Instructions for Applying for Disability and Life Waiver Benefits

Administered by
Principal Life Insurance Company
Attn: Group Life and Disability Claims Department
Des Moines, Iowa 50392-0002



Toll free Nationwide 800-245-1522 Toll free fax 800-255-6609 Email: SBDClaims@principal.com

Applying for Disability and/or Life Waiver Benefits

The attached forms are required to be completed to apply for your disability and/or life waiver benefits through our claims process. These forms must be completed in their entirety by your employer, you and your attending physician. If you have additional information you feel would be pertinent to review for this claim please attach to this form.

1. Read the Notice Requirements on Page 1 and 2.

2. Your employer needs to complete the Employer Statement on page 3

3. You need to complete and sign the Employee Statement, located on page 4.

• If your disability benefit is taxable, voluntary withholding for State and/or Federal income tax is available at your request.

4. Have your treating physician complete and sign the Attending Physician Statement, also located on page 5 and continues to page 6. If more than one physician is treating you for your disabling condition, each should complete a form. Additional forms are available from your employer's benefit administrator. Your physician may return the completed form to you or send directly to us with the other completed forms listed above. Your physician may mail, fax or email the completed form using the contact information listed below.

5. Sign and date page 7, the Authorization of Release of Personal Health Information. This authorization allows us to request further information about your claim if necessary.

A Consent to do Business Electronically with Principal Life Insurance Company is on page 8 and may also be completed and returned with the claim form.

Once all sections of this form are completed, please submit to Principal by mail, fax or email.

Group Life and Disability Claims Department

Des Moines, Iowa 50392-0002

Call: 800-245-1522 Fax: 800-255-6609 Email: SBDClaims@principal.com

To avoid unnecessary delays, be sure all parts of these Claim Forms are completed according to the instructions listed above. Once forms are received, we will be able to begin our evaluations.

If you have any questions about your claim form, please call 800-245-1522 between the hours of 7:30 am and 5:00 pm CST

What to Expect Once You Submit Your Claim Request for Disability Payments or Life Waiver benefits.

After your claim is submitted, a claims specialist may need to gather any additional information from you, your employer, and/or your health care provider(s). If your request for Short Term Disability and/or Long Term Disability benefit payment is approved, Short Term Disability payments are typically paid weekly and Long Term Disability payments are typically paid monthly. You can expect a call from your Principal claim specialist to discuss the following in greater detail.

- Return-to-work possibilities
- Proposed treatment plan
- Daily activities
- Social Security disability status

The focus for any claim request is to look at return-to-work opportunities in your regular job using:

- Job Modification or restructuring
- On-the-job therapy to assist with work related duties
- Possible temporary placement to another job until you can return to normal duties.

When you Return to Work

You need to notify Principal when you plan to return to work, either part-time or full-time, or have returned to work already to avoid any overpayments.

Any person who, with intent to defraud or knowing that he or she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement, may be guilty of insurance fraud.

Alabama: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or who knowingly presents false information in an application for insurance is guilty of a crime and may be subject to restitution fines or confinement in prison, or any combination thereof.

Arizona: For your protection Arizona law requires the following statement to appear on this form. Any person who knowingly presents a false or fraudulent claim for payment of a loss is subject to criminal and civil penalties

Arkansas: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is quilty of a crime and may be subject to fines and confinement in prison.

California: For your protection California law requires the following to appear on this form: Any person who knowingly presents a false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

Colorado: It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Agencies.

District of Columbia: Warning: It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.

Kentucky: Any person who knowingly and with intent to defraud any insurance company or other person files a statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime

Louisiana: Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

Maryland: Any person who knowingly or willfully presents a false or fraudulent claim for payment of a loss or benefit or who knowingly or willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

New Jersey: Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties. **New Mexico:** Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to civil fines and criminal penalties.

Ohio: Any person who, with intent to defraud or knowing that he or she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.

Oklahoma: WARNING: Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

Pennsylvania: Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

Tennessee: It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purposes of defrauding the company. Penalties include imprisonment, fines and denial of coverage.

Virginia: Any person who, with the intent to defraud or knowing that he or she is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement may have violated state law.

Washington: It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines and denial of insurance benefits.

Disability and Life Waiver Claim Form Employer Statement

Administered by
Principal Life Insurance Company
Attn: Group Life and Disability Claims Department
Des Moines, Iowa 50392-0002



Toll free Nationwide 800-245-1522 Toll free fax 800-255-6609

Email: SBDClaims@principal.com

To be completed and signed by the emp	oloyer			
Employee's name:		Phone Number:		DOB:
Employee's address:		City:	State:	Zip Code:
Social Security Number:	Employee's job title:		I.D. numbe	er:
State employee works in?	Does the em	nployee work from home? Yes	No 🔲 If not, is th	nis an option? Yes No
Employment Status				
Date of Employment:	Date employee I	last worked:	# of hrs worl	ked on last day:
Actual hours employee worked per week:	Hourly employ	yees: Excess of 40 hours per week	considered overti	me? Yes 🗌 No 🗌
Return to work? Yes No If yes,	Part time $\ \square$ or Full time	Date returned:		
Products filing for: LTD: STD: Life Waiv	rer: % of premiur	m paid by employer: STD	% LTD	%
% of premium paid by employee: STD	pre-tax\$ ☐ post-ta	ax\$ 🗌 LTD% pre-	tax\$ 🔲 post-tax	\$ □
Do you bonus/gross up employee's salary to cov	er premiums? STD: Yes	No LTD: Yes No L		
Financial Information				
Employee base salary: \$				
Salary prior to increase \$		Does the employee earn any comm	nissions or bonus	es? Yes 🗌 No 🗌
Is the employee an owner/partner in the compan	y? Yes: 🗌 No: 🗌	If yes, designated owner percent	age	<u>%</u>
Is disability due to employment? Yes No	If yes, Filed for v	workers comp? Yes No	Filed for stat	te disability? Yes No
Was salary continued after last day worked? Yes	i ☐ No ☐ If yes,	how? Salary continuance	Date paid th	rough:
Vacation Paid through:	Sick pay 🗌 Pa	id through:	PTO 🗌 Pai	id through:
If Worker's Compensation is approved or den	ied, please attach a copy	of the award/denial letter with thi	s claim.	
Job Description Questionnaire (JDQ) If you have already submitted a job description with physical requirements, you do not need to complete the section below with physical requirements. In a typical work day, the employee's job involves: Sitting Hours at one time. Total hours during a regular work day.				
		ours during a regular work day.		
		ours during a regular work day.		
Definitions:	60 times per bour: Freque	anthy (E) 2.6 hours in an 9 hour day	corum to 12 60 tir	maa nar haur:
Continuously (C) – 6-8 hours in an 8-hour day or 60 times per hour: Frequently (F) – 3-6 hours in an 8-hour day or up to 12-60 times per hour: Occasionally (O) – up to 3 hours in an 8-hour day or 1-12 times per hour: Never (N)				
Continuous	<u>sly</u> <u>l</u>	<u>Frequently</u>	<u>Occasionally</u>	<u>Never</u>
Lifting Ibs		lbs.	lbs.	
Carrying lbs	·	lbs.	lbs.	
Hand Use C F	0 N	Reaching	C F	0 N
Simple grasping		Reach above shoulder level Reach at waist level		
Pushing & pulling		Reach below waist level		
Fine manipulation		Keyboarding		
Positioning C F	O N	· · · ·	C F	O N
Bends (waist level)		Twists (waist level)		
Squats \square Kneels \square		Crawls Balancing		
Climbs (ladders)		Climbs (stairs)		
, ,	Yes, How often?	Cirribo (otalio)		
Can you accommodate part time work? Yes	No Possibly	Light duty work? Yes N	D Possibly	
Employer Name:	Plan Number:		Unit Number:	
Date: Signature: X		Title		
Telephone Number: FAX	(Number:	Email Address:		

Employee Statement

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Email: SBDClaims@principal.com

Please complete the following information along with the Authorization for Release of Personal Health and other Information found on page 7.				
I declare that all the below statements on this Requirements on page 1 and 2 of this form.	form are true and complet	ed to the best of m	y knowledge. I acknowledge I have read the Notice	
Name:		Date of Birth:	Gender: Male Female	
City: S	State: Zip Code:		Email Address:	
Phone Number:	Home: Cell: Wo	ork: Wha	t's your Preferred Language?	
The date your medical leave began:	Cause of leave	e: Injury 🔲 Illness	Pregnancy Please describe the cause of leave	
in detail. Depending on situation include date, tim	e, place of occurrence, and	include a copy of the	e accident report. If illness, nature of illness and date	
Was a Motor Vehicle Accident involved? Yes	•			
Insurance phone number:	Policy number:		Please include copy of the police report	
Is Injury/illness due to employment? Yes No Filed for Workers Compensation? Yes No If yes, date filed:				
If approved, amount received \$	Frequency of paymer	nts Weekly 🔲 E	3i-Weekly ☐ Monthly ☐ Other ☐ Specify:	
(If Worker's Compensation is approved or denied	d, please attach a copy of th	e award or denial le	etter with this claim.)	
		-	coverage through your employer. Yes No ease list policy numbers:	
	•		rity (Early Retirement) Social Security (Disability)	
Social Security (Widows) Social Security (Re	•		Amount: \$	
Names of doctors, practitioners and hospitals		Dates seen	Reason seen	
I give permission to accept text messages abo	out my claim: Yes	No If Yes, phone n	number:	
Name of your cell phone provider:	•	•		
Notice requirements:				
Florida: Any person who knowingly and with interincomplete, or misleading information is guilty of a		ve any insurer files a	a statement of claim or an application containing any false,	
Maine: It is a crime to knowingly provide fals the company. Penalties may include impriso			o an insurance company for the purpose of defrauding efits.	
statement of claim containing any materially fa	alse information, or conce hich is a crime, and shall	als for the purpose	or other person files an application for insurance or e of misleading, information concerning any fact material a civil penalty not to exceed five thousand dollars and the	
Signature: X			Date:	

Attend to pres	ling Physician Statement -	To be completed by	your Physic	ian – Incl	ude office notes and	test results	from date of disability
The foll	owing information is needed to dal. Please complete this form and					g a complete fo	rm without expense to
1	Patients Name:				Date of Birth: /	1	
2	Social Security #:		Height:		Weight:		
3	Patient is/was unable to work of	lue to : Injury Illne		ancv \square	If pregnancy, Skip to qu	uestion 19	
4	List all ICD-10 Diagnosis Code						
5	List any complications your pat						
6	Objective Findings (X-rays, EKG's, MRI results, lab data and clinical findings)						
7	Subjective Symptoms						
8	Please provide date symptoms	first appeared or accide	nt happened?	1	1		
9	Is the condition due to injury or	• •	• •	oloyment?	Yes No		
10	Did this condition already exist	•		•	s No No		
	If yes, please explain:						
		and the state and Parcet (. ((l		9 V		
11 12	Is patient competent to endo Date of first visit	13 Date of last visit			? Yes \ No \ e of next visit	15 Frequency	uency of visits
12			,	14 Dat	/ /	13 1164	deficy of visits
16	Has your patient been hospital	ized? Yes 🗌 No 🗀] If Yes, Fro	m date:	1 1	To date:	1 1
	Hospital Name: Phone Number:						
17	Has your patient ever had the s				f yes, when		
18	NATURE OF TREATMENT – Please specify all surgeries, medications AND dosage, therapy, and/or referrals.						
	Date of Surgery / / Type of surgery CPT-4 Codes						
	If the patient was referred to you or by you to another physician list the Physician's name, address and phone number of the Physician:				Physician:		
19	PREGNANCY SUBMISSIONS	ONLY					
	What is the expected date of de	elivery? Date first t	reated /	Dat	re last treated	Date of deliv	rery /
	Bed confined? Yes No	If yes, Date From:	1 1	To:	/ / Ty	pe of delivery: '	Vaginal ☐ C-Section ☐
	If complications are present prior to delivery, what complications is your patient experiencing?						
20	PHYSICAL IMPAIRMENT						
	iscussing job duties with your	patient, please provide	the specific re	strictions	and limitations you have	e placed on yo	ur patient in the space
provide	ed below:	CONTINUOUSLY	EDE	QUENTLY	OCCASION	ALLV	NEVER
		(2/3 + of time)		2/3 of time			NEVER
Sit			(
Stand							
Walk							
Lift/Ca	rry	lbs.		lbs.	lb	S.	lbs.
Power	Grasp						
	anipulation						
Push/P							
Keybo							
	above shoulder level						
	at waist level/below waist	<u> </u>					
-	wist/Squat			Ц			<u> Ц</u>
Climb/	Balance		1				

	Continued from page 5			
21	PROGNOSIS:			
	Date you recommended your patient to	stop working? / /		
	How long do you expect these limitation:	s and restrictions to impair your patient? [☐ Date: / /	Permanently
	Unable to determine, follow-up in	weeks Do you support return to work	k with the limitations listed above at	this time? Yes No
	Do you support return to work on a part	time basis? Yes \(\square\) No \(\square\) If yes, how	w many hours per day?	
22	Physician Name (Please Print)		Degree	
	Specialty	Phone Number	FAX Number	
	Address	City	State	Zip Code
	Tax ID Number:	NPI Number:		
	I certify the answers I have made to the above questions are complete and true to the best of my knowledge and belief.			
1				
	Signature (No Stamp) X		Date:	

Authorization for Release of Personal Health and Other Information to Principal Life Insurance Company Administered by
Principal Life Insurance Company
Attn: Group Life and Disability Claims Department
Des Moines. Iowa 50392-0002

Principal*

Toll free Nationwide 800-245-1522 Toll free fax 800-255-6609 Email: SBDClaims@principal.com

I authorize any physician, health care professional, hospital, clinic, laboratory, pharmacy, medical facility, health care provider, health plan and its administrator, disability plan and its administrator, insurer, or any other entity subject to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) that has provided treatment, service, or coverage to me to disclose my entire medical record to Principal Life Insurance Company (Principal Life), its agents, employees, insurance support organizations, reinsurers, and their representatives. This includes information on the diagnosis, treatment and/or testing results related to HIV, AIDs, sexually transmitted diseases, mental illness (excluding psychotherapy notes as defined under HIPAA) and the use of alcohol, drugs, and tobacco.

I understand my personal health information may be used or disclosed as set forth by this authorization. Protected health information includes information created or received by Principal Life. Protected health information also includes but is not limited to: hospital records, treatment records/office notes, alcohol or drug abuse treatment, consultation reports, workers' compensation information, diagnosis, prescriptions, test results, vocational testing/counseling information, benefit information, claims information, demographic information, and claims payment information.

I understand that unless prohibited by state or federal law the protected health information is to be disclosed under this authorization so that Principal Life may administer claims and determine or fulfill responsibility for coverage and provision of benefits, coordinate the provision of benefits under my medical and disability coverages, and conduct other legally permissible activities that relate to any coverage I have or have applied for with Principal Life.

Also, I authorize the Internal Revenue Service, Social Security Administration, any state taxing authority and any employer, former employer, business associate or partners, insurance company, insurance support organization, Worker's Compensation or vocational or rehabilitation counselor or provider to give any information or record it has about me, my employment, employment history or income to Principal Life.

The following groups of persons employed or working for Principal Life may use my personal health and other information which is described above: employees of the claim or legal departments and any other personnel of Principal Life, and its authorized representatives, and business associates that perform functions or services that pertain to any coverage I have or have applied for with Principal Life. This includes, reinsuring companies, persons or organizations performing business, legal or medical services related to the policy or claim, employer or former employer as needed to perform fiduciary responsibility under any benefit plan and, when required by law, to any other public or private entity or person.

I understand any information disclosed under this authorization may no longer be covered by the privacy provisions of HIPAA and may be subject to redisclosure. This authorization shall remain in force for 24 months following the date of my signature below, and a copy of this authorization is as valid as the original. I understand that I have the right to revoke this authorization at any time. The request for revocation must be in writing and sent to: Disability Claims, Life and Health Segment, Principal Life Insurance Company, Des Moines, IA 50392. I understand that a revocation is not effective if Principal Life has relied on the protected health information disclosed to it or has a legal right to contest a claim under an insurance policy or to contest the policy itself.

I understand that if I refuse to sign this authorization to release my complete medical record, Principal Life may not be able to process my application for life or disability coverage, or if coverage has been issued, may not be able to make any such benefit payments. Upon your request, a copy of this completed authorization will be provided to you. Any alteration of this form will not be accepted.

Date of Birth:
Can Confidential messages be left at this number? Yes No
p) ,concerning my claim during my disability.
dependent (including a member acting as a representative on a dependent's behalf) describe ent's behalf. Please include the proper documentation that attests to your ability to sign.
(Signature) (Date)
(

Consent to do Business Electronically with Principal Life Insurance Company Administered by
Principal Life Insurance Company
Attn: Group Life and Disability Claims Department
Des Moines, Iowa 50392-0002
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This is a consent to do business electronically.

- Your consent applies to documents relating to your claim with Principal Life Insurance Company which are available in electronic format
 and which you prefer to provide or receive via e-mail. An electronic format may not be available for all types of claims or for all types of
 documents.
- You are not required to handle any portion of your claim electronically. You can decline to consent to this document and your claim will be handled using paper documents.
- Once you provide your consent, you will have the right at any time to withdraw it.
- We will need your email address in order to communicate and exchange documents electronically. If your email address should ever change, you must notify us and provide updated information.
- You will need access to a computer or device capable of sending and receiving email messages with attachments. You will need an operating system that allows you to download and print documents or save them. You will need Adobe Reader or similar software to view and retain documents in PDF format. If we should ever change the hardware or software requirements needed to access or share documents electronically, we will advise you.
- You will have the ability to download and print any documents we send or make available to you electronically. You may also request delivery of paper copies by contacting us.
- If you decide to withdraw your consent, request paper copies of electronic documents, or report a change in your email address, please contacts us at: 800-245-1522.

Agreement - By consenting to do business electronically, you understand and agree that you were able to access and read this information electronically and also were able to print it or save it for your future reference and access.

Member/Claimant Name:	Date of Birth:
Beneficiary Name:	Date of Birth:
Personal Email Address:	
Signature:	Date:
Drinted Full Name:	