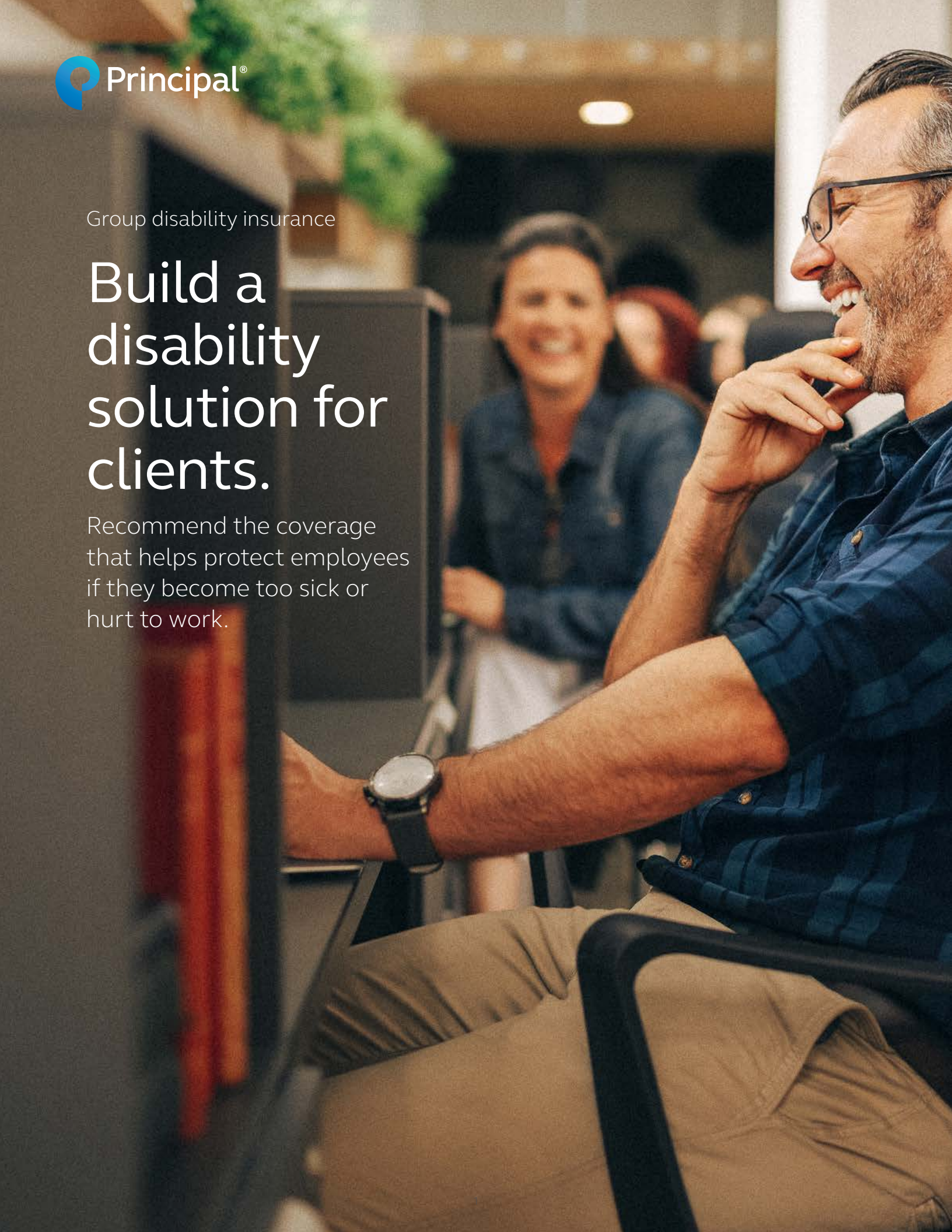




Group disability insurance

Build a disability solution for clients.

Recommend the coverage that helps protect employees if they become too sick or hurt to work.



Customize features to meet your client’s bottom line and their employees’ needs.

Flexibility is one of our products’ most powerful features

It’s easy to build a disability solution from Principal® that fits clients of any size, with any budget. Choose from short-term disability (STD) or long-term disability (LTD), as well as a range of benefit percentages, maximum benefits, elimination periods, benefit payment periods, and more. Clients select which options to include—ranging from basic to comprehensive, rich coverage, and everything in between.

Advantages of disability insurance from Principal:

- **Flexible options** make customization easy
- **Time-saving** features for claim services
- **In-house staff** of claim professionals
- **Online services** for employers and employees

And short-term and long-term incremental benefits give employees the power to purchase a specific benefit amount that fits their budget.

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Disability insurance is often an overlooked benefit. But it's also one of the most important. It helps protect employees' most valuable asset—the ability to earn an income even if they're too sick or hurt to work.

Importance of disability coverage

Disability insurance can provide financial stability during a difficult time. While some people have enough savings to withstand an income loss for a short period of time, most don't have the funds to cover a long-term disability. The cost of medical bills, daily living expenses, and family emergencies can really add up—especially for workers who are too sick or too hurt to work and don't have disability insurance.

Quality benefits
help attract and
retain employees.

Personalized claim services

Making sure each employee receives the right services at the right time is a priority.

Whether the claim is for STD or LTD, we provide a broad range of services, including case management, rehabilitation services, on-site claimant visits, and more. These services help disability claims reach the best possible outcome for everyone involved.

You can count on the in-house managed disability services team to guide clients and their employees through an uncertain time. After a claim is submitted, a claim specialist connects with the employer, employee, and attending physician. Depending on the claim, additional professionals may be included. This collaborative approach gets everyone's expectations on the same page.

Employees on disability have access to services to make their lives a little easier:

- Single claim form for STD and LTD
- Electronic funds transfer (EFT) for LTD benefit payments
- Claim submission online, or by fax or mail – whatever's most convenient
- Telephonic claim submission for employers with 300+ employees

Features of short-term and long-term disability

Whether you're recommending our STD or LTD product to your clients, both coverages offer these features.

Incremental benefits

Incremental benefits offer something for everyone. The benefit choices are available in pre-set dollar amounts employees can choose from when they enroll. These benefits give employees the power to purchase the amount of coverage they need and can afford.

Payments

In most cases, claimants receive a weekly benefit with our STD product, and a monthly benefit with LTD. So payments are based on a claimant's weekly earnings for STD, and monthly earnings for LTD. Some maternity claims are paid lump sum.

Eligibility

To be eligible for coverage, employees must be:

- Actively at work on a full-time basis for at least 30 hours per week
- Residing in the United States
- U.S. citizens or legally working in the United States

Part-time, seasonal, temporary, or contract employees aren't eligible. In certain situations, eligibility hours of less than 30 hours per week may be available.

Contributions

Type of contribution	Premium contributions	Employee participation
Noncontributory	Employer pays 100% of the premium.	All eligible employees participate.
Contributory	Employer and employee share the cost of coverage.	Standard employee participation is 50%.
Bonus-up	Employees pay 100% of the premium, with the employer increasing their gross taxable income to cover the premium cost.	Standard employee participation is 100%.
Voluntary	Employees pay 100% of the premium.	The minimum participation requirement is the greater of 20% of eligible employees or 5 enrolled employees. Participation requirements may be waived* for qualified groups with 5-499 eligible employees.

* A minimum of 2 enrolled employees per voluntary coverage required. In New York, 50% of eligible employees, or 5, whichever is fewer.

Rate guarantee period

With longer rate guarantees, if the total covered earnings for STD or LTD increase or decrease by more than 25%, rate adjustments will be made at the policy anniversary.

New STD coverage. A 1-year rate guarantee is offered. Rate guarantees of 2 years or 3 years are available upon request.

New LTD coverage. A 2-year rate guarantee is offered. Rate guarantees of 1 year or 3 years are available upon request.

Definition of earnings

› Employee's definition of earnings

An employee's pre-disability earnings can be defined in a variety of ways, including base wage and W-2 earnings definitions.

Base wage definition	W-2 definition
Our standard earnings definition is based on an employee's base wage, which includes: • Earnings under a qualified deferred compensation plan • Voluntary earnings reduction under a Section 125 plan • Health Savings Account Commission and bonus can be included with base wage upon request.	An employee's weekly earnings (for STD) or monthly earnings (for LTD) may also be based on W-2 earnings for the previous 2 or 3 calendar years. Our standard W-2, 2-year average means employees' STD or LTD earnings are based on the average of W-2 earnings for the previous 2 calendar years.

› Owner's definition of earnings

Our standard contract includes a definition for owner's pre-disability earnings. An owner's weekly earnings (for STD) or monthly earnings (for LTD) are based on a prior two-calendar-year average of the owner's share of business income, in addition to any:

- Salary, benefits, or other compensation payable to the owner; and
- Any contributions to a pension or profit sharing plan made on the owner's behalf.

An owner's earnings are reduced by the owner's share of the customary unreimbursed business expenses that:

- Are incurred on a regular basis
- Are essential to the established business operation
- Are deductible for federal income-tax purposes
- Don't exceed the expenses prior to disability

An owner's earnings don't include any type of unearned income.

Customized definitions are available for teachers/school (STD and LTD). And a contract salary definition of earnings is available upon request for LTD.

Income from other sources

We coordinate disability benefits with income disabled employees receive from other sources including:

- All retirement or disability benefits that employees and their dependents receive or could have received from Social Security or other governmental agencies
- Salary continuance, personal time-off, or sick pay
- Workers' compensation benefits
- Income from state disability plans
- Payments from policies that provide coverage for time away from work, if paid in part by or deducted from payroll by the policyholder
- Income from other group disability coverage policies
- Disability or retirement benefits paid by pension plans sponsored by the policyholder
- Income received from no-fault auto laws
- Renewal commissions received from the policyholder
- Severance pay
- All payments received under state unemployment laws

The following income sources don't reduce the benefit: individual disability insurance, profit sharing plans, thrift savings plans, nonqualified deferred compensation plans, 401(k) plans, individual retirement accounts (IRAs), stock ownership plans, Keogh (HR-10) plans, Social Security retirement or pension retirement payments received prior to disability.

Limitations and exclusions of benefits

Certain limitations and exclusions are included in our contract. Benefits won't be paid to employees with disabilities resulting from:

- Willful self-injury or self-destruction, while sane or insane
- War or act of war
- Voluntary participation in an assault, felony, criminal activity, insurrection, or riot
- Cosmetic surgery or other elective procedures that aren't medically necessary
- A new or continuing disability that begins after an employee's benefit payment period has ended, but the employee hasn't returned to active work

Optional limitation for LTD: Limits benefit payments to 12 months for each period of continuous disability while an employee is residing outside of the United States.

Replacement of prior coverage

This provision is included if we replace another STD or LTD policy. If employees aren't actively at work on the day coverage would become effective, or if employees are disabled due to a pre-existing condition, they may still qualify for benefits if:

- They had STD or LTD coverage under a prior program.
- They aren't receiving any benefits under the prior program, but would have been entitled to these benefits if the prior program remained in force.
- No provision other than actively at work or the pre-existing conditions provision would otherwise prohibit benefits from being paid under our policy.

Any benefit payable is the lesser of the benefits under our policy or the benefits that would have been paid under the prior program, had it remained in force.

Survivor benefit

This benefit is paid to the survivor of an employee who dies while receiving disability benefits. Our standard benefit is equal of three times the weekly benefit paid for STD or monthly benefit paid for LTD.

LTD also offers an accelerated survivor benefit option. It offers employees diagnosed with a terminal illness, and have a life expectancy of 12 months or less, an opportunity to receive their survivor benefits sooner.

Rehabilitation services and benefits

Disabled employees may qualify for participation in a rehabilitation program. Our rehabilitation staff of registered nurses, certified rehabilitation counselors and vocational rehabilitation specialists works with disabled employees, their physicians, and your clients to create individualized rehabilitation plans. These plans encourage and assist employees in returning to work.

Rehabilitation assistance

When rehabilitation assistance is approved in advance as part of a rehabilitation plan, we may pay a portion of reasonable expenses. Rehabilitation assistance may include:

- Coordination of medical services
- Business or financial planning
- Vocational and employment assessment
- Retraining for a new occupation
- Adaptive equipment purchases
- Education expenses

Rehabilitation plan

For voluntary coverage, disabled employees who could benefit from an individualized rehabilitation plan will be required to participate in a plan. If employees do not comply with the rehabilitation plan without good cause, their disability benefits may stop. This provision is available but not required for employer-paid coverage. This provision is included for voluntary STD only when STD is integrated with LTD coverage.

Preventive rehabilitation services may be offered to employees who haven't yet become disabled but have a condition that could prevent them from performing the substantial and material duties of their occupation.

Short-term disability

STD coverage replaces a portion of income for employees who aren't able to work—or have reduced income—due to an illness or injury. Options include employer-paid and voluntary options. Both cover nonwork-related disabilities, with 24-hour coverage available.

Pregnancy-related and childbirth-related disabilities are treated the same as any other disability. Incremental STD benefits are available in pre-set dollar amounts. Self-funded STD is available to employers with 100+ employees and at least one insured coverage. All benefits are subject to underwriting approval. State-required variations aren't shown.

Features that set us apart

“Or” definition of short-term disability

The Principal “or” definition provides comprehensive income protection, with a focus on returning to work. Using the “or” definition, employees qualify for benefits by meeting either of the following criteria:

Unable to perform the majority of substantial duties of their own job

or

Unable to earn 80% of their pre-disability income while working in a modified capacity

Partial or total definitions of disability are available.

“Own job” definition

When it comes to returning to work, many disability insurance carriers have “own occupation” language in their contracts. The Principal contract provides an “own job” definition for STD. That means we look at the job the employee was performing on the date of the disability—not the occupation.

Why is this key? STD coverage is typically purchased as a replacement for or supplement to sick leave—or as a salary continuance benefit—with the expectation that the employee will return to their original job. So, the “own job” definition is a significant distinction.

Benefits payable

After an employee has qualified as disabled and satisfied the elimination period, STD benefits are paid for the duration of the claim based on contract provisions. We offer the following benefit options:

Policy provision	Standard	Optional
Elimination period	Benefit payments begin on the 8th day for accidents, 8th day for illnesses (8/8)	Options from 1 to 90 days for accidents, and 8 to 90 days for illnesses
Benefit percentage or amount	Traditional and voluntary percent of salary: 60% Voluntary increments: \$50	Traditional and voluntary percent of salary: 40%, 50%, and 66⅔% Traditional percent of salary: 70%
Maximum benefit	\$1,500 per week	\$100 to \$2,500 per week
Minimum benefit	Traditional and voluntary: \$15 weekly	No additional options
Benefit payment period	26 weeks	Options from 4 to 104 weeks

Employee benefits when they're working—or not

Benefits when not working

For employees not working during the benefit payment period, the weekly benefit equals an employee's primary weekly benefit less income from other sources.

Benefits when working

Our standard residual STD product includes a work incentive benefit when STD is integrated with LTD. With the work incentive benefit, the weekly benefit for employees working during the benefit payment period is the lesser of:

- Their primary weekly benefit, less income from other sources; or
- 100% of pre-disability earnings, less income from other sources, less the income an employee receives from working while disabled.

The primary weekly benefit equals the benefit percentage multiplied by the employee's pre-disability earnings but won't exceed the maximum weekly benefit.

When the work incentive benefit isn't included, partial benefits are paid in proportion to the employee's income loss. Without the work incentive benefit, the weekly benefit for employees working during the benefit payment period is the lesser of:

- Their primary weekly benefit, less income from other sources, multiplied by the employees' income loss percentage; or
- 100% of pre-disability earnings, less income from other sources, less the income an employee receives from working while disabled.

An alternative method for calculating partial benefits is also available. Under this method, the primary weekly benefit is reduced by income from other sources and by 50% of the income an employee receives from working while disabled.

When it comes to returning to work, many disability insurance carriers have “own occupation” language in their contracts. The Principal contract provides an “own job” definition for STD.

Rehabilitation benefits

We offer the following rehabilitation benefits:

- **Rehabilitation incentive benefit.** Increases the benefit percentage for disabled employees who agree to participate in rehabilitation programs. When totally disabled employees satisfy the requirements of the plan, their benefit percentage increases by 5%.*
- **Reasonable accommodation benefit.** Reimburses the customer up to \$500 for expenses used to modify the worksite to allow a disabled employee to return to work. Though usually paid to the employer, the benefit may be paid to an employee if appropriate.*

Pre-existing conditions

A pre-existing conditions limitation isn't included with traditional STD.

Voluntary STD includes a pre-existing conditions limitation. A condition is considered pre-existing if an employee in the 3 months prior to the effective date under the policy:

- Received medical treatment, consultation, care or service; or
- Was prescribed or took prescription medications.

Benefits will be payable during the pre-existing investigation for up to 6 weeks following the date of disability.

In the event an investigation is necessary to determine if a disability is pre-existing, benefits may be payable for up to 6 weeks while Principal conducts its pre-existing condition investigation.

Once the investigation is complete, and if the disability is deemed to be a pre-existing condition, no further benefits will be payable. Benefits won't be paid beyond the date 6 weeks following the date of disability for disabilities resulting from pre-existing conditions unless, when the employee becomes disabled, they have been actively at work for 1 full day after being covered under the policy for 12 consecutive months. No benefits will be paid for a subsequent claim subject to a pre-existing condition investigation for the same condition.

Available options: 3/6/12, 6/12, 6/24, 12/12, 3/3/12, 6/12/24, and 24/24.

* Options are normally included only for STD cases that are integrated with LTD.

Suggested product design

Product features	Standard benefits
Minimum benefit	\$15 weekly
Maximum benefit	\$1,500 weekly
Benefit percentage or amount	60%
Elimination period	8/8 (Benefit payments begin on the 8th day for accidents, 8th day for illnesses)
Benefit payment period	26 weeks
Definition of disability	“Or” definition
Work incentive benefit	Work incentive benefit included when STD is integrated with LTD. Otherwise, partial benefits are paid.
Reasonable accommodation benefit	\$500 when integrated with LTD
Rehabilitation incentive benefit	Applies when integrated with LTD

Long-term disability

LTD coverage provides monthly income to employees who aren't able to work—or have reduced income—due to an illness or injury. Options include employer-paid and voluntary options. Both cover nonwork-related disabilities, with 24-hour coverage available.

Incremental LTD benefits are available in pre-set dollar amounts. All benefits are subject to underwriting approval. State-required variations aren't shown.

A feature that sets us apart

“Or” definition of long-term disability

The Principal “or” definition provides comprehensive income protection, with a focus on returning to work. Using the “or” definition, employees qualify for benefits by meeting either of the following criteria:

Unable to perform the majority of substantial duties of their own occupation

or

Unable to earn 80% of their pre-disability income while working in a modified capacity

Partial, total, or total with Social Security definitions of disability are available.

Benefits payable

After an employee has qualified as disabled and satisfied the elimination period, LTD benefits are paid for the duration of the claim based on contract provisions. We offer the following benefit options:

Policy provision	Standard	Optional
Elimination period	180 days	Options from 3 to 12 months, or 90 to 365 days
Benefit percentage or amount	Traditional and voluntary percent of salary: 60% Voluntary increments: \$100	Traditional and voluntary percent of salary: 40% and 50% Traditional percent of salary: 66⅔% Voluntary increments: \$250
Maximum benefit	\$6,000 per month	Traditional: Up to \$15,000 Voluntary: Up to \$10,000
Minimum benefit	Traditional and voluntary: \$100 monthly	\$50, greater of 10% of primary monthly benefit or \$100
Benefit payment period	Reducing benefit duration to age 65	To Social Security Normal Retirement Age (SSNRA), 2 year, 5 year, or 65/5/70

Employee benefits when they're working—or not

Benefits when not working

For employees not working during the benefit payment period, the monthly benefit equals an employee's primary monthly benefit less income from other sources.

Offsets are applied to the benefit payable calculation using a direct dollar-for-dollar formula. For traditional LTD, a 70% all-source formula may also be used upon request.

Benefits when working

Our standard residual LTD product includes a work incentive benefit. Disabled employees can receive up to 100% of pre-disability earnings for 12 months if they return to work part time. Additional work incentive benefit options include 3, 6, or 24 months.

For employees working during the benefit payment period, the monthly benefit payable for the work incentive period is the lesser of:

- The employee's primary monthly benefit, less income from other sources; or
- 100% of indexed pre-disability earnings, less income from other sources, less the income an employee receives from working while disabled.

The primary monthly benefit equals the benefit percentage multiplied by the employee's pre-disability earnings but won't exceed the maximum monthly benefit.

After completing the work incentive period, partial benefits are paid in proportion to the employee's income loss. The monthly benefit for employees working during the benefit payment period is the lesser of:

- Their primary monthly benefit, less income from other sources, multiplied by the employees' income loss percentage; or
- 100% of indexed pre-disability earnings, less income from other sources, less the income an employee receives from working while disabled.

An alternative method for calculating partial benefits is also available. Under this method, the primary monthly benefit is reduced by income from other sources and by 50% of the income an employee receives from working while disabled.

Every year on March 1, employees' pre-disability earnings are adjusted according to the average rate of increase in the Consumer Price Index (CPI) for the previous year. The adjustment can be up to a maximum of 10% annually.

Our goal is to get employees back on their feet—and back to work.

Rehabilitation benefits

Benefit	Description
Rehabilitation incentive benefit	Increases the benefit percentage for disabled employees who agree to participate in rehabilitation programs. When totally disabled employees satisfy the requirements of the plan, their benefit percentage increases by 5%. Employees are eligible for 12 months of this benefit.
Reasonable accommodation benefit (optional)	Reimburses the customer up to \$2,000 for expenses used to modify the worksite to allow a disabled employee to return to work. Though usually paid to the employer, the benefit may be paid to an employee if appropriate.
Return-to-work childcare benefit (optional)	Provides a financial incentive for partially disabled employees to remain on the job or return to work by helping them cover the cost of childcare for their dependent children. Employees are reimbursed 50% or 100% of their childcare expenses for up to 12 months. Minimum benefit is \$100 per month, and maximum benefit is \$800 per month.
Spouse rehabilitation benefit (optional)	Provides rehabilitation assistance to the qualifying spouse of a permanently disabled employee. This one-time benefit can be used to pay for the expenses of: spouse's education, job placement, family care, or moving. Options include a one-time benefit of \$500 or \$1,000.

Additional rehabilitation provisions

Optional provision	Description
Mandatory rehabilitation	Requires disabled employees who could benefit from an individualized rehabilitation plan to participate. If employees don't comply with the rehabilitation plan without good cause, their disability benefits may stop.
Increased income loss requirement	Addresses the inability to earn 60% of their predisability income during the any occupation period. The income loss is equal to the benefit percentage. This provision is required for voluntary LTD.
Full capacity	Requires that the disabled employees work to their full medical and vocational capacity. If they choose not to, benefits will be paid as if they were working to their full capacity.
40-hour work week	Doesn't consider employees working (or having the ability to work) 40 hours per week disabled.
National economy	Evaluates an employee's occupation as it's performed in the national economy.
Prudent person	May treat a condition as pre-existing if a reasonably prudent person would have sought medical attention, but the claimant chose not to.

Treatment of mental health/drug and alcohol abuse conditions

We limit benefits for disabilities resulting from drug, alcohol or chemical abuse, dependency, addiction, or from mental health conditions. Our standard benefit payment period for these conditions is 24 months. The benefit payment period is a lifetime maximum for all periods of disability.

If an employee is confined in a hospital or any other type of facility providing treatment for any of these conditions at the end of the benefit duration, the benefit payment period may be extended to include the time period the employee remains confined for treatment.

We also offer maximum benefit payment periods of 12 months for voluntary and traditional LTD and 36 months for traditional LTD. Separate limits for mental health conditions and drug and alcohol conditions are available.

Special conditions

We have a provision that provides for limited benefit durations for disabilities resulting in special conditions that are considered self-reported or difficult to diagnose. If a disability is considered due to a special condition such as chronic fatigue syndrome, carpal tunnel syndrome, headaches, or certain back problems, the benefit payments may be limited. For voluntary LTD, our standard benefit payment period for these conditions is 24 months. The benefit payment period is a lifetime maximum for all periods of disability.

A maximum of 2 benefit limits are allowed, even if all 3 condition limitations (mental health, drug and alcohol abuse, and special conditions) are selected. The 12- or 24-month limitation is a lifetime maximum for all periods of disability. All conditions having the same limited benefit duration count toward a single lifetime maximum.

For traditional LTD, special conditions may be paid the same as any other disability or limited to 12, 24, or 36 months.

For voluntary LTD, options include 12 or 24 months.

Pre-existing conditions

For traditional LTD, our standard contract includes a 3/12 pre-existing conditions limitation.

A condition is considered pre-existing if an employee in the three months prior to the effective date under the policy:

- Received medical treatment, consultation, care, or service; or
- Was prescribed or took prescription medications.

Benefits aren't paid for disabilities resulting from pre-existing conditions unless, when employees become disabled, they have been actively at work for 1 full day after completing 12 months of coverage under the policy.

Traditional LTD options for pre-existing conditions including 3/12, 3/6/12, 6/12, 6/24, 12/12, 3/3/12, 6/12/24, and 24/24 are also available.

Our voluntary LTD contract includes a 12/12 or 24/24 pre-existing conditions limitation.

Additional benefits

Enhance your client's disability package by adding additional benefits.

Activities of daily living (ADL) benefit

This benefit provides an additional benefit to employees who suffer from catastrophic disabilities. The employer chooses the desired income replacement level, up to 100% of pre-disability earnings. The ADL benefit is determined by subtracting the elected benefit percentage from the ADL income replacement percentage.

For example, if the benefit percentage is 60%, the ADL benefit is 40% when 100% income replacement is selected.

Employees who aren't able to perform two or more of the activities of daily living qualify for ADL benefits. These include:

- Bathing
- Dressing
- Eating or feeding
- Toileting
- Transferring
- Continence

Employees must have:

- A loss of the ability to perform two or more of the activities of daily living without the assistance or verbal cueing of another individual; or
- A deterioration or loss of intellectual capacity and need for another person's assistance or verbal cueing for their protection or the protection of others.

An additional benefit of up to \$5,000 per month may be payable under the ADL provision.

Options include 80%, 90%, or 100% income replacement.

Cost-Of-Living Adjustment (COLA)

Available with traditional LTD, the optional COLA benefit protects disabled employees from inflation by increasing benefit payments on the anniversary of the date benefit payments began. Benefits are increased for a specified period of time.

Options include 1% to 4%, CPI up to 10%, or 50% of CPI up to 6%. Cost-of-living adjustments can be applied for 5 years, 10 years, or until the end of the benefit duration.

Conversion

Conversion is available to employees who want to retain LTD coverage but are no longer employed due to:

- Resignation
- Termination for cause
- Lay-off
- Leave of absence

Employees who have had LTD coverage for 12 consecutive months may convert their benefits to personal LTD insurance without proof of good health.

Dependent education benefit

This benefit assists disabled employees with education expenses of eligible dependent children who attend a post-secondary school on a full-time basis. Employees must receive disability benefits for 6 consecutive months before being eligible for this benefit. The maximum benefit payable is \$10,000 for all eligible dependents.

Monthly payment options from \$100 to \$250 per dependent child are available.

Medical premium supplement benefit

Available with employer-paid or voluntary LTD, this benefit pays an additional benefit to defray the cost of an employee's monthly healthcare premium through COBRA. The benefit is paid separately from the employee's disability benefit, and may be applied to individual or family premiums. For employees who are approved for Social Security Disability Insurance (SSDI), the supplement helps bridge the gap to Medicare.

Employees are eligible for the medical premium supplement when they:

- Qualify as disabled
- Are disabled for at least 6 months
- Are eligible for and elect to continue medical coverage under COBRA*

* May also be available under a state continuation law.

Suggested product design

Product features	Standard benefits
Minimum benefit	\$100 monthly
Maximum benefit	\$6,000 monthly
Benefit percentage or amount	60%
Elimination period	180 days
Benefit duration	Reducing benefit duration to age 65
Definition of disability	“Or” definition
Indexing	Applies
Own occupation period	2 years
Coordination of benefits	Direct
Social Security integration	Primary and family
Work incentive benefit	12 months
Partial calculation method	Income loss
Survivor benefit	3 months net
Accelerated survivor benefit	Applies
Reasonable accommodation benefit	\$2,000
Rehabilitation incentive benefit	Included
Mandatory rehabilitation	Included



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