



Your Employee Benefits Proposal

Prepared for: Columbia County School District

Presented by: GALLAGHER - LAKE CITY

Proposal Prepared on:
September 21, 2018

Short Term Disability Insurance

Proposed Effective Date:
January 1, 2019

Standard Insurance Company





Short Term Disability Insurance

When it comes to handling Short Term Disability claims, our team of experts is standing by. Our claims examiners have been with us for an average of 5 years, and our nurse case managers boast an average of 27 years of experience in their field (internal company data as of Mar, 31, 2013). With this kind of expertise, we can typically render our initial claim decision in just 3-5 days, because the last thing a claimant needs is a delay.

Covered Members

A regular employee of the Employer working 15 or more hours per week.

- **Class 1:** Members opting out of medical plan
- **Class 2:** Members enrolled in the STD and Dental Plan
- **Class 3:** All other Members

	Voluntary STD			
	Class 1		Class 2	
	Base	Buy-up	A	B
Benefit Schedule	66 2/3%	66 2/3%	66 2/3%	66 2/3%
Insured Predisability Earnings	\$262	\$1,762	\$262	\$1,762
Maximum Weekly Benefit	\$175	\$1,175	\$175	\$1,175
Minimum Weekly Benefit	\$15	\$15	\$15	\$15
Benefit Waiting Period Accident	0 Days	0 Days	0 Days	0 Days
Benefit Waiting Period Sickness	7 Days	7 Days	7 Days	7 Days
Maximum Benefit Period	180 Days	180 Days	180 Days	180 Days
Guarantee Issue	Full Benefit	Full Benefit	Full Benefit	Full Benefit
Employer Contribution	100%	0%	0%	0%
Minimum Participation	100%	Greater of 25% or 10 lives	Greater of 25% or 10 lives	
Taxability of Benefits	Taxable	Partially Taxable	Non-Taxable	Non-Taxable
Partial/Residual Disability	Included	Included	Included	Included
Temporary Recovery	90 Days	90 Days	90 Days	90 Days
Maternity	Covered the same as any other illness	Covered the same as any other illness	Covered the same as any other illness	Covered the same as any other illness



Voluntary STD	
Class 3	
Benefit Schedule	66 2/3%
Insured Predisability Earnings	\$1,762
Maximum Weekly Benefit	\$1,175
Minimum Weekly Benefit	\$15
Benefit Waiting Period Accident	0 Days
Benefit Waiting Period Sickness	7 Days
Maximum Benefit Period	180 Days
Guarantee Issue	Full Benefit
Employer Contribution	0%
Minimum Participation	Greater of 25% or 10 lives
Taxability of Benefits	Non-Taxable
Partial/Residual Disability	Included
Temporary Recovery	90 Days
Maternity	Covered the same as any other illness

Additional Plan Design Details

- This is a non-occupational plan providing coverage for disabilities occurring off the job.
- The Standard pays the employer's matching FICA and Medicare taxes and prepares W-2s for members receiving benefits.
- Evidence of Insurability is required for members who enroll more than 31 days after they are first eligible for coverage, including the class 1 buy-up.
- STD benefits are no longer payable once an insured member begins receiving LTD benefits.



Cost

Class 1		
	Base	Buy-up
Members	315	TBD
Volume	\$54,109	TBD
Rate: Per \$10 of Benefit	.500	.500
Monthly Premium	\$2,705	TBD
Rate Guarantee	2 years	2 years

Class 2		
	A	B
Members	738	TBD
Volume	\$127,843	TBD
Rate: Per \$10 of Benefit	.500	.500
Monthly Premium	\$6,392	TBD
Rate Guarantee	2 years	2 years

Class 3	
Members	TBD
Volume	TBD
Rate: Per \$10 of Benefit	.500
Monthly Premium	TBD
Rate Guarantee	2 years

Assumptions

- STD benefits will be paid in addition to sick leave pay.
- Rates include electronic documents. Printed certificates are available for an additional cost.

More Information

For additional information on the available features and benefits of Short Term Disability Insurance from The Standard: <http://www.standard.com/group-short-term-disability>

Click here for California: <http://www.standard.com/ca-short-term-disability>

Click here for all other states: <http://www.standard.com/group-short-term-disability>



Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

Flat 7% commission included for STD.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit www.standard.com/compensation/eb/. Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on December 20, 2018, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

Financial Strength Ratings

For information about our Financial strengths ratings visit www.standard.com/about