

Assurant. On your terms.®



ASSURANT  
Employee  
Benefits®



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## Voluntary Short-Term Disability: Income protection insurance



Over 81 percent of our  
STD benefit decisions are  
made within  
**7 days.**

Union Security Insurance Company and Union Security Life Insurance Company of New York internal data, January 1 through November 30, 2009.

71 percent of Americans live from  
paycheck to paycheck.



American Payroll Association, "Getting Paid in America" Survey, 2008

More than 90 percent  
of disabling illnesses  
or injuries are not  
work-related, so most  
disabled workers  
are not eligible for  
worker's compensation.



National Safety Council, Injury Facts 2004 Ed.

### Balancing what's best for employees with what's best for the bottom line

Employers understand there are illnesses, accidents and life-changing events that keep an employee temporarily out of work. They also know that when an employee is out of work, their company's productivity can be altered and the employee's earning power decreases which might cause a temporary financial pinch.

Employers want to do what's best for their employees. But can any company afford to keep paying an employee who is not working?

### What's a solution?

#### A Voluntary Short-Term Disability (STD) policy from Assurant Employee Benefits

- Keep employees *and* accounting happy – with 100 percent employee-paid benefits
- Help employees save money – a group rate is often 10-20 percent less than what they would pay if they bought it themselves outside of work.\*
- Offers you easy administration – you can choose your billing cycle preference and access your plan online 24/7.
- Easy to enroll – there's no employee medical questions. And, personalized forms make the process easy to navigate.
- Help employees be productive sooner – with partial disability and rehabilitation services, you may be able to get your employees back to work sooner.

\*LIFE Foundation, 2008

Assurant Employee Benefits is the brand name for insurance products underwritten by Union Security Insurance Company. Plans contain limitations, exclusions and restrictions. Contact us for costs and complete details.

## Flexible plan options specifically for businesses

- **Keep things streamlined** – coordinate a sick leave plan or Long-Term Disability policy, with the following customizations:
  - Begin benefits as early as the 1st day of disability for accident and 8th day for sickness, all the way up to the 31st day of disability.
  - Choose a maximum benefit duration – how long benefits last – up to 52 weeks!
  - Select a weekly benefit amount.
- **Give employees a say** – select a unit plan and employees can choose coverage amounts in \$50 increments up to 60 percent of basic pre-disability income.
- **Fewer complaints** – our Bridge Benefit may mean money in an employee’s pocket quicker. Here’s how it works: if the employee is disabled and has satisfied the qualifying period, but there is a question about whether the disability is caused by a pre-existing condition or not, we’ll pay 25 percent of the scheduled amount of benefit for four weeks. If we conclude the disability is due to a pre-existing condition, the employee can keep the benefit already paid but will not be entitled to any additional benefits. If we conclude the disability is not due to a pre-existing condition, we will pay the full Short-Term Disability benefit as described in the policy, less any amounts already paid.

## Features that help achieve and maintain participation

- **Issue age rating** – once an employee joins the plan their rate will not increase due to age
- **Plans can be issued with as little as 20% participation** (minimum 10 insured lives).
- **Plans include an annual enrollment period** – this provides an opportunity for late applicants to join the plan without proof of good health and allows for benefit changes

### Eligibility

Our standard eligibility definition would provide coverage to any active employee working at least 20 hours per week, year-round, and earning at least \$12,000 annually in basic pay from the policyholder. Further customization is possible.

### Definition of Disability

A disability can be based on an employee’s regular job or own occupation.

### Limitations

The plan pays no benefit for any disability which begins in the first 12 months of a person’s coverage, if the disability results from a pre-existing condition. A pre-existing condition is one for which the employee has seen a medical practitioner or taken medication in the six months prior to the coverage effective date. We will not pay benefits for any disability resulting directly or indirectly from a pre-existing condition unless the disability begins after 12 consecutive months during which the employee is continuously insured under this plan.

### Exclusions

We will not pay benefits for any time the insured is confined to any facility because he or she was convicted of a crime or public offense. We will not pay benefits for any part of a period of disability during which the insured is receiving benefits under any Workers’ Compensation Act (or similar law) or the Maritime Doctrine of Maintenance, Wages, or Cure. We will not pay benefits for any disability caused by: war or any act of war, whether declared or not; intentionally self-inflicted injury, while sane or insane; taking part or the result of taking part in committing an assault or felony; any injury or sickness that arises out of or occurs in the course of any occupation for pay or profit; any accidental bodily injury arising out of or in the course of any occupation for pay or profit or any sickness for which the insured is entitled to benefits under any Workers’ Compensation Act or similar law, the Maritime Doctrine of Maintenance, Wages or Cure, or the Jones Act (Title 46, United States Code Section 688). All insurance policies contain limitations, exclusions, reductions, and restrictions. Assurant Employee Benefits reserves the right to cancel the policy with advance written notice to the policyholder. Issued contracts determine all plan features and benefits.

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