

Transition With Confidence

Expanded Continuity of Coverage During COVID-19



You can feel confident when you transition coverage to The Standard.‡



The coronavirus pandemic has created a lot of uncertainty.

Many employers have had to furlough employees, lay them off or reduce their hours. So we've expanded continuity of coverage for the following insurance products:

Life	Long Term Disability	Vision	Critical Illness
Short Term Disability	Dental	Accident	Hospital Indemnity

We'll provide a transition that ensures employees impacted by COVID-19 will keep their coverage for a specified period.

HOW IT WORKS:

Employees Impacted Before Transitioning to The Standard

We'll cover employees on your prior plan who've been furloughed, laid off or had their hours or salary reduced **before** you move your coverage to us:

- Under our plan for a 2020 effective date (before December 31, 2020) with premium payment
- To the lesser of the existing carrier's coverage end date or until December 31, 2020

Expanding our definition of continuity of coverage helps new customers feel confident that employees whose work status has been impacted by COVID-19, and who were covered under the prior plan, receive coverage under our plan for a defined amount of time.¹

Employees Impacted After Transitioning to The Standard

We'll cover employees who've been furloughed, laid off or had their hours or salary reduced **after** you move your coverage to us:

- Through June 30, 2020²

WANT TO LEARN MORE?

You'll find answers to common questions on the next page.

You can also contact your sales representative or visit our [COVID-19 Resource Center](#).

Standard Insurance Company | The Standard Life Insurance Company of New York | standard.com

¹ Documentation of transitioning employees will be required from the prior carrier.

² The Standard is continually monitoring the situation and we will update the potential extensions beyond the June 30, 2020 date as needs evolve.

‡ The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of Portland, Oregon, in all states except New York, where insurance products are offered by The Standard Life Insurance Company of New York of White Plains, New York.

COMMON QUESTIONS ABOUT EXPANDED CONTINUITY OF COVERAGE

▶ **What amount of Group Life insurance will be in effect during a furlough, temporary layoff or reduction in hours or salary?**

The amount of Life insurance, dependent Life insurance and spousal Life insurance during a furlough, temporary layoff or reduction in hours shall be the amount in force on the employee's last day of active work prior to the furlough, temporary layoff, reduction in hours or salary. Premium remitted to The Standard should be based on the amount of coverage prior to the furlough, temporary layoffs, reduction in hours or salary. If premium remitted is less, the amount of insurance coverage will be adjusted proportionally.

▶ **How will pre-disability earnings be determined if an employee becomes disabled while on furlough, temporary layoff, reduction in hours or salary?**

Pre-disability earnings will be based on the employee's last day of active work prior to the furlough, temporary layoff, reduction in hours or salary. Premium remitted to The Standard should be based on the amount of coverage prior to the furlough, temporary layoffs, reduction in hours or salary. If premium remitted is less, the amount of insurance coverage will be adjusted proportionally.

▶ **Will The Standard reinstate employees' coverage when employees regain eligibility and return to work?**

Employees who experience a furlough, temporary layoff, reduction in hours or salary and had continued coverage with premium pay through June 30, 2020, may regain coverage if they return to work before March 1, 2021 and otherwise satisfy all eligibility requirements under the applicable group policy.

If an employee cancels their contributory coverage and then returns to work and enrolls for coverage again within 30 days of returning, any coverage that was in effect when the employee ceased to be insured can be reinstated subject to the group policy's reinstatement provisions. Any coverage requirements (e.g., preexisting condition for Long Term Disability, two-year suicide exclusion for Life, etc.) that were not fully met when the employee's work hours were reduced will continue to apply until the balance of the requirement period is served.

Employees who return to work after March 1, 2021, and employees who were not insured prior to the reduction in the employee's work hours, may become insured as a new employee. All coverage requirements apply. Evidence of Insurability requirements for late enrollments will also apply.

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