



Benefits at a Glance for Seattle Pacific University

Group Policy # 645439
Effective Date July 1, 2007

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 Seattle Pacific University.

Eligibility

Eligible Employee

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

Class Definition

Class 1 Deans, Directors, Associate VP's, VP's and President
Class 2 All other eligible Employees

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 as follows:

Class 1 On the first day of the month coinciding with or next following 90 days as an eligible employee.
Class 2 On the first day of the month coinciding with or next following 180 days as an eligible employee.

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.)

Maximum Monthly Benefit

\$10,000

Minimum Monthly Benefit

\$100 or 10 percent of maximum monthly benefit

Waiting Period Before Benefits Become Payable

90 days

Definition of Disability

For the benefit waiting period and the first 24 months for which LTD benefits are paid, being unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of the employee's own occupation and suffering a loss of at least 20 percent of predisability earnings when working in the employee's own occupation.

After that, being unable as a result of physical disease, injury, pregnancy or mental disorder to perform with reasonable continuity the material duties of any gainful occupation which:

- The employee is able to perform, due to education, training or experience,
- Is available at one or more locations in the national economy, and
- The employee can be expected to earn at least 60 percent of predisability earnings within 12 months of returning to work, regardless of whether the employee is working in any other occupation.

The employee is not disabled when earning 80 percent or more of predisability earnings in any occupation.

Maximum Benefit Period

If an employee becomes disabled before age 62, LTD benefits may continue until age 65. 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	Age	Maximum Benefit Period
62	3 years 6 months	66	1 year 9 months
63	3 years	67	1 year 6 months
64	2 years 6 months	68	1 year 3 months
65	2 years	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
- Family Care Expense Adjustment
- Dependent Education Benefit
- Waiver of Premium while LTD benefits are payable
- Rehabilitation Plan Provision
- Conversion of Insurance Provision
- Cost of Living Adjustment Benefit
- Employee Assistance Program
- Monthly Annuity Premium Benefit

This information is only a brief description of the group LTD insurance policy sponsored by Seattle Pacific University. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, 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.