

Oregon Educators Benefit Board Plan Selection Guide

Group Life, Accidental Death and Dismemberment,
Short Term Disability and Long Term Disability Insurance





Dear Insurance Committee Members and Benefits Administrators,

Standard Insurance Company (The Standard) is pleased to partner with the Oregon Educators Benefit Board (OEBB) to provide the following insurance coverages to OEBB members.

Basic Life insurance
Basic Dependents Life insurance
Accidental Death and Dismemberment (AD&D) insurance
Optional Life insurance
Long Term Disability insurance
Short Term Disability insurance

The Plan Selection guides included in this packet are designed to assist you in selecting these benefits for your school district, educational service district or community college.

These insurance coverages are important because they allow your employees to protect their income now and in the future from an unexpected event. Disability insurance replaces a portion of income if you become disabled and are no longer able to work. Life insurance helps your loved ones cover your financial responsibilities if you're no longer there.

Standard Insurance Company was founded in Portland, Oregon in 1906 and is a nationally recognized provider of group disability, life, dental and vision insurance and individual disability insurance. We provide insurance to more than 28,500 groups covering approximately 7.6 million employees nationwide.

The Standard has over 55 years of experience meeting the needs of public employer groups including school districts, educational service districts or community colleges. Our first group client, which remains in force today, is a public employer that chose The Standard in 1951. Since then, we've been leading the way in public group insurance protection.

We always strive to do what's right — for our policyholders and their employees. This dedication has resulted in a national reputation for quality products, superior service and industry expertise.

We're looking forward to putting our financial strength, coverage flexibility and superior customer service to work for OEBB members.

If you have any questions, call The Standard's dedicated OEBB Customer Service Department at 866.756.8115 between 8:00 a.m. and 5:00 p.m. Pacific Time or visit www.standard.com/mybenefits/OEBB.

Sincerely,

Standard Insurance Company

Basic Life, Basic Dependents Life, Accidental Death and Dismemberment (AD&D) and Optional Life Insurance from The Standard

Counting on The Standard

The Standard provides Basic Life, Accidental Death and Dismemberment (AD&D) and Optional Life insurance coverage for eligible members of the Oregon Educators Benefit Board (OEBB). Since 1906, The Standard has built a reputation for quality insurance products and superior customer service. As a national leader in the employee benefits industry, we offer cost-effective plan designs, progressive policy provisions, and a highly knowledgeable and supportive team of employee benefits professionals.

Help OEBB members protect their family in their time of need with Basic Life, AD&D and Optional Life insurance from The Standard.

Protecting What Is Priceless

Basic Life, AD&D and Optional Life insurance from The Standard can be a simple, easy way to help OEBB members financially protect their loved ones. It offers them the opportunity to apply for the amount of insurance coverage that meets their specific needs and the convenience of insurance premiums deducted directly from their paycheck. With insurance from The Standard, you can help OEBB members protect what is priceless with coverage that offers peace of mind.

Basic Life Insurance – Help Protect Employees’ Families

Basic Life insurance with The Standard provides you with a wide range of options for your employees. Through the OEBB program, you can select one of the 18 plans to meet your needs, and you have the option to pay any share of employees’ coverage from 0% to 100%. Basic Life insurance requires 100% participation of eligible members.

Basic Dependents Life Insurance

In addition to Basic Life insurance, you may choose to offer Basic Dependents Life insurance to your employees. With Basic Dependents Life you can select between 2 plans that provide coverage to spouses/ domestic partners and children of your employees.

Basic Dependents Life insurance requires 100% participation of eligible members and may be selected only if Basic Life is selected.

Basic Dependents Life Plan Design

Plan Design	Benefit Level
Plan 1	\$2,000
Plan 2	\$5,000

Additional Plan Features

Waiver of Premium: Basic Life insurance may be continued without payment of premiums until age 65, following a six-month waiting period, if the insured employee provides satisfactory proof of becoming totally disabled prior to age 60. (Not available to retirees.)

Travel Assistance: A comprehensive program of information, referral, assistance, transportation and evacuation services to help covered employees and their immediate family in case of emergencies during travel. Travel Assistance also offers pre-travel assistance with access to information on passport and visa requirements, foreign currency, worldwide weather and more.

Beneficiary Financial Counseling: Recent beneficiaries and recipients of an Accelerated Benefit are entitled to Beneficiary Financial Counseling provided at no cost to the beneficiary. This counseling will not be provided where the Life insurance beneficiary is a minor, a trust or the insured’s estate.

Accelerated Benefit: Pays up to 90% of the insured employee’s Basic Life amount if the employee provides satisfactory proof of becoming terminally ill with less than 12 months to live. Accelerated Benefit is available on coverage of \$10,000 or greater.





Portability and Conversion

Portability: If employment terminates, employees may be eligible to port in force coverage amounts up to \$300,000 (when combined with Optional Life).

Conversion: If Life coverage ends or is reduced (for reasons other than payment of an Accelerated Benefit or non-payment of premiums), the amount which ended can be converted to an individual Life insurance policy.

Guarantee Issue Amounts

All Basic Life plan design options are guarantee issue.

Retiree Coverage

You may choose to offer Basic Life and Basic Dependents Life insurance to retirees who retire prior to age 65. This coverage allows retirees to continue the amount of Basic Life and Basic Dependents Life insurance that was in force at the time of retirement. This coverage terminates at age 65. Please note, if this coverage is selected, the same participation level requirements apply.

BASIC LIFE PLAN DESIGN

Plan Design	Benefit Level
Plan 1	\$5,000
Plan 2	\$7,500
Plan 3	\$10,000
Plan 4	\$15,000
Plan 5	\$20,000
Plan 6	\$25,000
Plan 7	\$30,000
Plan 8	\$35,000
Plan 9	\$40,000
Plan 10	\$50,000
Plan 11	\$100,000
Plan 12	\$110,000
Plan 13	\$200,000
Plan 14	\$300,000
Plan 15	1x annual earnings: Maximum \$300,000
Plan 16	2x annual earnings: Maximum \$300,000
Plan 17	3x annual earnings: Maximum \$500,000
Plan 18	\$150,000

Accidental Death and Dismemberment (AD&D) – Prepare Your Employees for the Unexpected

It's simple. Accidents happen and sometimes they can have devastating effects. The Standard is glad to give you options to be there for your employees through the Oregon Educators Benefit Board (OEBB) program. Employers can choose from 17 basic AD&D plans with benefit amounts up to \$300,000. Optional* AD&D Plans are available for employees, their spouse/partner and children. Basic AD&D plans require 100% participation of eligible members and may be selected by the employer only if Basic Life is selected.

Enhanced AD&D Benefits

In addition to AD&D amounts payable for covered losses, the following enhanced benefits are also included with Basic and Optional AD&D plans:

Seat Belt Benefit: Pays the lesser of \$10,000 or AD&D amount if covered employee, spouse/partner or child dies in a covered accident while wearing a seat belt.

Air Bag Benefit: Pays the lesser of \$5,000 or AD&D amount if covered employee, spouse/partner or child dies in a covered accident while wearing a seat belt and an air bag deployed.

Child Care Benefit: Reimburses spouse/partner for qualifying child care expenses incurred within 36 months following covered employee's covered accidental death, up to \$5,000 per year or a cumulative total of \$10,000 or 25% of the AD&D insurance amount, whichever is less.

Occupational Assault Benefit: Pays up to the lesser of \$25,000 or 50% of the AD&D amount if the employee suffers a covered loss due to an assault while at work evidenced by a police report and punishable by law.

Public Transportation Benefit: Pays double the AD&D benefit if the employee dies in a covered accident while on public transportation, up to an additional \$200,000.

Career Adjustment Benefit for employee: If the employee suffers a covered loss in a covered accident, the employee will be reimbursed for qualified tuition expenses incurred within the following 36 months, up to \$5,000 per year or a cumulative total of \$10,000 or 25% of the AD&D insurance amount, whichever is less.

Career Adjustment Benefit for spouse/partner: If the employee dies in a covered accident, the spouse/partner will be reimbursed for qualifying tuition expenses incurred within the following 36 months, up to \$5,000 per year or a cumulative total of \$10,000 or 25% of the AD&D insurance amount, whichever is less.

Higher Education Benefit: Reimburses children for qualifying tuition expenses within 48 months following employee's covered accidental death, up to \$5,000 per year or a cumulative total of \$20,000 or 25% of the AD&D insurance amount, whichever is less.

BASIC PLAN DESIGN AND BENEFIT AMOUNTS

Plan Design	Benefit Level
Plan 1	\$5,000
Plan 2	\$7,500
Plan 3	\$10,000
Plan 4	\$15,000
Plan 5	\$20,000
Plan 6	\$25,000
Plan 7	\$30,000
Plan 8	\$35,000
Plan 9	\$40,000
Plan 10	\$50,000
Plan 11	\$100,000
Plan 12	\$110,000
Plan 13	\$200,000
Plan 14	\$300,000
Plan 15	1x annual earnings: Maximum \$300,000
Plan 16	2x annual earnings: Maximum \$300,000
Plan 18	\$150,000

* Optional AD&D plans are voluntary, with premium paid by the employee and may be selected as stand-alone coverage.

Optional Employee AD&D Plan

Employees who enroll in Optional AD&D coverage can choose Optional AD&D coverage with benefit values ranging from \$10,000 to \$500,000 in increments of \$10,000. All amounts are guarantee issue.

Optional Spouse/Partner AD&D Plan

Employees can cover their spouse/partner with Optional spouse/partner AD&D coverage. Benefit values range from \$10,000 to \$500,000, in increments of \$10,000, with guarantee issue for all amounts. However, the value of the spouse/partner's plan cannot exceed the value of the employee's coverage.

Optional Child AD&D Plan

Employees who enroll in Optional AD&D coverage can also cover their eligible dependent children with Optional Child AD&D. Coverage is available in increments of \$2,000 to a maximum of \$10,000 per child. All amounts are guarantee issue.

Retiree Coverage

You may choose to offer Basic and/or Optional AD&D coverage to retirees who retire prior to age 65. This allows retirees to continue AD&D coverage amounts

(including spouse/partner and child) that were in force at the time of retirement. This coverage terminates at age 65. Please note, if Basic AD&D coverage is selected, 100% participation of eligible members is required and may only be selected if Basic Life is provided.

Optional Life Insurance – Offer Your Employees More Choices

Every employee has different protection needs. With Optional Life insurance coverage from The Standard, you can offer them more ways to feel secure should the unexpected occur. For more protection, through the Oregon Educators Benefit Board (OEBB), The Standard offers Optional Life coverage for the employee, their spouse/partner, and their children.

Optional Employee Life Insurance

Employees can choose optional coverage with benefit values ranging from \$10,000 to \$500,000, in increments of \$10,000. Rates are age-graded based on the employee's age as of each October 1st, with a guarantee issue (GI) level (amount available without providing evidence of insurability) of \$200,000 if selected when first eligible. Employees with at least \$10,000 can elect up to \$20,000 at each annual enrollment until they reach the GI.

Optional Spouse/Partner Life Insurance

Employees who enroll in Optional Employee Life insurance with The Standard can also choose spouse/partner Life insurance. Benefit values range from \$10,000 to \$500,000, in increments of \$10,000, with a guarantee issue of \$30,000. However, the value of the spouse/partner's plan cannot exceed the value of the employee's coverage. Rates are age-graded based on the spouse/partner's age as of each October 1st.

Optional Child Life Insurance

Employees who enroll in Optional Life insurance with The Standard can also cover their eligible dependent children with Optional Child Life insurance. Coverage is available in increments of \$2,000 to a maximum amount of \$10,000 per child. All amounts are guarantee issue.

This policy has exclusions, limitations, reductions of benefits and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, please contact Standard Insurance Company.



Additional Plan Features

Accelerated Benefit: Pays up to 90% of insured employee's Optional Life amount if the employee provides satisfactory proof of becoming terminally ill with less than 12 months to live. Accelerated Benefit is available on coverage \$10,000 or greater.

Portability: If employment terminates, employees may be eligible to port in force coverage amounts up to \$300,000 (when combined with Basic Life). They may also port spouse/partner Life and child Life up to \$100,000 and \$5,000, respectively.

Conversion: If Life coverage ends or is reduced (for reasons other than Accelerated Benefit or the employee's failure to make a required premium contribution), the amount which ended can be converted to an individual Life insurance policy.

Annual Open Enrollment: If employee is insured for Optional Employee Life, evidence of insurability is not required to increase Optional Employee Life coverage by up to \$20,000 (not to exceed the guarantee issue amount) during an annual enrollment period.

Waiver of Premium: Optional Employee Life, Spouse/ Partner Life and Child Life coverage may be continued without payment of premiums until age 65, following a 180-day waiting period, if the insured employee provides satisfactory proof of becoming totally disabled prior to age 60. (Not available to retirees.)

Beneficiary Financial Counseling: Recent beneficiaries and recipients of an Accelerated Benefit are entitled to Beneficiary Financial Counseling provided at no cost to the beneficiary. This counseling will not be provided where the Life insurance beneficiary is a minor, a trust or the insured's estate.

Retiree Coverage

You may choose to offer Optional Life insurance to retirees who retire prior to age 65. This coverage allows retirees to continue the amount of Optional Life insurance (including spouse/partner and child) that was in force at the time of retirement. This coverage terminates at age 65.



Group Long Term Disability and Short Term Disability Insurance Coverage

Counting on The Standard

The Standard provides Long Term Disability (LTD) and Short Term Disability (STD) insurance coverage for eligible members of the Oregon Educators Benefit Board (OEBB). Act now to help protect your OEBB members income from the potentially worrisome effects of a serious illness or injury. As a national leader in the employee benefits industry, The Standard offers quality products and superior customer service to provide employee benefits solutions to our customers.

Chances are OEBB members already purchase home, auto and life insurance to protect themselves and their family against the threat of loss. And they probably have health insurance to guard against costly medical bills.

So what steps have you taken to help shield OEBB members from an unexpected loss of income? Would they be able to meet their financial obligations if they became disabled and unable to work?

Group LTD and STD insurance from The Standard is designed to pay a benefit in the event an eligible member cannot work because of a covered illness or injury. This benefit replaces a portion of their income, thus helping them meet their financial commitments in a time of need.

The Risk of Disability

The risk of disability may be greater than you think. Recent statistics have shown:

- Almost one-third of Americans entering the work force today (3 in 10) will become disabled before they retire. *Social Security Administration, Fact Sheet, January 31, 2007*
- Over 51 million Americans – 18% of the population – are classified as disabled. *U.S. Census Bureau, November 2008*

Short Term Disability Help When it's Needed

You can be there for your employees, even when they are unable to work. Short Term Disability insurance coverage from The Standard can help protect employees' income if they are unable to work for up to 90 days, due to a non-occupational disability. It also

includes features that can assist and encourage them to return to work. The Oregon Educators Benefit Board (OEBB) program offers you voluntary*, mandatory**, and mandatory/employee paid*** Short Term Disability plans to choose from.

Benefits

Maximum Benefit Amount: \$1,500 per week before reduction by Deductible Income.

Your choice of Benefit Percentage:

- **60% of the first \$2,500** of the employee's weekly Predisability Earnings, reduced by Deductible Income
- **66²/₃% of the first \$2,250** of the employee's weekly Predisability Earnings, reduced by Deductible Income
- **70% of the first \$2,143** of the employee's weekly Predisability Earnings, reduced by Deductible Income

Benefit Waiting Period: 7 days.

Maximum Benefit Period: 90 days.

Additional Features

Return to Work Incentive: Rewards employees who return to work on a part-time basis by coordinating disability benefit payments with work earnings to provide 100% of predisability earnings.

Reasonable Accommodation Benefit: Subject to The Standard's prior approval. Reimburses qualified employer up to \$25,000 for reasonable accommodations which allow a disabled employee to return to work.

Rehabilitation Plan Benefit: Subject to The Standard's prior approval. Reimburses qualified employee for expenses incurred in an attempt to return to work (training/education, family care, job related, job search).

* "Voluntary" means the employee pays all or part of the premium for the insurance.

** "Mandatory" means the Employer requires all eligible employees to be enrolled in the Plan and the Employer pays the entire premium.

*** Mandatory/Employee Paid requires 100% employee enrollment and is paid by the employee.

SHORT TERM DISABILITY (STD)

PLAN DESIGN DETAILS

VOLUNTARY* PLANS

	Plan 10	Plan 11	Plan 12
Benefit Waiting Period (days)	7	7	7
Benefit Duration (days)	90	90	90
Maximum Weekly Benefit	\$1,500	\$1,500	\$1,500
Benefit Percentage	60%	66 $\frac{2}{3}$ %	70%
Voluntary*	X	X	X

MANDATORY** PLANS

	Plan 28	Plan 29	Plan 30
Benefit Waiting Period (days)	7	7	7
Benefit Duration (days)	90	90	90
Maximum Weekly Benefit	\$1,500	\$1,500	\$1,500
Benefit Percentage	60%	66 $\frac{2}{3}$ %	70%
Mandatory**	X	X	X

MANDATORY/EMPLOYEE PAID *** PLANS

	Plan 46	Plan 47	Plan 48
Benefit Waiting Period (days)	7	7	7
Benefit Duration (days)	90	90	90
Maximum Weekly Benefit	\$1,500	\$1,500	\$1,500
Benefit Percentage	60%	66 $\frac{2}{3}$ %	70%
Mandatory/Employee Paid***	X	X	X

* "Voluntary" means the employee pays all or part of the premium for the insurance.

** "Mandatory" means the Employer requires all eligible employees to be enrolled in the Plan and the Employer pays the entire premium.

*** Mandatory/Employee Paid requires 100% employee enrollment and is paid by the employee.

This policy has exclusions, limitations, reductions of benefits and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, please contact Standard Insurance Company.

Long Term Disability – The Security Your Employees Deserve

With Long Term Disability insurance from The Standard, you help protect employees' income in case of major injury or illness that keeps them from working for a period longer than Short Term Disability plans cover. Through the Oregon Educators Benefit Board (OEBB) program, you can select from voluntary*, mandatory** and mandatory/employee paid*** Long Term Disability plans. All of these plans include features that can help your employees return to work and protect their income when they are unable to do so.

Benefits

Maximum Benefit Amount: \$8,000 per month before reduction by Deductible Income.

Your choice of Benefit Percentage:

- **50% of the first \$16,000** of the employee's monthly Predisability Earnings, reduced by Deductible Income.
- **60% of the first \$13,333** of the employee's monthly Predisability Earnings, reduced by Deductible Income.
- **66²/₃% of the first \$12,000** of the employee's monthly Predisability Earnings, reduced by Deductible Income.

Benefit Waiting Period: 90 days

Maximum Benefit Period: to age 65 or age-graded to Social Security Normal Retirement Age.

Additional Plan Features

Return to Work Incentive: Rewards employees who return to work on a part-time basis by coordinating disability benefit payments with work earnings to provide 100% of predisability earnings for the first 12 months of work. After that, 50% of work earnings will be used to reduce the amount of the Long Term Disability benefit.

Reasonable Accommodation Benefit: Subject to The Standard's prior approval. Reimburses qualified employer up to \$25,000 for reasonable accommodations which allow a disabled employee to return to work.

Rehabilitation Plan: Subject to The Standard's prior approval. Reimburses qualified employee for expenses incurred in an attempt to return to work (training/ education, family care, job related, job search).

Survivors Benefit: Pays spouse/partner or unmarried children under 25 years old a lump sum equal to three times the unreduced Long Term Disability benefit if the insured employee dies while Long Term Disability benefits are payable.

Conversion: Allows eligible employees the right to convert their Long Term Disability coverage into a group Long Term Disability trust plan if they terminate their employment (excluding retirement).



* "Voluntary" means the employee pays all or part of the premium for the insurance.

** "Mandatory" means the Employer requires all eligible employees to be enrolled in the Plan and the Employer pays the entire premium.

*** Mandatory/Employee Paid requires 100% employee enrollment and is paid by the employee.

LONG TERM DISABILITY (LTD)

PLAN DESIGN DETAILS

VOLUNTARY* PLANS

	Plan 4	Plan 5	Plan 6
Benefit Waiting Period (days)	90	90	90
Maximum Monthly Benefit	\$8,000	\$8,000	\$8,000
Benefit Percentage	50%	60%	66 $\frac{2}{3}$ %
Voluntary*	X	X	X

MANDATORY** PLANS

	Plan 10	Plan 11	Plan 12
Benefit Waiting Period (days)	90	90	90
Maximum Monthly Benefit	\$8,000	\$8,000	\$8,000
Benefit Percentage	50%	60%	66 $\frac{2}{3}$ %
Mandatory**	X	X	X

	Plan 19	Plan 20	Plan 21	Plan 22
Benefit Waiting Period (days)	90	90	90	90
Maximum Monthly Benefit	\$2,000	\$3,000	\$4,000	\$6,000
Benefit Percentage	66 $\frac{2}{3}$ %	66 $\frac{2}{3}$ %	66 $\frac{2}{3}$ %	66 $\frac{2}{3}$ %
Mandatory Plans**	X	X	X	X

MANDATORY/EMPLOYEE PAID*** PLANS

	Plan 16	Plan 17	Plan 18
Benefit Waiting Period (days)	90	90	90
Maximum Monthly Benefit	\$8,000	\$8,000	\$8,000
Benefit Percentage	50%	60%	66 $\frac{2}{3}$ %
Mandatory/Employee Paid ***	X	X	X

	Plan 23	Plan 24
Benefit Waiting Period (days)	90	90
Maximum Monthly Benefit	\$2,000	\$3,000
Benefit Percentage	66 $\frac{2}{3}$ %	66 $\frac{2}{3}$ %
Mandatory/Employee Paid ***	X	X

Maximum Monthly Pre-disability Earnings:

For \$2,000 plan: The first \$3,000 of your monthly Pre-disability Earnings
 For \$3,000 plan: The first \$4,500 of your monthly Pre-disability Earnings
 For \$4,000 plan: The first \$6,000 of your monthly Pre-disability Earnings
 For \$6,000 plan: The first \$9,000 of your monthly Pre-disability Earnings

* "Voluntary" means the employee pays all or part of the premium for the insurance.

** "Mandatory" means the Employer requires all eligible employees to be enrolled in the Plan and the Employer pays the entire premium.

*** Mandatory/Employee Paid requires 100% employee enrollment and is paid by the employee.

This policy has exclusions, limitations, reductions of benefits and terms under which the policy may be continued in force or discontinued. For costs and complete details of the coverage, please contact 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. We have earned a national reputation for quality products and superior service by always striving to do what is right for our customers.

Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group Disability, Life, Dental and Vision insurance and Individual Disability insurance. We provide insurance to more than 24,800 groups, covering over 8 million employees nationwide. Our first group policy, written in 1951 and still in force today, stands as a testament to our commitment to building long-term relationships.

To learn more about products from The Standard, contact your human resources department or visit us at standard.com.

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GP899-Life, GP899-STD, GP899-LTD

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