



Guardian Group Benefits

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Experience Reporting

VALEO NORTH AMERICA, INC.

06/10/2020

The Guardian Life Insurance Company of America, 7 Hanover Square, New York, NY 10004



Claims Experience Reports Short Term Disability

VALEO NORTH AMERICA, INC.

For Claims with Payment Date 02/01/2017 to 02/28/2017

As of 06/07/2020



Dear Planholder,

To help you better understand how your Guardian Group STD Plan is being utilized by those enrolled in the plan, we are pleased to provide you with the enclosed package of claims experience reports. These reports offer a snapshot of your claims activity, providing helpful insight on how your claims dollars are being spent.

After reviewing these reports and better understanding how members are utilizing their coverage, you may wish to make some changes to your current plan design. Claims may have a direct impact to your plan's renewal premiums, so if you would like to make benefit design changes to potentially help reduce your premiums in the future, Guardian will gladly work with you and your benefits broker to make such changes upon your next plan renewal.

If you have any questions about the information presented in these reports, we encourage you to speak with your broker or Sales Representative.

We greatly value your business and look forward to continue meeting your benefits needs for years to come.

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Group Demographics

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

Demographics Summary	Feb 01, 2017 to Feb 28, 2017	Feb 1,2016 to Jan 31,2017
Average Number of Employees	4,212	2,620
Average Volume	\$0	\$0
Average Salary	N/A	N/A
Average Age	N/A	N/A
Percent Female	N/A	N/A
Average Benefit	N/A	N/A
High Benefit	N/A	N/A
Low Benefit	N/A	N/A

Loss Ratio Detail

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

February 01, 2017 to February 28, 2017

From Date	To Date	Paid Premium	Open Claims	Total Claims	Paid Claims	Incurred Claims	Incurred Loss Ratio
02/01/2017	02/28/2017	\$6,171.06	0	68	\$134,819.30	\$134,819.30	2,184.70%
	Total	\$6,171.06	0	68	\$134,819.30	\$134,819.30	2,184.70%

Loss Ratio Summary



VALEO NORTH AMERICA, INC.
Group Plan #: 467823

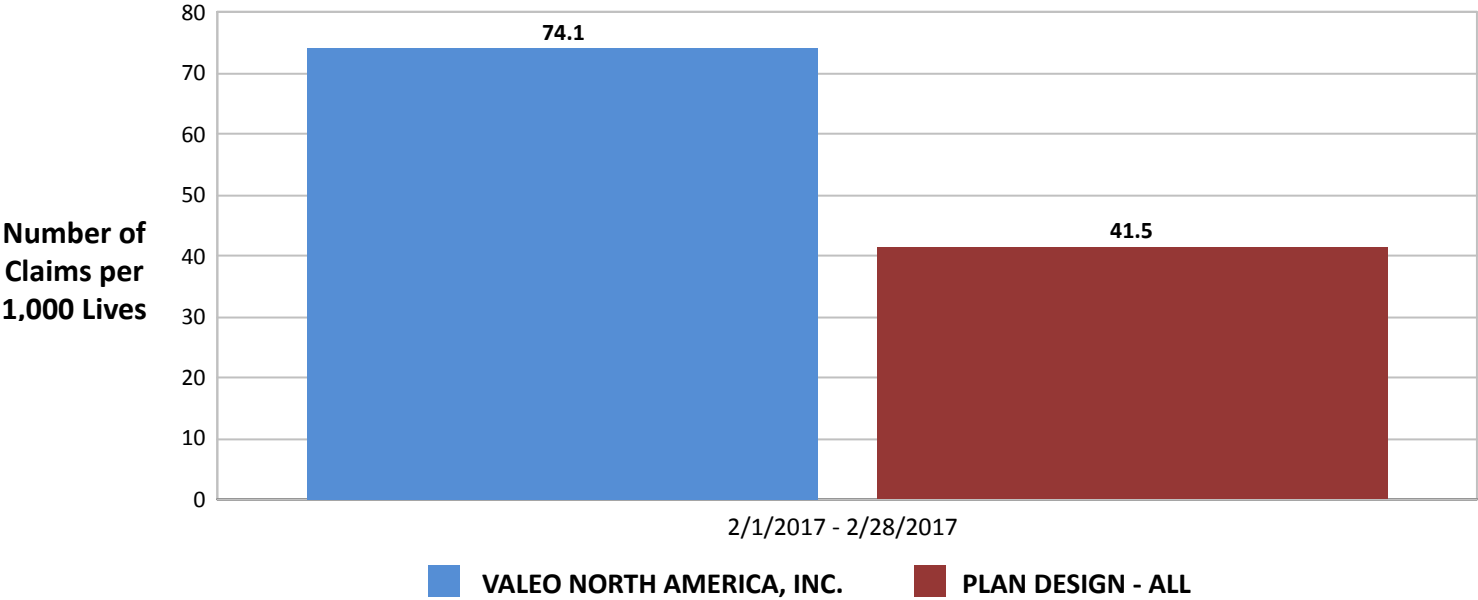
February 01, 2017 to February 28, 2017

Total	Paid Premium	Open Claims	Total Claims	Paid Claims	Incurred Claims	Incurred Loss Ratio
Total	\$6,171.06	0	68	\$134,819.30	\$134,819.30	2,184.70%

Annualized Number of Claims Per 1,000 Lives

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

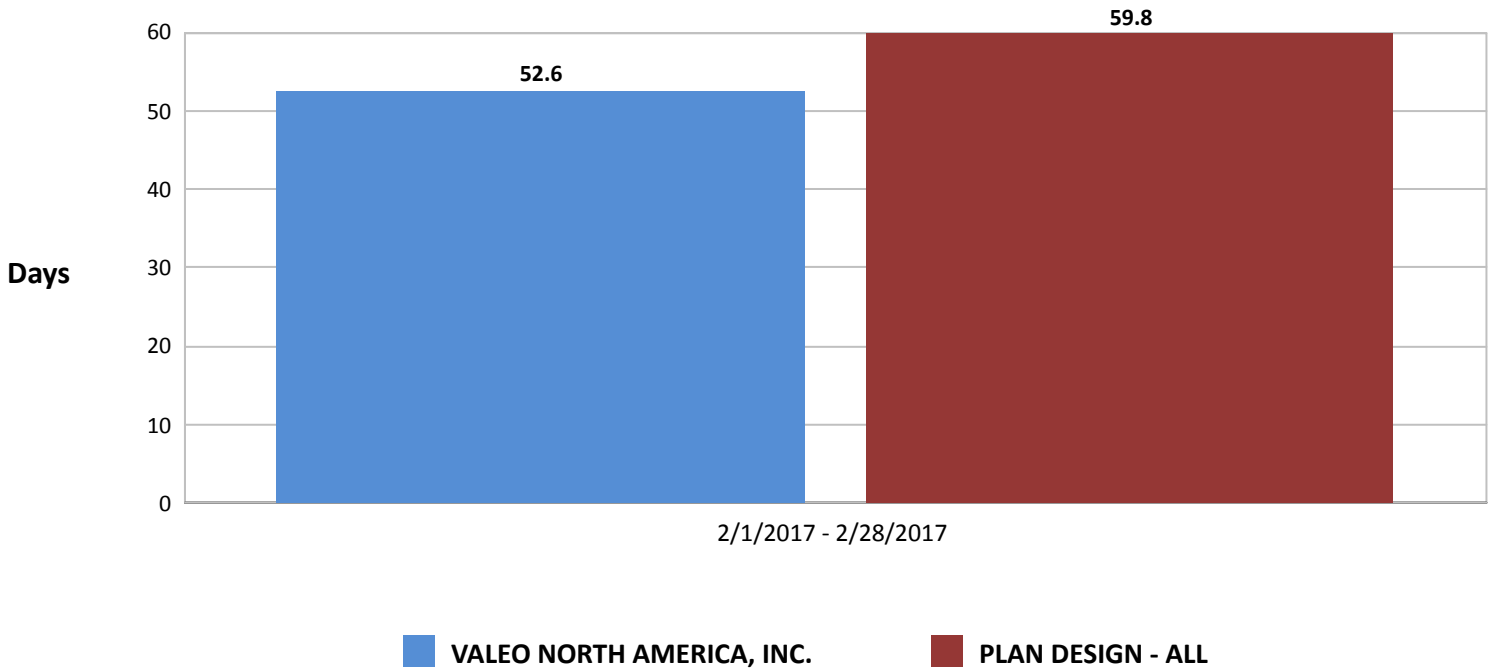
February 01, 2017 to February 28, 2017



Average Claims Duration By Days

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

February 01, 2017 to February 28, 2017

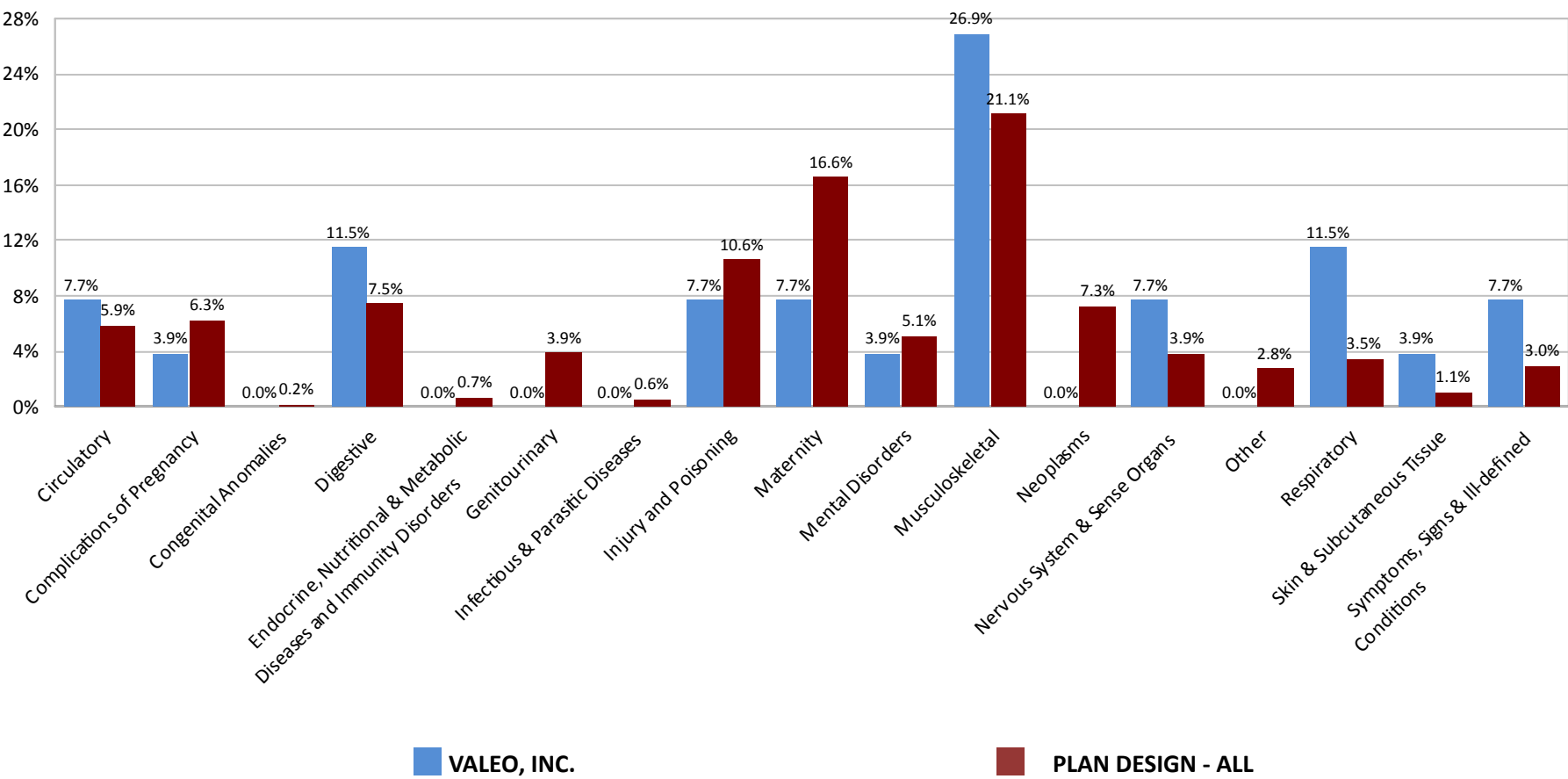


Claim duration is for closed claims only and based on the maximum paid through date.

Claims By Diagnosis Category

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

February 01, 2017 to February 28, 2017



Claim Duration By Diagnosis

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

February 01, 2017 to February 28, 2017

Diagnosis Category	Customer Average Duration	Customer Claim Count	Customer Claims Meeting Max Duration	Guardian Block Of Business Avg Duration	Industry Average Duration
Circulatory	9.0	1	0	74.6	77.4
Complications of Pregnancy	52.3	3	0	59.1	61.0
Congenital Anomalies	0.0	0	0	81.5	85.0
Digestive	17.0	2	0	41.8	38.4
Endocrine, Nutritional & Metabolic Diseases and	0.0	0	0	61.8	54.1
Genitourinary	15.0	1	0	44.6	43.8
Infectious & Parasitic Diseases	0.0	0	0	39.8	12.0
Injury and Poisoning	112.3	3	0	64.6	67.2
Maternity	26.0	2	0	50.4	50.2
Mental Disorders	0.0	0	0	57.0	42.8
Musculoskeletal	85.2	6	1	72.3	73.4
Neoplasms	38.0	1	0	74.8	84.6
Nervous System & Sense Organs	72.0	1	0	56.9	51.4
Other	0.0	0	0	48.7	54.1
Respiratory	15.3	4	0	33.3	35.1
Skin & Subcutaneous Tissue	0.0	0	0	48.4	46.5
Symptoms, Signs & Ill-defined Conditions	28.0	1	0	54.7	38.0
Total	52.6	25	1	59.8	61.3

February 01, 2016 to February 28, 2016

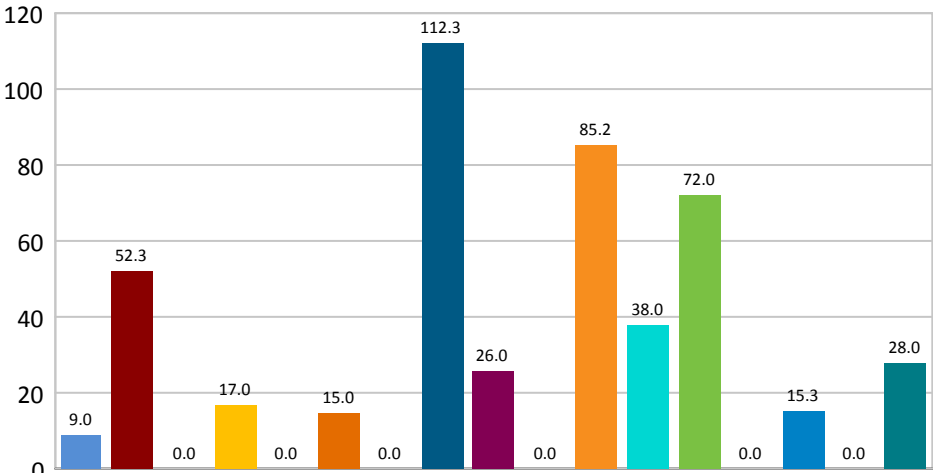
Diagnosis Category	Customer Average Duration	Customer Claim Count	Customer Claims Meeting Max Duration	Guardian Block Of Business Avg Duration	Industry Average Duration
Circulatory	0.0	0	0	0.0	0.0
Complications of Pregnancy	0.0	0	0	0.0	0.0
Congenital Anomalies	0.0	0	0	0.0	0.0
Digestive	0.0	0	0	0.0	0.0
Endocrine, Nutritional & Metabolic Diseases and Immunity Disorders	0.0	0	0	0.0	0.0
Genitourinary	0.0	0	0	0.0	0.0
Infectious & Parasitic Diseases	0.0	0	0	0.0	0.0
Injury and Poisoning	0.0	0	0	0.0	0.0
Maternity	0.0	0	0	0.0	0.0
Mental Disorders	0.0	0	0	0.0	0.0
Musculoskeletal	0.0	0	0	0.0	0.0
Neoplasms	0.0	0	0	0.0	0.0
Nervous System & Sense Organs	0.0	0	0	0.0	0.0
Other	0.0	0	0	0.0	0.0
Respiratory	0.0	0	0	0.0	0.0
Skin & Subcutaneous Tissue	0.0	0	0	0.0	0.0
Symptoms, Signs & Ill-defined Conditions	0.0	0	0	0.0	0.0
Total	0.0	0	0	0.0	0.0

Claim duration is for closed claims only and based on the maximum paid through date.

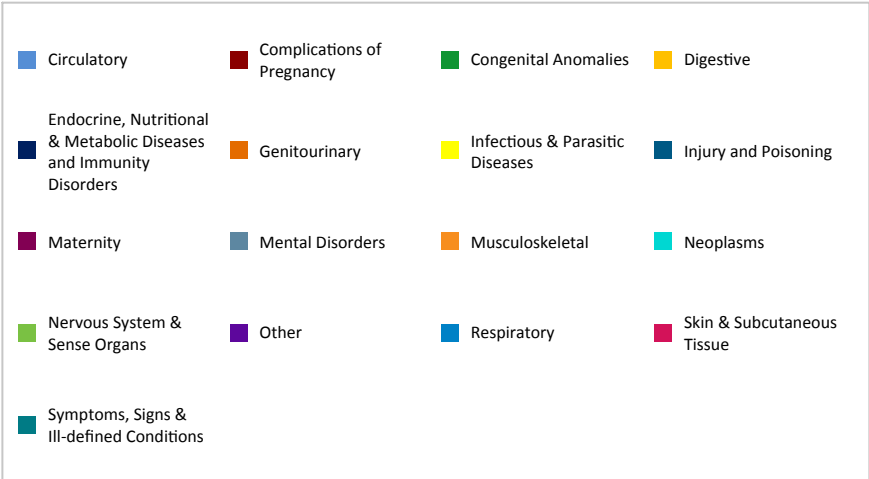
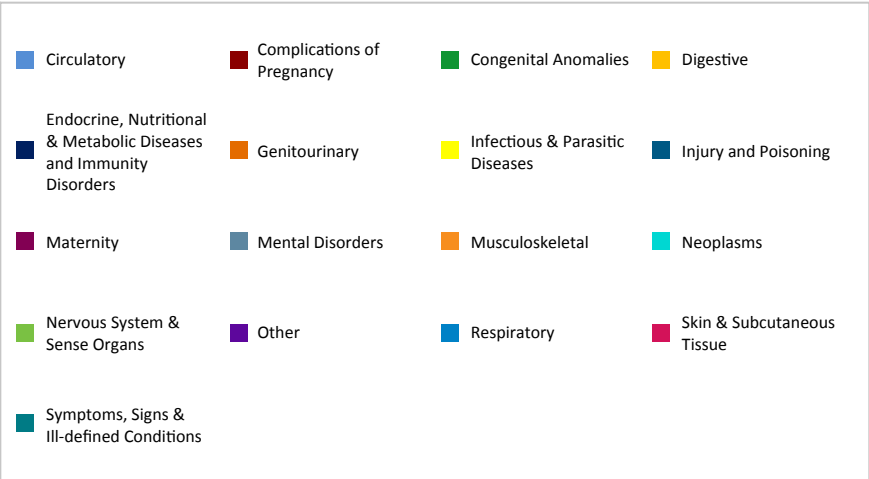
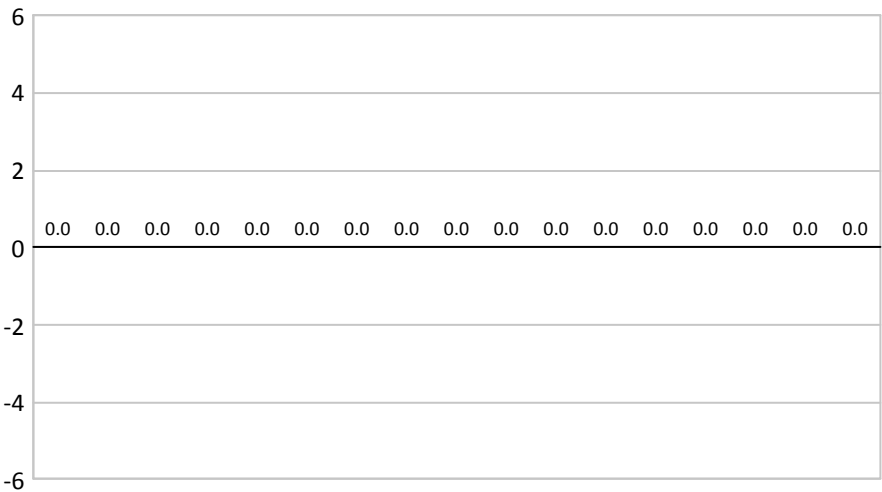
Claim Duration By Diagnosis

VALEO NORTH AMERICA, INC.
Group Plan #: 467823

February 01, 2017 - February 28, 2017



February 01, 2016 - February 28, 2016



Claim duration is for closed claims only and based on the maximum paid through date.

Claims By Lag Days

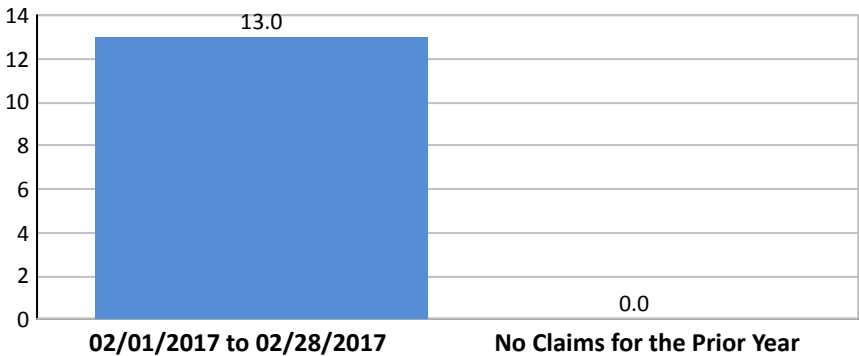
VALEO NORTH AMERICA, INC.
Group Plan #: 467823

February 01, 2016 to February 28, 2017

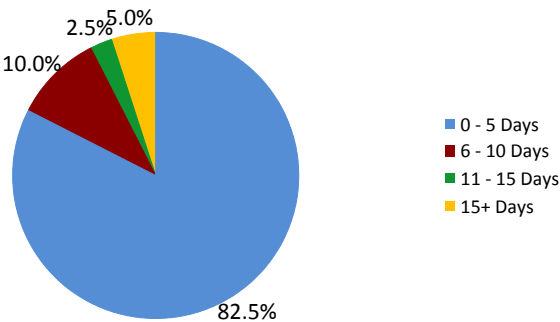
Count of STD Claims		
Lag Days	02/01/2017 to 02/28/2017	No Claims for the Prior Year
0 - 5 Days	33	0
6 - 10 Days	4	0
11 - 15 Days	1	0
15+ Days	2	0
Total	40	0
Average Days	13.0	0.0

Percent of STD Claims		
Lag Days	02/01/2017 to 02/28/2017	No Claims for the Prior Year
0 - 5 Days	82.5%	0.0%
6 - 10 Days	10.0%	0.0%
11 - 15 Days	2.5%	0.0%
15+ Days	5.0%	0.0%

Average Lag Days
02/01/2016 to 02/28/2017



STD Lag Days - % by Days
02/01/2017 to 02/28/2017



Lag is measured as the number of days between the claimant's date of disability and the date the claim is received by Guardian.