

Workers' Comp vs Non-Subscriber Insurance Comparison Chart

	Workers' Compensation	Occupational Accident / Non-subscriber
MEDICAL		
Limit	Unlimited.	Options/ \$1,000,000 to 5,000,000 per person per occ.
Time Limit	Min 401 weeks up up lifetime.	Benefit is chosen by Employer - Choices are 104 wks, 156 weeks & 260 weeks.
SIR / Deductible	None	\$1,000 minimum per occurrence
Direction & Control	Employee, No Control by carrier or employer.	Carrier & Employer have ability to direct and control by choosing Dr and managing claim.
Loss Reporting	1-month from date of injury, within 1 year.	24-hours from time of injury or by terms stated on ERISA and on the policy (usually 3 days).
ACCIDENTAL DEATH & DISABILITY		
Wage Replacement - Temporary income benefits (TIB)	70% of difference between employees average week wage after the injury. If employee earns less than \$8.50/hr, 75% of wage would apply (first 26-weeks, no longer than 104 weeks).	75% of weekly wage up to a maximum of \$700 weekly up to 3 years or 156 weeks (some have a 5 year option).
Waiting Period	7 days, but payment is retroactive to 1st day after 2 wks.	7 days, payment is not retroactive (Some carriers will retro-active repayment after 2 weeks).
Permanent Disability	Scheduled awards are paid in addition to total temporary disability benefits starting upon termination of the termination of the TIB benefits. 75% of wage, and payments can continue for up to 401 weeks.	75% of actual weekly income up to maximum benefit and policy limit selected.
Lifetime Income Benefits	Benefits are to be paid for the remainder of the life of the employee at the rate of 75% of the employees wage to be increased at a rate of 3% per year.	Payment as fixed percentage of "principal sum".
Supplemental Income Benefits	If an impaired rating of 15% or more, supp income is calculated prospectively on a quarterly basis and paid monthly. The benefit is calculated at 80% of the difference	Does not apply.
Death & Burial	Burial expense actual cost up to \$6,000.	Lump Sum amount: equal to the lesser of (1)10X annual salary up to plan limit, or(2) \$100,000 to \$250,000 depending on plan (death benefit shall be reduced by the amount of any disability benefit payments).
If married with children	Spouse: 75% of average wage up to max weekly benefit to for life or re-marriage, after re-marriage benefits to 104 weeks; dependent children to age 18 or a full time student until graduation not to exceed age 25, subject to policy cap.	Beneficiary does not have to be a spouse or dependent child. Optional Payment of Lum sum to Beneficiary: Lump sum or Payment options can be selected by employer and outlined in the ERISA.
Scope of coverage	On the Job Bodily Injury/Occupational disease/ Death	On the Job Bodily Injury/ Occupational disease/ Death
Covered Persons	All Employees, unless they reject coverage in writing within 5 days of hire; Officers, partners or individuals that have not elected to be excluded.	All Employees; All officers, partners that have not elected to be excluded; Some 1099 employees may be covered by endorsement.
EMPLOYER'S LIABILITY		
Legal Expense Limit (B)	Policy Limit Standard \$500,000	Up to \$1,000,000 per occurrence
Arbitration	None, Court Only.	Binding agreement
Employers Liability	Included, subject to policy details and limits (Part B - Policy Limit Standard \$500,000 usually 25%, statute).	Varies, Some include in form, some sell as stand alone, some included in combined single limit.
AVERAGE COSTS		
Coverage	Based on Payroll	Payroll based or per person (typically 15-50% lower than Work Comp)
ERISA	N/A	Included and a fee may apply in the first policy year
Claims	\$4,912 TEXAS / \$2,735 National	Under \$1,000

Note: The benefits mentioned in this comparison are subject to change due to changes in legislation; as in regards to policy terms, conditions, & exlusions. This chart is to be used only as reference by licenced insurance agents.

Please contact Comp Solutions for any questions and specific policy details for the various carriers we represent.

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