



## Comprehensive short term disability programs include quarantine benefits

As a disability insurance leader,\* Guardian is committed to providing comprehensive plans for companies large and small. That's why, in an uncertain world, income protection for quarantines is included as part of any Guardian short term disability plan.

Employees placed under a quarantine order (as issued by the Centers for Disease Control (CDC) or the U.S. Secretary of Health and Human Services) do not meet traditional definitions of disability. They may not have a diagnosed sickness, but if confined, they'll likely face financial hardship if prevented from performing their jobs. Guardian's quarantine benefit helps them rest assured their income will be protected — we'll pay the eligible benefit amount for the duration of an employee's quarantine order.

### How it works

The example at right illustrates how benefits may be paid.

### Assumptions:

- Employee is quarantined for 30 days because of possible exposure to an infectious disease
- The Short Term Disability (STD) plan has an elimination period of 7 days (for disabilities due to sickness)

Example	Day #	Benefits
Quarantine ordered	Day 1	—
STD elimination period	Days 1-7	—
Quarantine period (after elimination period)	Days 8-30	STD benefits paid during this time (total of 3 weeks)

After the quarantine period, if the employee is determined to be disabled, benefits could be paid for his disability until the maximum period under the plan (excluding any weeks paid for the quarantine period).