LIFE™

COMMERCIAL | 2-9 EMPLOYEES

SmartChoice®

Long Term Disability (LTD)

Small group coverage with big plan features

Strengthen your benefits package and give employees the protection they want. With long-term disability insurance underwritten by Reliance Matrix[1], you can provide additional income support to help employees cover living expenses and medical bills if a serious injury or illness occurs.

PLAN BENEFITS AND FEATURES	
Monthly benefit	60% of basic monthly earnings[2] to a $7,500 monthly maximum/$10,000 monthly maximum on select industries
Guaranteed issue	Coverage is available for all eligible employees who enroll on a timely basis (within 31 days of eligibility)
Elimination period	Choice of 60, 90 or 180 days
Benefit period	To Normal Retirement Age[3] for injury/sickness
Own occupation definition	36 months/60 months for select industries
Pre-existing limitation	12 months prior/12 months after[4]
Transfer	Time covered under a prior long term disability plan will be credited toward satisfaction of any pre-existing limitation
Pre-existing benefit	30% of basic monthly earnings to a maximum of $3,750 ($5,000 for select industries) payable for 12 months
Zero day residual	The elimination period can be satisfied by days of total and/or partial disability. Earnings loss is not required.
Partial disability/ rehabilitation benefit	After the elimination period, partial disability benefits are payable to disabled employees who return to work part time or full time with restricted duties.
Survivor benefit	Three times the last monthly benefit amount payable in a lump sum
Mental/nervous condition and drug/alcohol duration	Up to 24 months of benefits if not hospital confined
Integration	Full family Social Security
Premium waiver	No premium charged from the first of the month following the date the benefit is paid until the employee returns to work
Contributions	Employers can pay all of, part of, or none of the premium
Carve outs	Permitted for 2 or more eligible employees within a class, subject to underwriting approval. Carve-outs must include employees who work in an office environment and who have no manual labor duties.
Rate guarantee	Initial rate guarantee for 36 months

Eligibility

Employer eligibility: Most employers are eligible to participate. A list of ineligible businesses is shown below. Firms in business less than one year, firms not participating in Social Security and firms with employees residing on employer's premises are also ineligible.

Employee eligibility: Eligible employees are those actively working full time for a minimum of 30 hours per week year-round (non-seasonal) who satisfy the employer's minimum service requirement. Eligibility may be modified to include part-time employees working a minimum of 20 hours per week, provided less than 25% of the eligible employees are working less than 30 hours per week.

PARTICIPATION REQUIREMENTS

The following minimum participation requirements must be met:

- 2 eligible employees – both must be insured
- 3 to 5 eligible employees – all but one must be insured
- 6 to 9 eligible employees – all but two must be insured

CONTRIBUTION LEVELS

Provided all participation requirements are met, employees may contribute up to 100% of premium. If the employer pays 100% of the premium, all eligible employees must be insured.

GROUP POLICY EFFECTIVE DATE

The SmartChoice LTD effective date is the first of the month following receipt of all application submission materials.

TOTAL DISABILITY

To be considered totally disabled means that as a result of injury or sickness during the elimination period and for the next 36 months (60 months for select industries), a covered employee cannot perform the material duties of their regular occupation. After a monthly benefit has been paid for 36 months (60 months for select industries), a covered employee is considered totally disabled if they cannot perform the material duties of any occupation that they are reasonably qualified for based on education, experience or training. A covered employee who is partially disabled will be considered totally disabled during the elimination period and thereafter. Partial disability means the covered employee is able to do all of their duties some of the time or some of their duties all of the time. *Note: Definitions of Total Disability and Pre-Existing Condition can vary by state.*

PRE-EXISTING CONDITION

Any sickness or injury for which the covered employee received medical treatment, consultation, care or services, or took prescribed medicine during the 12 months prior to their effective date of coverage. A limited benefit is payable for a disability caused by, contributed to by, or resulting from a pre-existing condition that occurs within the first 12 months from the covered employee's effective date. The condition will be fully covered if the disability begins more than 12 months after the effective date.

PARTIAL DISABILITY/REHABILITATION BENEFIT

This benefit is available to covered employees who are partially disabled after satisfying the elimination period. The benefit may be paid until the date the maximum benefit period ends. This benefit will equal the regular monthly benefit less 50% of earnings received for partial disability employment and less any remaining integration amounts. Partial disability means the covered employee is able to do all of their duties some of the time or some of their duties all of the time.

MAXIMUM BENEFIT PERIOD

AGE AT ONSET OF DISABILITY	DURATION
61 or less	To Normal Retirement Age[3]
62	3 years 6 months
63	3 years
64	2 years 6 months
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69+	1 year

SELECT INDUSTRIES

The following industries are eligible for the SmartChoice LTD $10,000 maximum monthly benefit and 60-month own occupation benefit:

SIC CODE(S)	INDUSTRY CLASSIFICATION
2711-2796	Printing & Publishing
2833-2836	Medicines & Pharmaceuticals
3812-3873	Measuring, Analyzing & Controlling Instruments
3911-3999	Miscellaneous Manufacturing
6011-6111	Banks & Savings Institutions
6141-6163	Credit Institutions
6311-6411	Insurance Carriers & Agencies
6512-6719	Real Estate Agencies & Management

SIC CODE(S)	INDUSTRY CLASSIFICATION
6722-6726	Investment Offices
6732-6799	Trusts
7311-7319	Advertising Services
7371-7379	Computer Services
8211-8299	Educational Services
8611-8699	Membership Organizations
8711-8748	Engineering, Accounting & Research Services

INELIGIBLE BUSINESSES

The following groups are ineligible for the SmartChoice LTD plan*:

SIC CODE(S)	INDUSTRY CLASSIFICATION
0111-0971	Agriculture, Forestry, Fishing, Hunting & Trapping
1011-1241	Metal & Coal Mining
1311-1499	Oil/Gas Extraction, Mining & Quarrying
1611-1629	Heavy Construction
1761-1799	Special Trade Contractors
2111-2141	Tobacco Products
2411-2431	Logging, Sawmills & Millwork
2611-2631	Pulp/Paper Mills
2892	Explosives
3292	Asbestos
3482-3489	Ordnance & Accessories
4311	U.S. Postal Service
4493	Marinas
4612-4619	Pipelines

SIC CODE(S)	INDUSTRY CLASSIFICATION
4952-4959	Sewer/Refuse
5541	Gasoline Service Stations
5921	Liquor Stores
5983-5989	Fuel Oil Dealers
7011-7041	Hotels/Motels
7381	Detective, Guard or Armored Services
7911-7999	Amusement & Recreation Services
8021	General Dentistry Groups
8321	Groups exclusively comprised of Contracted (1099) employees
8641	Fraternal Organizations and Professional Groups
8811	Private Households
8999	Services, Nec
9221-9229	Public Safety
9711-9999	National Security/International Affairs

**Excludes groups where 50% or more of the employees are related and living in the same household.*

Note: For SIC Code range of 8011–8099 Health Services, the following doctors are ineligible for LTD coverage: anesthesiologists, urologists, surgeons (excluding plastic surgeons), orthopedic/sports medicine doctors, otolaryngologists (ear, nose and throat specialists), and OB-GYNs. All medical professionals outside of these specialties are eligible for coverage, as are the staff of all Health Services offices.

Long term disability insurance helps keep your employees—and your business—moving forward. Contact your broker or sales representative for a quote today.

[1] Reliance Matrix is a brand name for the underwriting companies Reliance Standard Life Insurance Company, First Reliance Standard Life Insurance Company and for the third-party administrator (TPA) Matrix Absence Management, Inc.
[2] Definition of Earnings: Basic salary exclusive of overtime, bonuses and other special forms of compensation. Commission earnings will be based on the average earnings for the prior 24 months
[3] Normal Retirement Age, as defined by the 1983 Amendments to the United States Social Security Act and determined by year of birth.
[4] Pre-existing limitations can vary by state.

Insurance is proved by group policy form LRS-6564, et al. issued to the Reliance Standard Employer Trust sitused in Delaware. . In CO, SD, OR, LA and ME, the policy is issued to the employer. Certain plan designs may not be available in all states.

DeltaLife plans are available when bundled with group dental plans from Delta Dental of Arizona.