manage disability for over 10 years. Our unique and comprehensive approach helps people stay at or return to work in the right way at the right time.

Pre-Claim

Workplace Possibilities

Provides stay-at-work services before a claim is filed for employees struggling to perform the essential functions of their job due to a medical condition

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Short Term Disability

Workplace Possibilities

Contacts employees early in the STD claim process to follow them through recovery and assess return-to-work service possibilities throughout the life of the claim

STD Claim Examiners and NCMs

Identify candidates for return-to-work support and refer them to a behavioral health case manager, vocational case manager or WPP consultant

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Long Term Disability

LTD Claim Analysts

Identify employees that could utilize return to work support and refers them to internal vocational case manager



Disability Plans: Mandatory vs. Voluntary

What's right for your organization?

- Mandatory
- Voluntary

Eligibility details:

- **For mandatory coverage:**
Your employees will be automatically enrolled upon the plan selection effective date
- **For voluntary coverage:**
Employees can enroll within 31 days of becoming eligible without having to answer health questions



Options to Fit Your Needs

What coverage will you offer your employees?

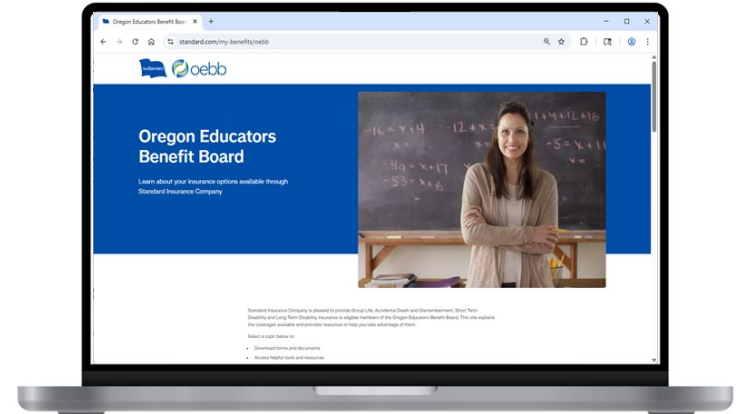
For more information, please scan this QR code or visit The Standard's OEBC microsite at:

www.standard.com/my-benefits/oebb



To assist you in selecting coverage to offer your employees, please review our Plan Selection Guide:

http://www.standard.com/eforms/15158_646595.pdf



The policies described have exclusions, limitations, reduction of benefits, and terms under which the policy may be continued in force or terminated. Please review all materials or contact The Standard for additional information, including costs and complete details of coverage. The amount of benefits provided under the policies described depends on the plan selected.





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