



Standard Insurance Company
Voluntary Short Term Disability Coverage Highlights
Ivy Tech Community College of Indiana

Voluntary Short Term Disability Insurance

Short Term Disability insurance pays a weekly benefit in the event you cannot work because of a covered illness or injury. An STD benefit replaces a portion of your weekly income, providing funds directly to you to help pay your bills and living expenses. Standard Insurance Company (The Standard) has developed this document to provide you with information about the optional coverage you may select through Ivy Tech Community College of Indiana.

Eligibility Requirements

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|-----------------|---|
| Employee | <ul style="list-style-type: none">• A regular full-time benefits eligible employee of Ivy Tech Community College of Indiana• Actively working at least 32 hours each week• A citizen or resident of the United States or Canada or an employee working in the United States on a work visa• Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible |
| Premium | <ul style="list-style-type: none">• You pay 100% of the premium for this coverage through payroll deduction |

Benefit Amount and Duration

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|------------------------------------|---|
| Benefit Percentage | Your weekly STD benefit is 60% of the first \$1,667 of your weekly insured predisability earnings, reduced by deductible income |
| Plan Maximum Weekly Benefit | \$1,000 |
| Plan Minimum Weekly Benefit | \$25 |
| Maximum Benefit Period | 90 calendar days. However, STD Benefits will end on the date Long Term Disability benefits become payable to you under a group plan provided by your employer, even if that occurs before the 90 calendar days. |

Employee Coverage Effective Date

To become insured, you must

- a) Satisfy the eligibility requirements listed above; and
- b) Be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance. If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative for more information regarding the requirements that must be satisfied for your insurance to become effective.

Understanding Your Plan Design
Benefit Waiting Period

If your claim for STD Benefits is approved by The Standard, benefits become payable after you have served continuously the applicable days noted below for your disability and you remain disabled. Benefits are not payable during the benefit waiting period.

Accidental Injury

After 0 days

Physical disease, pregnancy or mental disorder *

After 7 calendar days

Note: If you do not apply for this STD coverage within 31 calendar days of becoming eligible, were eligible for insurance under the Prior Plan for more than 31 calendar days but were not insured, or if your insurance ends because you failed to make a required premium contribution and is later reinstated, your benefit waiting period for physical disease, pregnancy or mental disorder will be 60 calendar days if you become disabled during the first 12 months after your coverage takes effect.

Definition of Disability

You will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:

- You are unable to perform with reasonable continuity the material duties of your own occupation, and
- You suffer a loss of at least 20% in your predisability earnings when working in your own occupation

You are not disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

Deductible Income

Deductible income is income you receive or are eligible to receive while STD benefits are payable. Deductible income includes, but is not limited to:

- Sick pay, annual or personal leave pay, severance pay or other forms of salary continuation (including donated amounts)
- Amounts under an unemployment compensation law
- Amounts because of your disability under any other group insurance
- Disability or retirement benefits under your employer's retirement plan
- Amounts under any state disability income benefit law or similar law
- Earnings from work activity while you are disabled, plus the earnings you could receive if you worked as much as your disability allows
- Earnings or compensation included in your predisability earnings which you receive or are eligible to receive while STD benefits are payable
- Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
- Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

Additional Features

Please see your human resources representative for additional information about the features and benefits below.

Reasonable Accommodation Expense Benefit

If your employer makes an approved work-site modification that enables you to return to work while disabled, The Standard will reimburse your employer up to a pre-approved amount for some or all of the cost of the modification.

First Day Hospital Benefit

If you are hospital-confined for at least four hours during the benefit waiting period, the benefit waiting period will be satisfied.

Exclusions

Subject to state variations, you are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- The loss of your professional or occupational license or certification
- Any employment for wage or profit

Limitations

STD benefits are not payable for any period when you are:

- Not under the ongoing care of a physician in the appropriate specialty as determined by The Standard
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Able to work and earn at least 20% of your predisability earnings in your own occupation, but you elect not to work
- Eligible to receive benefits for your disability under a workers' compensation law or similar law

When Benefits End

STD benefits end automatically on the earliest of:

- The date you are no longer disabled
- The date your maximum benefit period ends
- The date you die
- The date benefits become payable under any other disability insurance plan under which you become insured through employment during a period of temporary recovery
- The date you fail to provide proof of continued disability and entitlement to benefits
- If applicable, the date long term disability benefits become payable to you under a long term disability plan

When Insurance Ends

Insurance ends automatically on the earliest of the following:

- The date the last period ends for which a premium was paid
- The date your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- If applicable, the date your employer ceases to participate under the group policy

Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. Neither the information presented in this summary nor the certificate modifies the group policy or the insurance coverage in any way.

26thly Rates

If you have questions regarding how to determine your earnings, please contact your human resources representative. Premiums for this coverage will be deducted directly from your paycheck.

To calculate your 26thly payroll deduction, use the formula indicated below:

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|--|---------|---------|
| 1. Enter your annual earnings, not to exceed \$86,667, on Line 1. | Line 1: | _____ |
| 2. Divide your annual earnings from Line 1 by 26. | Line 2: | _____ |
| 3. Multiply your 26thly earnings (Line 2) by 0.60 and enter on Line 3. | Line 3: | _____ |
| 4. Rate. | Line 4: | \$0.162 |
| 5. Multiply Line 3 by the amount entered on Line 4. | Line 5: | _____ |
| 6. Divide the amount entered on Line 5 by 10 and enter on Line 6. | Line 6: | _____ |

The amount shown on Line 6 is your estimated 26thly payroll deduction.

20thly Rates

If you have questions regarding how to determine your earnings, please contact your human resources representative. Premiums for this coverage will be deducted directly from your paycheck.

To calculate your 20thly payroll deduction, use the formula indicated below:

- | | | |
|--|---------|---------|
| 1. Enter your annual earnings, not to exceed \$86,667, on Line 1. | Line 1: | _____ |
| 2. Divide your annual earnings from Line 1 by 20. | Line 2: | _____ |
| 3. Multiply your 20thly earnings (Line 2) by 0.60 and enter on Line 3. | Line 3: | _____ |
| 4. Rate. | Line 4: | \$0.210 |
| 5. Multiply Line 3 by the amount entered on Line 4. | Line 5: | _____ |
| 6. Divide the amount entered on Line 5 by 10 and enter on Line 6. | Line 6: | _____ |

The amount shown on Line 6 is your estimated 20thly payroll deduction.



Standard Insurance Company

For more than 100 years, we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group employee benefits. To learn more about products from The Standard, visit us at standard.com.

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

GP399-STD, GP 899-STD, GP309-STD,
GP209-STD, GP399-STD/ASSOC, GP399-STD/TRUST