



Conseco Wage GuardSM short-term disability

Short-term disability coverage is a benefit that many employees have come to expect as a part of their voluntary benefit package. Providing them with access to income protection not only promotes goodwill, but also makes good business sense. And, with two simple plan options, employers can choose the level of coverage that's right for their employees.

Did you know?

In 2005, among people with disabilities in the US:

- 73% were between the ages of 30 and 59¹
- 52% were women; 48% were men²

In 2004:

- The total cost of occupational deaths and injuries of \$142.2 billion included wage and productivity losses of \$73.3 billion³

Key benefits

- Weekly benefit amounts up to \$1,700
- Guaranteed issue up to \$700 per week
- Benefit periods of 13, 26, 52 or 104 weeks
- Section 125 compatible
- Elimination period: choice of 0/7, 7/7, 14/14 (30/30 or 90/90 with limited availability)
- Non-occupational and 24-hour coverage
- Partial disability benefits of 50% for up to 13 weeks
- Benefits for mental illness, drug/alcohol abuse (52-week lifetime maximum)⁴
- Survivor benefits available
- Continuity of coverage on take-over business
- Waiver of premium
- Benefits are paid on a weekly basis.
- Employer rates are guaranteed for 2 years.

Broker benefits

- Simple takeover procedures
- Flexibility—brokers can choose elimination period and the benefit period
- Easy to quote—shelf rates with no underwriting pre-approvals for groups of under 500 employees
- Competitive commissions—choice of heaped or leveled

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Plan Variations

| | PLAN 1 | PLAN 2 |
|---|--|---------------------------|
| Maximum benefit percentage ⁵ | 70% pre-tax (Section 125) | 65% pre-tax (Section 125) |
| | 65% post-tax | 60% post-tax |
| Portable | Yes, after 1 year in-force for up to 12 months | No |
| Rate structure | Issue age | Attained age |

Underwriting guidelines

- Minimum participation requirement: 25% with a minimum of 6 insureds
- Rates are based on Standard Industry Class (SIC) codes
- Benefits coordinate with other insurance and worker's compensation
- "Disability" is defined as being unable to perform own occupation for up to 12 months
- Standard 12/12 pre-existing limitation
- Medical underwriting required for late entrants and amounts above guaranteed issue limit.

Policy forms

Policy form series: CIC1024

¹Rehabilitation Research and Training Center on Disability Demographics and Statistics. (2005). 2005 Disability Status Reports. Ithaca, NY: Cornell University. p 10

²Ibid. p 12.

³National Safety Council.® (2006). Injury Facts, 2005-2006 Edition. Itasca, IL. p 51-52

⁴Only available with 104-week benefit

⁵25% in statutory states (CA, HI, NJ and RI)