



Oregon Educators Benefit Board

Life and Disability Deep Dive



Life and Disability Plan Offerings

Insurance options available from Standard Insurance Company to Oregon Educators Benefit Board members:

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



Why are Life and Disability insurance necessary?

- Financial support and stability for loved ones
- Extra layer of protection
- Helps loved ones recover financially
- Income replacement
- Helps meet ongoing expenses not covered by medical insurance

Life and AD&D Plan Options

Coverage	Plan Options	Guarantee Issue	Premium	Participation
Basic Life	18 options (\$5,000-3x earnings)	All amounts	Employer-paid	100%
Basic Dependent Life	2 options (\$2,000 & \$5,000)	All amounts	Employer-paid	100% (Basic Life required)
Optional Life	\$10,000 increments (up to \$500,000)	<ul style="list-style-type: none"> • Member: \$200,000 • Spouse: \$30,000 • Child: \$10,000 	Employee-paid	N/A Voluntary
Basic AD&D	17 options (\$5,000-2x earnings)	All amounts	Employer-paid	100% (Basic Life required)
Optional AD&D	\$10,000 increments (up to \$500,000)	All amounts	Employee-paid	N/A Voluntary

Basic Life and AD&D Plan Options

Basic Life Plans

Plan Design	Benefit Level
Plan 1	\$5,000.00
Plan 2	\$7,500.00
Plan 3	\$10,000.00
Plan 4	\$15,000.00
Plan 5	\$20,000.00
Plan 6	\$25,000.00
Plan 7	\$30,000.00
Plan 8	\$35,000.00
Plan 9	\$40,000.00
Plan 10	\$50,000.00
Plan 11	\$100,000.00
Plan 12	\$110,000.00
Plan 13	\$200,000.00
Plan 14	\$300,000.00
Plan 15	1 Times Annual Pay, Maximum \$300,000
Plan 16	2 Times Annual Pay, Maximum \$300,000
Plan 17	3 Times Annual Pay, Maximum \$500,000
Plan 18	\$150,000.00

Basic AD&D Plans

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	1 Times Annual Pay Max \$300,000
Plan 16	2 Times Annual Pay Max \$300,000
Plan 18	\$150,000

Optional Life – Employee and Spouse

Optional Life	
Plan Options	\$10,000 increments (up to \$500,000)
Guarantee Issue	<ul style="list-style-type: none"> Member: \$200,000 Spouse: \$30,000
Premium	Employee-paid
Participation	Voluntary

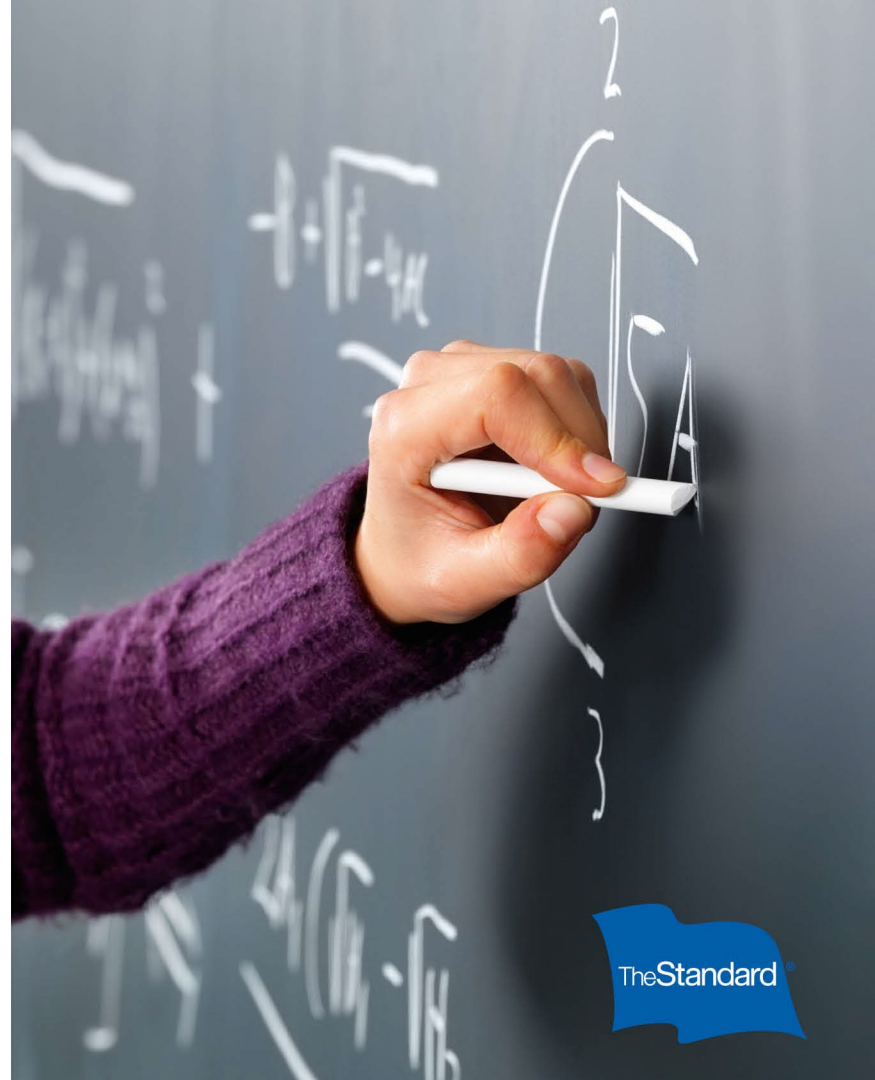
Optional Life Plans
Age as of Each October 1st
Under 25
25 – 29
30 – 34
35 – 39
40 – 44
45 – 49
50 – 54
55 – 59
60 – 64
65 – 69
70 – 74
75+



Value-Added Features

Built into Basic or Optional Life insurance coverage:

- Waiver of Premium
- Accelerated Benefits
- Portability and Conversion
- Travel Assistance
- Life Services Toolkit



Travel Assistance

An included service that connects you and family members to resources when traveling more than 100 miles from home.

- Travel planning guidance
- Assistance replacing lost credit cards and passports, transferring funds and locating missing luggage
- Medical and legal assistance
- Emergency medical evacuation and repatriation services
- Return transportation for dependent children and traveling companions

Travel Assistance is provided by Assist America, Inc. Travel Assistance is subject to the terms and conditions, including exclusions and limitations of the Travel Assistance Program Description. Assist America, Inc is solely responsible for providing and administering the included service. Travel Assistance is not an insurance product. This service is only available while insured under The Standard's group policy.



Life Services Toolkit

Life Services Toolkit is automatically available to insured members under the group Life insurance policy. Life Services Toolkit is also available to beneficiaries. Access is available for up to 12 months after claim approval. Services for beneficiaries include:

Grief and loss support. Confidential “in moment” phone support and 6 face-to-face sessions.

Books to help children cope. Age-appropriate books can be sent to children and adults coping with loss.

Support Services. Work-life advisors can guide beneficiaries to resources to help manage household repairs and chores; find child care and elder care providers; or organize a move or relocation.

Online Resources. Beneficiaries can easily access additional services and features on the Life Services Toolkit website for beneficiaries, including online resources to help in planning a funeral, writing obituaries, and copy with grief.

Legal services. Includes a 30-minute legal consultation by phone or in-person; 25% rate reduction thereafter.

Employee Services

Online portal for all covered members offers:

- Online Will template and FAQ
- Identity theft prevention
- Financial planning online tools
- Funeral planning resources
- Health and wellness resources

The Life Services Toolkit is provided through an arrangement with Health Advocate and is not affiliated with The Standard. Health Advocate is solely responsible for providing and administering the included service. This service is not an insurance product. The Life Services Toolkit is not available to Life insurance beneficiaries who are minors or to non-individual entities such as trusts, estates or charities.

Short Term Disability Insurance

The STD plan includes each of the following:

Maximum Weekly Benefit	\$1,500 (before reduction by deductible income*)
Benefit Percentage	60% of the first \$2,500 66 ^{2/3} % of the first \$2,250 70% of the first \$2,143 (based on weekly predisability earnings)
Benefit Waiting Period	7 days
Maximum Benefit Period	90 days

Reminder:
Paid Leave Oregon
begins on
September 3, 2023

* Deductible income is other sources of income your employee receives or is eligible to receive while STD benefits are payable, such as Paid Family Medical Leave, Workers' Compensation, Social Security and PERS.



Long Term Disability Insurance

The LTD plan includes each of the following:

Maximum Monthly Benefit	\$2,000 \$4,000 \$6,000 \$8,000 (before reduction by deductible income*)
Benefit Percentage	50% of the first \$16,000 60% of the first \$13,333 66 ^{2/3} % of the first \$12,000 (based on monthly predisability earnings)
Benefit Waiting Period	90 days
Maximum Benefit Period	To age 65 or age-graded to Social Security Normal Retirement Age

* Deductible income is other sources of income your employee receives or is eligible to receive while LTD benefits are payable, such as Workers' Compensation, Social Security and PERS.



Disability Plans: Mandatory vs. Voluntary

What's right for your company?

- Mandatory
- Voluntary

Eligibility details:

- For mandatory coverage, your employees will be automatically enrolled upon the plan selection effective date
- For voluntary coverage, employees can enroll within 31 days of becoming eligible without having to answer health questions

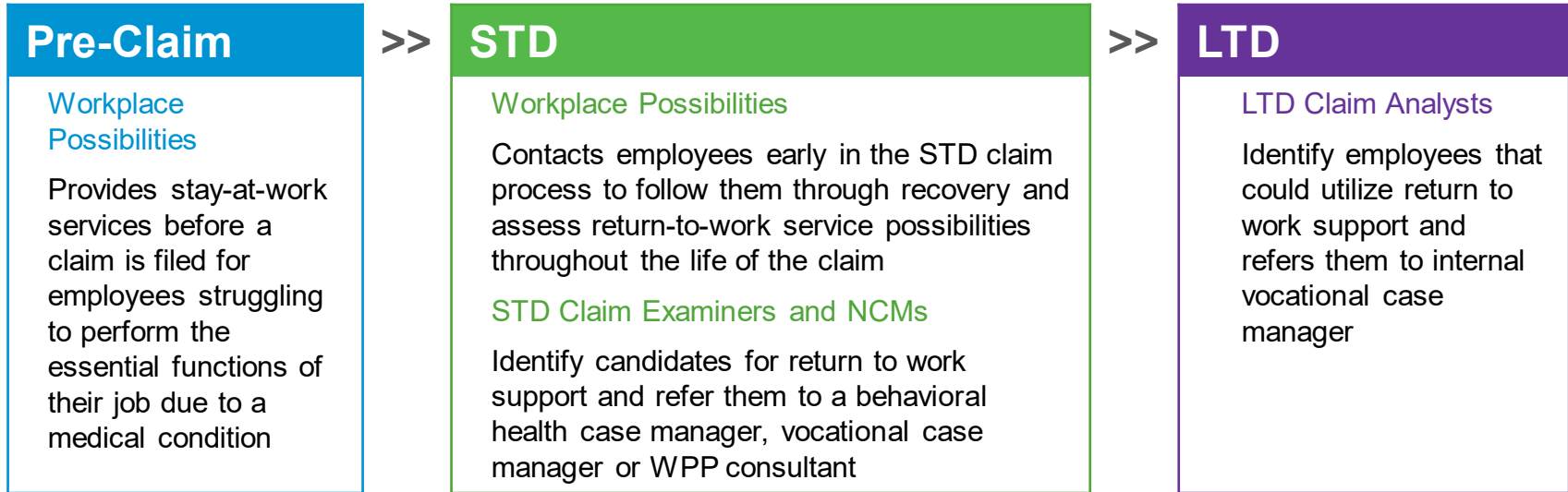
Helping Employees Return to or Stay at Work

- Workplace Possibilities Program
- Return-to-work incentive
- Reasonable accommodation expense benefit
- Rehabilitation plan benefit



Workplace Possibilities

The Standard's Workplace Possibilities Program has been helping employers manage disability for over 10 years. Our unique and comprehensive approach helps people stay at or return to work in the right way at the right time.



Options to Fit Your Needs

What coverage will you offer your employees?

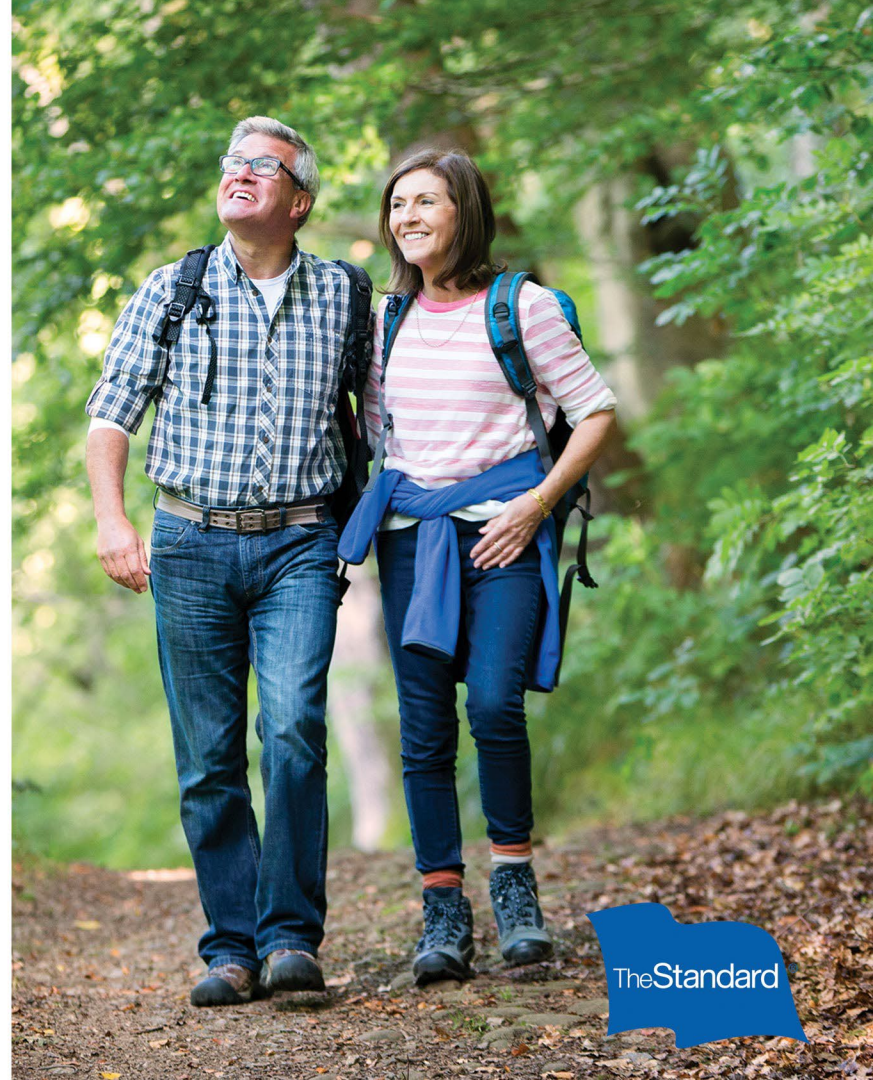
For more information, please visit The Standard's OEBB microsite:

www.standard.com/mybenefits/oebb

To assist you in selecting coverage to offer your employees, please review our Plan Selection Guide:

http://www.standard.com/eforms/15158_646595.pdf

The policies described have exclusions, limitations, reduction of benefits, and terms under which the policy may be continued in force or terminated. Please review all materials or contact The Standard for additional information, including costs and complete details of coverage. The amount of benefits provided under the policies described depends on the plan selected.





The Standard is a marketing name for StanCorp Financial Group, Inc., and subsidiaries. Insurance products are offered by Standard Insurance Company of 1100 SW Sixth Avenue, Portland, Oregon, in all states except New York, where insurance products are offered by The Standard Life Insurance Company of New York of 360 Hamilton Avenue, Suite 210, White Plains, New York. Product features and availability vary by state and company and are solely the responsibility of each subsidiary. Each company is solely responsible for its own financial condition. Standard Insurance Company is licensed to solicit insurance business in all states except New York. The Standard Life Insurance Company of New York is licensed to solicit insurance business in only the state of New York.