

RSL SmartChoice™

Short Term Disability (STD)

A Group STD Insurance Solution for Small Business

Plan Benefits and Features

Group Size	▶ 2 to 19 Employees
Weekly Benefit	▶ 50%, 60%, 66.7% or 70% of weekly earnings ¹ ▶ Flat amount of coverage for all (not to exceed 70% of weekly earnings)
Maximum Weekly Benefit	▶ \$1,500
Guarantee Issue	▶ Coverage is available for all eligible employees who enroll on a timely basis (within 31 days of eligibility)
Elimination Period	▶ Zero days injury/seven days sickness
Benefits Commence	▶ First day injury/eighth day sickness
Benefit Period	▶ Choice of 13 or 26 weeks
Pre-Existing Limitation	▶ Three months prior/six months after
Transfer	▶ Time covered under a prior short term disability plan will be credited toward satisfaction of any pre-existing limitation.
Pre-Existing Benefit	▶ The benefit for disabilities due to a pre-existing condition in the first six months of coverage will be the lesser of 50% of the STD benefit or \$50 for a maximum of five weeks
Coverage Type	▶ Non-occupational
Maternity Benefit	▶ Paid as any other illness
Partial Disability Benefit	▶ Provides a benefit to disabled employees who return to work part time or full time with restricted duties after being totally disabled for 30 days
Recurrent Disabilities	▶ 14 day return to work period
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
Rate Guarantee	▶ Initial rate guaranteed for 36 months

Additional Plan Information

Eligibility

Employer Eligibility: Most employers are eligible to participate. A list of ineligible businesses is shown on the opposite side of this page. Firms in business less than six months, 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 have satisfied 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.

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¹ Definition of Earnings—basic salary exclusive of overtime, bonuses, and other special forms of compensation. Commission earnings will be based on the average earnings of the prior 24 months.

² Benefits for groups located in CA, HI, NJ, PR or RI are subject to a Maximum Weekly Benefit amount of 20% of weekly earnings up to the maximum benefit.

Additional Plan Information

Participation Requirements

The following 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
- ▶ 10 to 19 eligible employees – 75% 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

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

Ineligible Businesses

The following types of groups are not eligible for the SmartChoice STD Plan:			
SIC Code(s)	Industry Classification	SIC Code(s)	Industry Classification
0111-0971	▶ Agriculture, Forestry, Fishing, Hunting & Trapping	4952-4959	▶ Sewer/Refuse
1011-1241	▶ Metal & Coal Mining	5541	▶ Gasoline Service Stations
1311-1499	▶ Oil/Gas Extraction, Mining & Quarrying	5812-5813	▶ Eating & Drinking Places
1611-1629	▶ Heavy Construction	5921	▶ Liquor Stores
1761-1799	▶ Special Trade Contractors	5983-5989	▶ Fuel Oil Dealers
2111-2141	▶ Tobacco Products	7011-7041	▶ Hotels/Motels
2411-2431	▶ Logging, Sawmills & Millwork	7381	▶ Detective, Guard or Armored Services
2611-2631	▶ Pulp/Paper Mills	7911-7999	▶ Amusement & Recreation Services
2892	▶ Explosives	8082	▶ Home Health Care Services
3292	▶ Asbestos	8811	▶ Private Households
3482-3489	▶ Ordinance & Accessories	8999	▶ Services, Nec
4311	▶ U.S. Postal Service	9221-9229	▶ Public Safety
4493	▶ Marinas	9711-9999	▶ National Security/International Affairs
4612-4619	▶ Pipelines		

Definition of Disability

An employee is considered disabled if he/she is unable to perform the material duties of his/her job, is under the regular care of a physician, and is not performing any work for payment.

Recurrent Disability

If a disability recurs more than 14 consecutive days after an employee returns to active full time work, a new benefit period begins.

Pre-Existing Condition

Any sickness or injury for which the insured received medical treatment, consultation, care or services, or took prescribed medicine during the 3 months prior to the insured's effective date of coverage. A limited benefit will be paid if a disability occurs within the first 6 months of coverage and the disability is caused by a pre-existing condition. The pre-existing condition benefit is the lesser of 50% of the weekly benefit or \$50, paid for a maximum benefit period of 5 weeks. The condition will be fully covered if the disability begins more than 6 months after the effective date.

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Insurance is provided by group policy form LRS-6451, et.al. issued to the Reliance Standard Group and Blanket Insurance Trust situated in Rhode Island.* Certain plan designs may not be available in all states.

Reliance Standard Life Insurance Company provides insurance products and services in all states (except New York), the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Product availability and features may vary by state/jurisdiction.

This brochure is intended for use by agents and brokers only. It is not intended for distribution to the general public.

To be appointed by Reliance Standard, please call 1-800-351-7500 x3971.

*Reliance Standard Employer Trust situated in Delaware for Pennsylvania employers. In SD, OR, LA and ME the policy is issued to the employer.