



# Short Term Disability Insurance

Our Short Term Disability insurance helps replace income when an employee is unable to work for a specific period of time due to a Total Disability that occurs off the job and continues beyond the elimination period. Coverage may include recurrence and additional occurrence benefits. May be issued as non-occupational or 24-hour coverage, and may include partial or residual benefits.



**1 in 3 adults with disabilities** have an **unmet healthcare need** because of the **cost** in the past year.<sup>1</sup>

## Short Term Disability insurance can help meet your employees' needs:

- Offered guaranteed issue
- Available for small-to-mid-size groups (participation requirements may apply)
- Flexible benefit amounts, benefit periods, and salary replacement percentages
- Flexible funding options (employer-funded, employee-paid, or combination)
- Attract and retain top talent while reducing turnover

## Our Short Term Disability insurance includes a range of benefit options:

### Use as part of a well-rounded benefits package

Our Short Term Disability insurance can be offered standalone or alongside other benefits. For example, some customers package Short Term Disability insurance plans alongside Group Limited Indemnity insurance or Critical Illness insurance.

### Customize options based on needs

Short Term Disability insurance is flexible. Policies can be customized to include benefits that meet employee's specific income replacement needs and benefit budgets.

<sup>1</sup>CDC, *Disability Impacts All of Us*, accessed 2021

| Plan Design            | Range of Options  |
|------------------------|---|
| <b>Funding options</b> | May offer: <ul style="list-style-type: none"> <li>• employer-paid</li> <li>• employee-paid (voluntary)</li> <li>• a combination of the two (employer-paid and employee-paid)</li> </ul> |
| <b>Underwriting</b>    | Guaranteed issue with or without a pre-existing condition limitation  |

| Benefit Options  | Short Term Disability Weekly Ranges                          | Short Term Disability Monthly Ranges                        |
|--|--|---|
| <b>Total disability benefit</b> – A benefit amount for which you are eligible and for which premium has been paid  | \$25–\$3,000 per week  | \$300–\$10,000 per month                                    |
| <b>Percent of compensation</b> – The maximum covered percent of compensation you are eligible to receive if you are totally disabled   | 40–80%   | 40–80%  |
| <b>Benefit period</b> – The maximum number of weeks or months during which you are eligible to receive disability benefits if you are totally disabled   | 13, 26, 52, or 104 weeks                                     | 6, 12, 24, or 60 months                                     |
| <b>Partial disability period</b> – Pays up to 50% of the Total Disability Benefit if you are partially disabled following a period of total disability   | Any length of time, up to the plan’s maximum benefit period  | Any length of time, up to the plan’s maximum benefit period |
| <b>Elimination period for sickness/accident</b> – The period of time after your Effective Date of coverage, during which you are totally disabled, and no disability benefits are payable  | 0/3, 3/3, 0/7, 7/7, 7/14, 14/14, 30/30, 60/60, or 90/90 days | 30/30, 60/60, or 90/90 days                                 |
| <b>Recurrent benefit period</b> – The period of time in which Short Term Disability payments may continue if you become disabled again (without having to satisfy a new Elimination Period)  | 3-12 months  | 3-12 months   |
| <b>Pre-existing condition period</b> – Refers to the period during which we will not pay benefits related to any sickness, disease, or physical condition, for which you have had treatment, incurred expense, took medication, or received a diagnosis or medical advice from a physician during the stated pre-existing condition period prior to the effective date of coverage | None, 3, 6, or 12 months                                     | None, 3, 6, or 12 months                                    |

Insurance is underwritten by Beazley Insurance Company, Inc., 30 Batterson Park Road, Farmington, Connecticut, 06032. Beazley is rated A by A.M. Best. Beazley is licensed in all 50 states and the District of Columbia. Coverage is not available in all states. Benefits may vary by state. Premium will vary based on the plan chosen. A waiting period for late entrants may apply. Policies are renewable at the option of Beazley. Refer to the Master Policy and Certificate for all terms, conditions, exclusions and limitations. Beazley uses the services of third party administrators.

Globe Life And Accident Insurance Company manages and reinsures the Beazley Benefits program.



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