



Benefits at a Glance for Associated Benefits Corporation; Local Cooperatives

Group Policy #648216
Effective Date January 1, 2011

Group Long Term Disability Insurance

Group Long Term Disability (LTD) insurance from Standard Insurance Company provides financial protection for eligible employees by promising to pay a percentage of monthly earnings in the event of a covered disability.

The cost of this insurance is paid by Associated Benefits Corporation, and billed to the Local Cooperatives.

Eligibility

Eligible Employee

A regular employee of the Employer working at least the minimum number of hours shown in your Employer's participation agreement*. An eligible employee does not include a temporary or seasonal employee, full-time member of the armed forces, leased employee or an independent contractor.

*Note: The minimum hour requirement selected by your Employer may not be less than 30 hours each week.

Class Definition

All active full-time employees

Waiting Period Before Becoming Eligible for Insurance

None for those that meet the definition of an eligible employee on the group policy effective date. All other employees become eligible after completing the waiting period the employer has selected with Standard Insurance Company.

Benefits

Monthly Benefit

60 percent of the first \$14,167 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, Social Security disability, etc.)

Maximum Monthly Benefit

\$8,500

Minimum Monthly Benefit

\$100 or 10 percent of the LTD benefit before reduction by deductible income, whichever is greater

Waiting Period Before Benefits Become Payable

180 days

Definition of Disability

For the benefit waiting period and the first 24 months for which LTD benefits are paid, being unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of the employee's own occupation and suffering a loss of at least 20 percent of predisability earnings when working in the employee's own occupation.

The employee is not disabled when earning 60 percent or more of predisability earnings in any occupation.

After that, being unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of any occupation which:

- The employee is able to perform, due to education, training or experience,
- Is available at one or more locations in the national economy, and
- The employee can be expected to earn at least 60 percent of predisability earnings within 12 months of returning to work, regardless of whether the employee is working in any other occupation.

Maximum Benefit Period

If an employee becomes disabled before age 62, LTD benefits may continue until age 67. If an employee becomes disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

Age	Maximum Benefit Period
62	60 months
63	48 months
64	42 months
65	36 months
66	30 months
67	24 months
68	18 months
69+	12 months

Other Features & Services

- 24 hour coverage, including coverage for work-related disabilities
- Survivor Benefit
- Reasonable Accommodation Expense Benefit
- Temporary Recovery Provision
- Family Care Expense Adjustment
- Waiver of Premium while LTD benefits are payable
- Rehabilitation Plan Provision
- Employee Assistance Program

This information is only a brief description of the group LTD insurance policy sponsored by Associated Benefits Corporation. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and the employer may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for employees who become insured according to its terms. For more complete details of coverage, contact your human resources representative.