

Voluntary LONG TERM DISABILITY



benefits for employees that benefit employers

Long Term Disability VOLUNTARY



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.

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 than we think:

- Three out of 10 workers between age 35 and 65 are disabled for 90 days or longer.*
- The average disability lasts 26 months at age 25. At age 45, it increases to 40 months.**
- Yearly, 780,000 employees are disabled for five months or longer.***

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

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 To receive benefits for the initial disability period of 24 months, an insured must be unable to perform the material duties of his or her regular occupation.

After that, the insured must be unable to perform the material duties of any gainful occupation, considering past education, training, or experience.

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 receiving benefits will not lose coverage if the employer changes 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.

Work Incentive Benefit We will provide a monthly benefit for a partial disability if the insured returns to part-time work but still is suffering at least a 20% loss of income. We will pay this

benefit for the Work Incentive Benefit Period or until the maximum benefit period ends, whichever is earlier. This benefit will be reduced after the Work Incentive Benefit period ends. The insured must be under the regular care of a licensed physician and submit proof of disability. The Work Incentive Benefit Period is 12 months.

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 a period of 24 months per occurrence.

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 prior to 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.

LTD CHOICES — MAXIMUM PAYMENT DURATION

Companion All Industry Plan		Five Years/RBD and Age 65/RBD Plans			
Age at Disability	Duration	Age at Disability	Duration	Age at Disability	Duration
Less than Age 66	2 Years	Less than Age 61	5 Years (or Age 65)	65	24 Months
66	21 Months	61	48 Months	66	21 Months
67	18 Months	62	42 Months	67	18 Months
68	15 Months	63	36 Months	68	15 Months
69+	12 Months	64	30 Months	69+	12 Months

FIVE YEARS/REDUCING BENEFIT DURATION (RBD) For those businesses not limited to the All Industry Plan (see General Information), 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.

THE COMPANION ALL INDUSTRY PLAN Now Long Term Disability benefits are available to nearly every small business through the Companion All Industry Plan! There is no limitation for companies with a mostly "blue collar" workforce – making benefits available in a market where LTD could rarely be sold before. All the valuable features of the standard LTD contract are included in the plan. The maximum payment duration is for two years with a Reducing Benefit Duration (RBD) for older workers.

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%; MA, 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 35 years. It has earned an A.M. Best rating of A+ (Superior) and a Weiss Rating, Inc. rating of A- (Excellent). We've earned these high marks 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.

GENERAL INFORMATION

EMPLOYER ELIGIBILITY Employers meeting all the following 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 the following 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.

THE FOLLOWING FIRMS ARE ELIGIBLE ONLY FOR THE COMPANION ALL INDUSTRY PLAN*

Forestry

Heavy Construction

Chemicals and Allied Products

U.S. Postal Service

Auto Dealers, Gas Services and Sanitary Services

Eating and Drinking Establishments

Fuel Oil Dealers

Justice, Public Order and Safety

Liquefied Petroleum Gas

Fuel Dealers, not elsewhere classified

Miscellaneous Retail

Hotels, Rooming Houses, Camps and other Lodging Places

Employment Agencies; Help Supply Services

Auto Repair, Services and Parking

Social Services

Facilities Support Management Services

Services, not elsewhere classified

Executive, Legislative and General Government, except Finance

Administration of Human Resource Programs

Administration of Environmental Quality and Housing Programs

Administration of Economic Programs

Non-Classifiable Establishments

*Most businesses are eligible for the Companion All Industry Plan except all Agricultural services; Pipelines; Liquor Stores; Transportation Industries; Mining; Detective, Guard and Security Services ;Amusement and Recreation Services; Health Services; Private Households; Fraternal Organizations/Lodges; and those not participating in Workers' Compensation. All groups are subject to underwriting review to determine eligibility.

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



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SOME PRODUCTS NOT AVAILABLE IN ALL STATES