



# KEY GROUP SHORT TERM DISABILITY INSURANCE

BENEFITS FOR EMPLOYEES THAT BENEFIT EMPLOYERS

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Underwritten by Companion Life Insurance Company  
Administered by Key Benefit Administrators



## KEY GROUP SHORT TERM DISABILITY INSURANCE



### PROTECT YOUR WORKFORCE

Studies show that a 20 year old worker has a 1 in 4 chance of becoming disabled before reaching full retirement age<sup>1</sup>.

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The fact is, everyone is at risk for experiencing the unexpected.

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### KEY GROUP SHORT TERM DISABILITY INCOME COVERAGE

When an employee is disabled, off the job, it can mean time away from work and time without a paycheck. Short Term Disability coverage can help a family to continue daily life without financial disruption. This plan offers options to meet the needs of a variety of household situations.

### COVERAGES

This plan covers non-job-related injuries and illnesses. Maternity, alcoholism, drug addiction, mental or nervous conditions are afforded the same coverage as any other illness.

<sup>1</sup>Social Security Administration, Publication No. 05-10029, January 2017 Disability Benefits.

## EVIDENCE OF INSURABILITY



Not required if the employee is at work on the effective date of coverage



Required if an employee enrolls after the initial eligibility period

## EMPLOYEE ELIGIBILITY

Employees must meet all of the following requirements in order to be eligible for coverage:



Full-time employment (defined as 30 hours or more per week)



Actively at work on effective date of coverage



Employee pays 100 percent of the premium

## PARTICIPATION MINIMUM

Whichever is greater:



Ten (10) enrolled lives.

OR



20% of eligible lives.







## PLAN DESIGNS\*

Employers can choose one of the following plans to offer employees. Employers with 100 or more eligible employees may offer two plan designs.

Short Term Disability Plan	Plan 1					Plan 2				
Benefit Level	\$200	\$300	\$400	\$500	\$600	\$200	\$300	\$400	\$500	\$600
Elimination Period for Accident	1st day	1st day	1st day	1st day	1st day	1st day	1st day	1st day	1st day	1st day
Elimination Period for Sickness	8th day	8th day	8th day	8th day	8th day	8th day	8th day	8th day	8th day	8th day
Benefit Duration	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	26 weeks	26 weeks	26 weeks	26 weeks	26 weeks
Minimum Income to Qualify	\$15,600	\$23,400	\$31,200	\$39,000	\$46,800	\$15,600	\$23,400	\$31,200	\$39,000	\$46,800

Short Term Disability Plan	Plan 3					Plan 4				
Benefit Level	\$400	\$500	\$600	\$700	\$800	\$400	\$500	\$600	\$700	\$800
Elimination Period for Accident	15th day	15th day	15th day	15th day	15th day	15th day	15th day	15th day	15th day	15th day
Elimination Period for Sickness	15th day	15th day	15th day	15th day	15th day	15th day	15th day	15th day	15th day	15th day
Benefit Duration	13 weeks	13 weeks	13 weeks	13 weeks	13 weeks	26 weeks	26 weeks	26 weeks	26 weeks	26 weeks
Minimum Income to Qualify	\$31,200	\$39,000	\$46,800	\$54,600	\$62,400	\$31,200	\$39,000	\$46,800	\$54,600	\$62,400

All plans include a \$10,000 Accidental Death and Dismemberment (AD&D) benefit for each insured employee.

## BENEFITS

Employees may choose one of 5 weekly benefit levels from:

- \$200 to \$600 on Plan 1 and Plan 2
- \$400 to \$800 on Plan 3 and Plan 4

Benefit amounts cannot exceed 66<sup>2/3</sup> percent of weekly gross income.

## PRE-EXISTING CONDITIONS

This policy does not cover injury that occurred or a sickness that began before the policy effective date or for which medical treatment was received no more than 12 months before the effective date of coverage under the policy and that causes Total Disability while covered under the policy.

## WAIVER OF PRE-EXISTING CONDITIONS LIMITATION

In the event the insured was covered by another Short Term Disability policy of the employer, on that policy's termination date and if the insured was responsible for paying the entire premium for their coverage, the pre-existing condition limitation does not apply. Please refer to policy for complete details.

\* Representative of policy VSTDP - 808 (1/00)



## LIMITATIONS

### **This Policy will not pay benefits for any disability which:**

1. is not being continuously treated by a physician, unless it is determined by Companion that continued care is of no benefit to the insured;
2. is the result of Injury or Sickness that, in either case, arises out of work for wage or profit;
3. is the result of an intentionally self-inflicted injury or a suicide attempt;
4. is the result of declared or undeclared war, or any act of war, or armed aggression, or which results from service in the armed forces of any country or international authority;
5. is the result of participation in a riot or insurrection, or commission of, or attempt to commit an assault or felony, or while engaged in an illegal occupation;

Any Weekly Total Disability Benefit payable to an Insured under the Policy will be reduced by the amount of any retirement benefits payable to the Insured if such retirement benefits are due to any credit for employment with the Policyholder.



# NON-ELIGIBLE INDUSTRIES

## FOR KEY GROUP SHORT TERM DISABILITY COVERAGE

### Non-Eligible Industries

Ammunition (3482-3483)

Amusement Parks, Clubs, Sports, Other Recreational Services (7941-7999)

Asbestos Products (3292)

Detective, Guard & Armored Car Services (7381)

Drinking Places (5813)

Eating Places (5812)

Explosives (2892)

Fire Protection (9224)

Metal & Coal Mining (1011-1241)

National Security & International Affairs (9711-9721)

Oil & Gas Extraction, Mining & Quarrying (1311-1499)

Police Protection (9221)

Private Households (8811)

Small Arms, Ordnance and Accessories (3484-3489)

Theatrical Producers, Bands, Entertainers (7922-7929)

Wrecking & Demolition Work (1795)

*This list is not all-inclusive. Companion Life reserves the right to reject any business or industry that does not, in our opinion, represent a sound underwriting risk.*

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KEY BENEFIT ADMINISTRATORS (KBA) is one of the largest, privately held third party administrators (TPA) organizations in the country. KBA is licensed as a TPA, where required. KBA services a large variety of group benefit plans and provides various functions like policy issue, billing and collection, customer service, claims, COBRA continuation, HRA, HSA, FSA, and Section 125 administration. It serves over half a million members, and processes over two million transactions per year. The company has offices in Indianapolis, Indiana and Ft. Mill, South Carolina.

POLICY BENEFITS, FEATURES AND RATES MAY VARY BY STATE. Plan offerings are subject to state limitation. Not all benefits are available in all states. Please consult your Key Benefit Administrator representative with questions regarding plan offerings.

Companion Life Insurance Company is the insurance company underwriting the voluntary short term disability plan. The company is located in Columbia, SC, and has been rated A+ (Superior), an independent opinion from the leading provider of insurer ratings of a company's financial strength and ability to meet its obligations to policyholders, based on an analysis of the financial position and operating performance as of December 21, 2016, by A.M. Best Company, an independent analyst in the insurance industry. For the latest rating, access [www.ambest.com](http://www.ambest.com).

This document represents a summary of services offered under the above mentioned insurance policy. Particulars of this plan may differ depending upon group size, plan category and other underwriting considerations which are subject to state insurance laws and the benefits and provisions as described may vary due to said statutes. All products described, herein are subject to the terms, conditions, exceptions and limitations of the specific policy. Please see the specific policy and certificate for details. Policies may not be available in all states.

Benefits provided under this plan are a supplement, and not a substitute for medical coverage. This plan, or its benefits, do not meet minimum essential coverage standards as outlined in the Affordable Care Act.

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