



Benefits at a Glance for The Panum Group, LLC

Group Policy #147515

Effective Date May 1, 2009

Group Long Term Disability Insurance

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 cost of this insurance is paid by The Panum Group, LLC.

Eligibility

Eligible Employee

An active employee of the employer, other than the owner, working at least 30 hours each week. An eligible employee does not include a temporary or seasonal employee, leased employee, independent contractor or a full-time member of the armed forces.

Waiting Period Before Becoming Eligible for Insurance

None for those that meet the definition of an eligible employee on the group policy effective date. All other employees become eligible on the first day of the month coinciding with or next following their date of hire.

Benefits

Monthly Benefit

60 percent of the first \$16,667 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.).

Acceptable evidence of good health may be required to insure the portion of monthly earnings above \$7,000.

Maximum Monthly Benefit

\$10,000

Minimum Monthly Benefit

\$100

Waiting Period Before Benefits Become Payable

90 days

Definition of Disability

For the benefit waiting period and the first 24 months, you are considered disabled if you:

- Are unable, as a result of physical disease, injury, pregnancy or mental disorder, to perform with reasonable continuity the material duties of your own occupation; or
- Suffer a loss of a least 20 percent of your predisability earnings when working in your own occupation.

You will no longer be considered disabled when your earnings from any occupation meet or exceed 80 percent of your predisability earnings.

After that, you are considered disabled if you are unable, as a result of physical disease, injury, pregnancy or mental disorder, to perform with reasonable continuity the material duties of any occupation in which you can be expected to earn at least 80 percent of your predisability earnings at one or more locations in the national economy.

Maximum Benefit Period

If an employee becomes disabled before age 62, LTD benefits may continue until the Social Security normal retirement Age (SSNRA). If an employee becomes disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

Age	Maximum Benefit Period
62	To SSNRA or 3 years 6 months, whichever is longest
63	To SSNRA or 3 years, whichever is longest
64	To SSNRA or 2 years 6 months, whichever is longest
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69+	1 year

Other Features & Services

- 24 hour coverage, including coverage for work-related disabilities
- Assisted Living Benefit
- Survivor Benefit
- Return to Work Responsibility and Incentive
- Temporary Recovery Provision
- Waiver of Premium while LTD benefits are payable
- Rehabilitation Plan Provision
- Employee Assistance Program

This information is only a brief description of the group LTD insurance policy sponsored by The Panum Group, LLC. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, exclusions and when The Standard and the employer may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for employees who become insured according to its terms. For more complete details of coverage, contact your human resources representative.