Short Term Disability (STD) Insurance

A serious illness or injury that keeps an employee out of work can happen at any time. Short Term Disability Insurance issued by The Prudential Insurance Company of America (Prudential) can be an important part of your employees’ financial wellness solution since it helps protect against unexpected financial hardship. As a critical element of your benefits package, we provide financial security for your employees while focusing on return-to-work outcomes that directly impact your bottom line.

Absence can be expensive for employers and employees

Unplanned absences can be surprisingly costly for employers. According to the Centers for Disease Control and Prevention (CDC), productivity losses from missed work cost employers $225.8 billion, or $1,685 per employee, each year.¹ For employees who can’t work, the impact is obvious: the loss of a paycheck. In fact, 51% of surveyed consumers said they were concerned about supporting themselves if they became disabled and unable to work.² Short Term Disability can help provide a portion of income and aid in protecting employees’ overall financial wellness.

A focus on getting employees back to work

Given how financially jarring a disability can be, our main concern is helping individuals get back to work. Beginning with the initial claim intake, we set clear return-to-work expectations with your employees. We partner with you to:

- Assess an occupation’s physical and cognitive demands
- Explore workplace accommodations
- Document and monitor return-to-work action plans

What you’ll experience with Prudential:

Results

- STD durations that are about 10% lower than the industry norm³
- 5.5 days saved per claim on average⁴
- 97% employer³ and 92% claimant satisfaction results²

Ease

- Fast and accurate claim decisions—more than 85% of STD claims receive a decision within 10 days of first notice or date of disability²
- 24/7 online access to real-time plan information
- Smooth plan implementations led by project management professionals

Expertise

- Account teams with an average of 15 years’ industry experience
- Clinical and vocational experts engaged when they can make the most impact
- Board member in top industry associations
- A trusted brand that helps build employee satisfaction⁶

To learn more about STD Insurance, contact your Prudential representative.
Help minimize disability costs with plan options

Flexible funding options
- Insured,
- Advice to Pay (ATP), and
- Administrative Services Only (ASO) plans

Custom plan options
- Plan structure based on a percentage of earnings or a flat benefit amount
- Flexible waiting periods and benefit durations
- Risk management and cost control options

Manage state-mandated disability plans
Our statutory plan expertise ensures compliant management of your state-mandated and supplemental benefits in New York (DBL and PFL), New Jersey (TDB), Puerto Rico (DBA), Hawaii (TDI), and California (VDI and PFL).

Easy access to claim information
The employee portal allows for 24/7 access to:
- Report an absence
- View letters
- Check on the status of a claim
- Review payment information
- Download forms

Our employer portal also provides real-time access to:
- Run or schedule reports
- Check return-to-work status
- Submit missing claim information
- Access plan documents and forms
- Obtain billing information and a host of other services

Experience expert plan administration
- Return-to-Work Validation and Confirmation—Prudential provides tracking reports to help you manage your workforce. We’ll contact employees who have been absent more than 10 days to validate their return date and provide the confirmed return-to-work status to their supervisor.
- Consultative Reporting—Receive in-depth analysis of key plan performance metrics. We can:
  - Review your program’s activity and trends and benchmark your company’s results against our book of business and similar companies
  - Offer suggestions on how to enhance your plan’s performance to help minimize your costs and maximize employee financial wellness

Ensuring a smooth transition
We ensure a seamless process when a claim transitions from STD to Long Term Disability (LTD). In fact, an LTD claim is automatically created prior to the actual benefit effective date. No new claim form is required, and all pertinent information is transferred from STD to the LTD Claim Manager.

2 LIMRA and LIFE Foundation 2015 Insurance Barometer Study.
4 Average Duration in Days Saved with 60/1,000 STD Claim Incidence Rate based on IBI 2017, All Industries = 150 Claims per Year 5.5 days saved per claim from Prudential-reported results in IBI Study, 2017, assumes 2,500 life case. These savings exclude lost productivity which can range from an additional 50% to 200% of Wage Savings, which Prudential can review for you.
5 The Prudential Insurance Company of America, 2017 Group Insurance Employer Satisfaction Research Relationship Study Survey, Overall Results.
7 Prudential Service Metrics, 2019.
This policy provides disability income insurance only. It does NOT provide basic hospital, basic medical, or major medical insurance as defined by the New York State Department of Financial Services.
North Carolina Residents: THIS IS NOT A MEDICARE SUPPLEMENT PLAN. If you are eligible for Medicare, review the Guide to Health Insurance for People with Medicare, which is available from the company.
Disability Insurance coverages are issued by The Prudential Insurance Company of America, Newark, NJ. The Booklet-Certificate contains all details, including any policy exclusions, limitations, and restrictions, which may apply. Contract Series: 83500.
©2019 Prudential Financial, Inc. and its related entities. Prudential, the Prudential logo, the Rock symbol, and Bring Your Challenges are service marks of Prudential Financial, Inc. and its related entities, registered in many jurisdictions worldwide.