



Benefits at a Glance for The Panum Group, LLC

Group Policy # 147515

Effective Date May 1, 2009

Group Short Term Disability Insurance

Group Short Term Disability (STD) insurance from Standard Insurance Company provides financial protection for eligible employees by promising to pay a percentage of weekly 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

Weekly Benefit

60 percent of the first \$2,500 of weekly earnings as of date of disability, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.).

Maximum Weekly Benefit

\$1,500

Minimum Weekly Benefit

\$15

Waiting Period Before Benefits Become Payable

Fifteen days for disability caused by accidental injury and fifteen days for disability caused by physical disease, mental disorder or pregnancy.

Definition of Disability

For the benefit waiting period and while STD benefits are payable, being unable as a result of mental disorder, physical disease, injury or pregnancy to perform with reasonable continuity the material duties of the employee's own occupation or the employee suffers a loss of at least 20 percent of weekly earnings when working in the employee's own occupation. The employee is not disabled when they are earning 80 percent or more of predisability earnings in any occupation.

Maximum Benefit Period

90 days

Other Features & Services

- 24 hour coverage, including coverage for work-related disabilities
- Return to Work Responsibility and Incentive
- Temporary Recovery Provision

This information is only a brief description of the group STD 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.