# The Standard Frequently Asked Questions

This document provides answers to commonly asked questions about our U.S. life and disability insurance provider, The Standard.

**1. Who is The Standard?**

The Standard is an insurance provider that offers voluntary employee-paid life insurance, accidental death and dismemberment, short term disability insurance (STD), and long term disability insurance (LTD) coverage.

**2. How do I sign up for one or more of these insurance policies with The Standard?**

You can sign up for any of these insurance policies at any time of the year in Workday.

**3. How do I contact The Standard with questions or to file a claim?**

- To file a claim online, visit The Standard's website **here**.
- For life insurance or AD&D questions, please call The Standard at (800) 628-8600.
- For short term disability questions, please call The Standard at (800) 368-2859.
- For long-term disability questions, please call The Standard at (800) 368-1135.
- For leave of absence questions, please call The Standard at (866) 756-8116.

**4. What are the guaranteed approval amounts?**

Guaranteed approval amounts are the coverage limits that can be obtained without having to answer health questions. Within 31 days of hire, employees are eligible to elect the following without a health questionnaire:

- Up to $250,000 for life insurance and up to $30,000 for a spouse.
- A short term and/or long-term disability policy.

**5. How do I designate or change a beneficiary(ies)?**

You can set your beneficiaries directly in Workday.

**7. Can I designate a Trust as my beneficiary?**

Yes, you can name a Trust as a beneficiary for your life insurance policy. We recommend seeking professional guidance from a qualified Estate Planning Attorney and/or licensed Tax Professional in making such decisions.

**8. Can I elect a life insurance policy for my spouse?**

Yes, you can enroll your spouse or state-registered domestic partner in a life insurance policy valued at up to half of your policy coverage.

**9. Can I get a policy for just my spouse?**

No, your spouse can only have a life insurance policy if you as the employee have a policy through The Standard.

**10. Can I request a life insurance policy for any of my dependents?**

You can only insure yourself, your spouse, or state-registered domestic partner. While your children can be beneficiaries on your policies, they cannot hold their own life-insurance policy.

**11. Will The Standard administer leave of absences as well as disability/life insurance?**

Yes, we partner with The Standard to help track, monitor and process all leave requests, in addition to the administration of optional disability and life insurance benefits.

**12. Can I take my insurance with me if I separate from Fisher Investments?**

Yes, if you were to leave Fisher Investments, you'd receive the option to continue your policy directly with The Standard after termination. Please note, the group rate you are receiving through Fisher Investments may not apply after termination.

**13. How are costs for coverage determined?**

Costs for coverage are based on factors such as personal demographics, coverage amount, earnings, and type of policy. When enrolling your policy in Workday, you'll be able to see your premium estimates prior to requesting a policy.

**14. What is Evidence of Insurability?**

Evidence of Insurability (EOI) is a process where the insurance provider evaluates your health to determine eligibility for coverage or to approve higher amounts of coverage. This may be required if you or your spouse are applying for certain coverage amounts or applying outside of guaranteed approval window during new-hire enrollment.

If you or your spouse elect coverage that requires medical underwriting approval, you will receive an email from The Standard with a link and login instructions to your work email address within one week of your application. If you do not receive an email but are expecting one, please contact the Benefits Team at ~Benefits Services.

**17. Are the life insurance policies term or whole life?**

The life insurance policies are term. They do not accumulate any cash value over time.

**18. What is the eligibility process for New Hires?**

As a new employee, you will be eligible to take advantage of the guaranteed approval if you enroll within 31 days of hire.

**19. How can I obtain documentation showing my coverage?**

You can view your benefit elections in Workday using this guide. To view your policy details with The Standard, please visit their website www.standard.com/absence. To obtain official documentation of your coverage, visit MyFIRewards.com to gather your certificate.

**22. Will a new premium apply when I move to a new age bracket?**

Premiums will be based on the covered parties' age as of January 1st. Age-banded rates are based upon the member or spouse's age as of the last January 1st. So even if someone turns 70 on Jan 2, they were 69 on January 1. Therefore, the 65-69 rate would apply for the entire year.

**23. Is there a waiting period for STD and LTD?**

Yes, there is typically a waiting period for claims under STD and LTD policies. The Standard will provide specific details on how this works during your claim submission.

- View the STD plan summary (**WA**, **CA**, **all other states**) to understand the waiting period.
- View the **LTD plan summary** to understand the waiting period.

**24. Are the payouts on Life/AD&D/STD/LTD pre-tax or post-tax?**

Because you pay these benefit premiums post-tax, payouts for life insurance and AD&D are not taxable. Please speak to a registered tax advisor for questions on your situation specifically.

**26. What is the maximum life or AD&D policy I can elect?**

For life insurance, employees can elect between $10,000 - $1,500,000 in coverage. For accidental death and dismemberment (AD&D), employees can elect between $10,000 - $750,000.