

RSL SMARTCHOICE™ LONG TERM DISABILITY (LTD)

A Group LTD Insurance Solution for Small Business

RELIANCE STANDARD

Plan Benefits and Features

Group Size	2 to 19 Employees
Monthly Benefit	60% of basic monthly earnings ¹ to a \$7,500 monthly maximum
Guarantee Issue	Coverage is available for all eligible employees who enroll on a timely basis (within 31 days of eligibility)
Elimination Period	Choice of 60, 90 or 180 days
Benefit Period	- Preferred Risk Employees ² – to Normal Retirement Age ³ for injury/sickness - Standard Risk Employees – to Normal Retirement Age ³ for injury/the lesser of five years or to Normal Retirement Age ³ for sickness
Own Occupation Definition	36 months
Pre-Existing Limitation	12 months prior / 12 months after ⁴
Transfer	Time covered under a prior long term disability plan will be credited toward satisfaction of any pre-existing limitation
Pre-Existing Benefit	30% of basic monthly earnings to a maximum of \$3,750 payable for 12 months
Zero Day Residual	The elimination period can be satisfied by days of total and/or partial disability. Earnings loss is not required.
Partial Disability/ Rehabilitation Benefit	After the elimination period, partial disability benefits are payable to disabled employees who return to work part time or full time with restricted duties.
Survivor Benefit	Three times the last monthly benefit amount payable in a lump sum
Mental / Nervous Condition and Drug / Alcohol Duration	Up to 24 months of benefits if not hospital confined
Integration	Full family Social Security
Premium Waiver	No premium charged from the first of the month following the date the benefit is paid until the employee returns to work
Contributions	Employers can pay all of, part of, or none of the premium
Carve Outs	Permitted for 2 or more eligible employees within a class. Carve outs cannot exclude preferred risk employees
Rate Guarantee	Initial rate guaranteed for 36 months

¹Definition of Earnings — basic salary exclusive of overtime, bonuses and other special forms of compensation. Commission earnings will be based on the average earnings of the prior 24 months.

²Preferred Risk Employees are classified as executive, administrative, sales, supervisory and clerical employees who have no manual labor duties and spend at least 50% of their time inside an office environment.

³Normal Retirement Age, as defined by the 1983 Amendments to the United States Social Security Act and determined by year of birth.

⁴Pre-existing Limitation can vary by state.

Additional Plan Information

Eligibility

Employer Eligibility: Most employers are eligible to participate. A list of ineligible businesses is shown on the opposite side of this page. Firms in business less than two years, firms not participating in Social Security, and firms with employees residing on employer's premises are also ineligible.

Employee Eligibility: Eligible employees are those actively working full time for a minimum of 30 hours per week year round (non-seasonal) who have satisfied the employer's minimum service requirement.

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Additional Plan Information (continued)

Participation Requirements

The following minimum participation requirements must be met:

- 2 to 5 eligible employees – all must be insured
- 6 to 9 eligible employees – all but one must be insured
- 10 to 19 eligible employees – 75% must be insured

Contribution Levels

Provided all participation requirements are met, employees may contribute up to 100% of premium. If the employer pays 100% of the premium, all eligible employees must be insured.

Group Policy Effective Date

SmartChoice LTD effective date is the first of the month following receipt of all application submission materials.

Total Disability

To be considered totally disabled means that as a result of injury or sickness during the elimination period and for the next 36 months, an insured cannot perform the material duties of his/her regular occupation. After a monthly benefit has been paid for 36 months, an insured is considered totally disabled if he or she cannot perform the material duties of any occupation that he or she is reasonably qualified based on education, experience or training. An insured who is partially disabled will be considered totally disabled during the elimination period and thereafter. Partial disability means the insured is able to do all of his/her duties some of the time or some of his/her duties all of the time.

NOTE: Definitions of Total Disability and Pre-Existing Condition can vary by state.

Ineligible Businesses

The following types of groups are ineligible for the SmartChoice LTD Plan:

SIC Code(s)	Industry Classification	SIC Code(s)	Industry Classification	SIC Code(s)	Industry Classification
0111-0971	Agriculture, Forestry, Fishing, Hunting & Trapping	3292	Asbestos	7381	Detective, Guard or Armored Services
1011-1241	Metal & Coal Mining	3482-3489	Ordinance & Accessories	7911-7999	Amusement & Recreation Services
1311-1499	Oil/Gas Extraction, Mining & Quarrying	4311	U.S. Postal Service		Home Health Care Services
1611-1629	Heavy Construction	4493	Marinas	8082	Private Households
1761-1799	Special Trade Contractors	4612-4619	Pipelines	8811	Services, Nec
2111-2141	Tobacco Products	4952-4959	Sewer/Refuse	8999	Public Safety
2411-2431	Logging, Sawmills & Millwork	5541	Gasoline Service Stations	9221-9229	National Security/International Affairs
2611-2631	Pulp/Paper Mills	5812-5813	Eating & Drinking Places	9711-9999	
2892	Explosives	5921	Liquor Stores		
		5983-5989	Fuel Oil Dealers		
		7011-7041	Hotels/Motels		

NOTE: For SIC Code range of 8011–8099 Health Services, the following doctors are Ineligible for LTD coverage: Anesthesiologists, Urologists, Surgeons (excluding Plastic Surgeons), Orthopedic/Sports Medicine Doctors, Otolaryngologists (Ear, Nose and Throat Specialists), and OB-GYNs. All medical professionals outside of these specialties are eligible for coverage, as are the staffs of all Health Services offices.

This brochure is designed to highlight the features of RSL SmartChoice insurance plans underwritten by Reliance Standard Life Insurance Company. This brochure is not a contract. Information contained herein is subject to the group insurance policy provisions and the company's underwriting guidelines, and may be subject to change. The availability of this offer may change.

Insurance is provided by group policy form LRS-6564, et.al. issued to the Reliance Standard Group and Blanket Insurance Trust situated in Rhode Island. * Certain plan designs may not be available in all states.

Reliance Standard Life Insurance Company provides insurance products and services in all states (except New York), the District of Columbia, Puerto Rico, and the U.S. Virgin Islands. Product availability and features may vary by state/jurisdiction.

This brochure is intended for use by agents and brokers only. It is not intended for distribution to the general public.

To be appointed by Reliance Standard, please call 1-800-351-7500 x3971.

*Reliance Standard Employer Trust situated in Delaware for Pennsylvania employers. In SD, OR, LA and ME the policy is issued to the employer.

Pre-Existing Condition

Any sickness or injury for which the insured received medical treatment, consultation, care or services, or took prescribed medicine during the 12 months prior to the insured's effective date of coverage. A limited benefit is payable for a disability caused by, contributed to by, or resulting from a pre-existing condition that occurs within the first 12 months from the insured's effective date. The condition will be fully covered if the disability begins more than 12 months after the effective date.

Partial Disability/Rehabilitation Benefit

This benefit is available to insureds who are partially disabled after satisfying the elimination period. The benefit may be paid until the date the maximum benefit period ends. This benefit will equal the regular monthly benefit less 50% of earnings received for partial disability employment and less any remaining integration amounts. Partial disability means the insured is able to do all of his/her duties some of the time or some of his/her duties all of the time.

Maximum Benefit Period

Age	Duration	Age	Duration
61 or less	To age Normal Retirement Age* Preferred Risk Employees	64	2 years 6 months
	To age Normal Retirement Age* injury/5 year sickness Standard Risk Employees	65	2 years
		66	1 year 9 months
		67	1 year 6 months
62	3 years 6 months	68	1 year 3 months
63	3 years	69+	1 year

*Normal Retirement Age, as defined by the 1983 Amendments to the United States Social Security Act and determined by year of birth.