



Benefits at a Glance for Pacific Northwest Consulting Engineers Health & Welfare Trust

Group Policy # 642601-C**Effective Date January 1, 2004**

Group Short Term Disability Insurance

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

The cost of this insurance is paid by your employer.

Eligibility

Definition of a Member

You are a member if you are a regular employee of a participating employer other than a Partner, Sole Proprietor or Owner-Employee, actively working at least the minimum number of hours each week, not less than 17.5 hours, shown in the Insurance Eligibility Information form, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.

Eligibility Waiting Period

You are eligible on the latest of the following dates, but not before the Group Policy Effective Date:

- a. The Group Policy Effective Date;
- b. The effective date of the Employer's participation under the Group Policy; and
- c. The first day of the calendar month coinciding with or next following the waiting period shown in the Insurance Eligibility Information form.

Benefits

Weekly Benefit

66 2/3 percent of the first \$3,750 of weekly predisability earnings as of the date of disability, reduced by deductible income (e.g., work earnings, sick pay, annual or personal leave pay, etc.)

Maximum Weekly Benefit

\$2,500

Minimum Weekly Benefit

\$15

Benefit Waiting Period

Your weekly benefit becomes payable after you have been continuously disabled for 13 days for disability caused by accidental injury, physical disease, pregnancy or mental disorder.

Definition of Disability

For the benefit waiting period and while the STD 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 will no longer be considered disabled when your earnings from any occupation meet or exceed 80 percent of your predisability earnings.

Maximum Benefit Period

167 days

Other Features and Services

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

This information is only a brief description of the group STD insurance policy sponsored by Pacific Northwest Consulting Engineers Health & Welfare Trust. 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 Pacific Northwest Consulting Engineers Health & Welfare Trust 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 those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.