



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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Portland OR 97204
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Group Long Term Disability Insurance

Benefits at a Glance for The President and Trustees of Hampden-Sydney College

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

Group Policy # **138056**

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 employees.

Work Test

A non-faculty employee must work at least 20 hours a week to be considered a full-time employee. A faculty employee must work at least 15 hours a week to be considered a full-time employee. An eligible employee will not become ineligible for insurance by reason of a reduction in work schedule due to participation in the employer's phased retirement program.

Waiting Period Before Becoming Eligible for Insurance

One year.

Benefits

Cost

The employer pays the entire cost for this coverage.

Monthly Income Benefit

60 percent of monthly wage base paid by the employer, not to exceed a benefit of \$5,000 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

Will be payable if on the date of disability the employee was participating in the employer's retirement plan. The benefit will be paid as a premium remitted on the employee's behalf under the terms of the employer's retirement plan, while the employee is eligible to receive a monthly income benefit. The amount of the monthly annuity premium benefit is equal to 13.5 percent of the employee's monthly wage base.

Group Long Term Disability Insurance

Benefits Start

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

Elimination Period Before Benefits Become Payable

Six months.

Definition of Disability

During the elimination period and for the first 24 months after it, 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
- Monthly wage base insured up to \$8,333 without submitting acceptable evidence of good health, provided the employee applies within 31 days of eligibility for insurance
- Annual Benefit Adjustment of 3 percent is made to monthly income benefit and monthly annuity premium benefit after 12 months of benefit payments
- Partial Disability Benefit
- Work Transition Period
- Survivor Income Benefit
- Eligibility When Rehired
- Option available for insurance to continue during leave of absence