



# Group Short Term Disability Benefit Program

Group Short Term Disability (STD) benefit helps provide financial protection for covered members by promising to pay a weekly benefit in the event of a covered disability.

The cost of this benefit plan is funded by Arent Fox LLP.

## Eligibility

<b>Definition of a Member</b>	You are a member if you are a regular employee of Arent Fox LLP (other than a partner or those classified as Counsel II as defined by sole discretion of Arent Fox LLP), actively working at least 30 hours per week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, paid on the hour attorney payroll, a full-time member of the armed forces, a leased employee or an independent contractor.
<b>Class Definition</b>	Class 1 - Associates/Counsel, Exempt Staff, and Senior Paralegals
<b>Eligibility Waiting Period</b>	You are eligible on the date you become a member.

## Benefits

<b>Weekly Benefit</b>	<b>180 days or less of service</b> - 0 percent of weekly predisability earnings as of the date of disability. <b>181 days or longer of service</b> - 100 percent of weekly predisability earnings as of the date of disability.
<b>Benefit Waiting Period</b>	Your weekly benefit becomes payable after you have been continuously disabled for 7 days for disability caused by accidental injury and after 7 days for disability caused by physical disease, pregnancy or mental disorder.

### Definition of Disability

For the benefit waiting period and while the Short Term Disability benefits are payable, 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, and
- Suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation

You are not considered disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.

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

### Maximum Benefit Period

83 days

## Other Features and Services

- Reasonable Accommodation Expense Benefit
- Return to Work Incentive
- Temporary Recovery Provision

Arent Fox LLP has retained Standard Insurance Company to act on its behalf as Claims Administrator for the Plan with respect to all claims for benefits submitted to The Standard for administration and management. The Standard shall receive, process, investigate and evaluate claims for benefits. The Standard has authority to make initial decisions to approve, deny or close claims for benefits. The Standard is also authorized to review and decide appeals of denied or closed claims, if requested by claimants as provided in the appeal provision of the Plan. Thereafter, Arent Fox LLP may elect to hear and decide any further appeals by claimants. In each case, Arent Fox LLP retains the right of final review and decision on all claims and appeals.

The Standard will also perform certain administrative services for the Plan, including advising and assisting Arent Fox LLP with preparation and revision of the Plan and providing actuarial services. The Standard has no authority or obligation with respect to management or investment of the assets of the Plan or Arent Fox LLP right of subrogation under the Plan.

This information is only a brief description of the STD benefit plan provided by Arent Fox LLP and administered by Standard Insurance Company. The controlling provisions will be in the Plan Document adopted by the Arent Fox LLP. The Plan Document contains a detailed description of the limitations, reductions in benefits, and exclusions. The Plan Document that describes the terms and conditions of the coverage is available for those who become covered according to its terms. For more complete details of coverage, contact your human resources representative.

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