

GROUP POLICY AMENDMENT NO. 4

Attached to and made a part of Group Policy 752003-A issued to
Santa Clara County Government Attorneys Association as Policyholder.

Effective January 1, 2018, and subject to the **Active Work Provisions**, the Group Policy is amended as follows:

1. The Schedule of Insurance portion of the **Coverage Features** is amended to provide the following:

LTD Benefit:	60% of the first \$25,000 of your Predisability Earnings, reduced by Deductible Income.
Maximum:	\$15,000 before reduction by Deductible Income.
Minimum:	\$100

2. The Premium Contributions portion of the **Coverage Features** is amended to provide the following:

Insurance is: Noncontributory

The Employer requires you to have insurance and to pay all or part of the premium for insurance. Employer contribution level, and pre-tax and post-tax contributions, if any, by the Member, determine the taxability of the benefit amount.

3. The Premium And Renewals portion of the **Coverage Features** is amended to provide the following Rate Guarantee and Contingent Rate Guarantee:

The renewal date of the Group Policy following January 1, 2018 will be January 1, 2021, and renewal dates thereafter will occur on January 1.

Contingent Rate Guarantee

The Initial Rate Guarantee Period will be extended by one year if, on August 1, 2020, both the Incurred Loss Ratio and Current Loss Ratio for LTD Insurance under the Group Policy are 70% or less.

Calculating Loss Ratios

The Incurred Loss Ratio is the result of the following calculation:

$$\text{Incurred Loss Ratio} = \text{Incurred Claims divided by Earned Premium}$$

Each element is calculated from the Group Policy Effective Date.

The Current Loss Ratio is the result of the following calculation:

$$\text{Current Loss Ratio} = \text{Incurred Claims divided by Earned Premium}$$

Each element is calculated from the beginning to the end of the 12 month period ending on August 1, 2020.

Definitions

Earned Premium = a + b – c, where:

a = Paid Premiums.

b = Change in uncollected premium.

c = Change in advance premium.

Incurred Claims = a + b + c + d + e, where:

a = Claims paid, including benefits paid and costs incurred under any provision of the Group Policy.

b = Legal fees, expenses, settlements and judgments paid in connection with lawsuits relating to claims.

c = Payments of the Employer's share of Social Security and Medicare tax by Standard (if applicable).

d = Conversion charges for converting to an individual life insurance policy under the Right To Convert provision (if applicable).

e = Change in claims reserves, including Incurred But Not Reported (IBNR), pending, active and outstanding claims reserves

This supersedes the rate guarantee effective January 1, 2018, shown in the letter for the January 1, 2018 renewal.

4. The **Survivors Benefit** section is amended to read as follows:

If you die while LTD Benefits are payable, and on the date you die you have been continuously Disabled for at least 180 days, we will pay a Survivors Benefit according to 1 through 4 below.

1. The Survivors Benefit is the amount of the last LTD Benefit paid to you and will be paid for up to 12 months after your death.
2. The Survivors Benefit will first be applied to reduce any overpayment of your claim.
3. The Survivors Benefit will be paid to any one or more of the following:
 - a. Your surviving Spouse;
 - b. Your surviving unmarried children, including adopted children, under age 25;
 - c. Your surviving Spouse's unmarried children, including adopted children, under age 25; or
 - d. Any person providing the care and support of any person listed in a., b., or c. above.
4. No Survivors Benefit will be paid if you are not survived by any person listed in a., b., or c. above.

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5. The monthly Premium Rate for long term disability (LTD) insurance will be 0.890% of each insured Member's insured Predisability Earnings up to \$25,000, beginning January 1, 2018 and continuing until changed as provided in the Group Policy.

This rate supersedes the premium rate effective January 1, 2018, shown in the letter for the January 1, 2018 renewal.

STANDARD INSURANCE COMPANY

By



Chairman, President and CEO



Corporate Secretary