



The StandardSM
Positively different.

This information is only a brief description of the group LTD Insurance policy sponsored by your employer. The Standard may cancel this group policy or increase premiums at its discretion. The group insurance certificate contains a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions, when benefits and insurance end, and the terms under which the group policy may be amended and terminated. The controlling provisions will be in the group policy issued by The Standard. Neither the certificate nor this information modifies the group policy or the insurance coverage in any way. For costs and complete details of the coverage, contact your human resources representative or refer to the group insurance certificate.

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Group Long Term Disability Insurance

Benefits at a Glance for Massachusetts Board of Higher Education

Group Policy Effective Date **January 1, 2005**

Group Policy # **137863**

Group Long Term Disability (LTD) insurance from Standard Insurance Company provides financial protection for eligible employees by promising to pay a percentage of monthly earnings in the event of a covered disability. The monthly income benefit payable is based on the amount of the employee's monthly wage base.

Eligibility

Eligible Classes

All active full-time regular employees who are members of the Massachusetts Optional Retirement Program and work 50 percent of full-time equivalency.

Work Test

A non-faculty employee must work at least 17.5 hours a week to be considered a full-time employee.

Waiting Period Before Becoming Eligible for Insurance

None.

Cost

The employer pays the entire cost of this coverage.

Benefits

Monthly Income Benefit

60 percent of monthly wage base paid by the employer, not to exceed a benefit of \$10,000 a month, less the sum of benefits from other sources that apply to the same month (e.g., Social Security, workers' compensation, state disability, etc.).

In no event will the monthly income benefit be less than \$100 or 10 percent of the monthly income benefit before benefits from other sources are subtracted.

Monthly Annuity Premium Benefit

Pays premiums into the employee's retirement annuity while receiving monthly income benefits. It is intended to keep the employee's retirement plan account growing during a period of disability.

Benefits Start

The first day of the month after the end of the elimination period.

Elimination Period Before Benefits Become Payable

The longer of six months or any period the employee is eligible to receive sick leave or salary continuation.

Group Long Term Disability Insurance

Definition of Disability

For the first 24 months after the elimination period, being unable due to sickness, bodily injury or pregnancy to perform with reasonable continuity the material duties of the employee's normal occupation. After that, being unable due to sickness, bodily injury or pregnancy to perform with reasonable continuity the material duties of any occupation for which the employee is reasonably qualified by education, training or experience.

Benefits Continue

During a term of continuous disability until the following age or time limit subject to any applicable limitation or exclusion:

Age When Disability Starts	Age or Time Limit
Less than 60	To age 65
60 but less than 65	5 years
65 but less than 69	To age 70
69 or older	1 year

Other Features

- Rehabilitation Service
- Social Security Disability Assistance
- Partial Disability Benefit
- Work Transition Period
- Survivor Income Benefit
- Eligibility When Rehired
- Conversion Privilege