



Short-Term & Long-Term Disability Solutions



If you are losing productivity from STD/LTD absences and you want to partner closely with your employees during their difficult times, Genex works with you to develop a customized disability claims program optimized to fit your company's preferred level of control. Our experts use a holistic view of your company's current processes to design a program tailored to your unique needs.

Case Management	STD	LTD
Nurse Clinical Case Management/Telephonic Case Management — Access to a specialized nurse case manager who will review and recommend next steps or decision on a case.	◆	◆
Field Case Management — Develop goal-directed plans that are delivered onsite to effectively return disabled employees to optimal functional capacity and work.	◆	◆
Return to Work/ADAAA Compliance Services	STD	LTD
ADAAA Accommodation Program applies consistent management practices for ADAAA requests to ensure you remain compliant while allowing employees with disabilities to work efficiently.	◆	◆
ADAAA Interactive Management — Incorporate best practice services to assist employers in developing a documented, interactive ADAAA-compliant process.	◆	◆
Optis LeaveXpert™ and ADAInteract™ applications help to reduce your administrative burden, ensure compliance with FMLA and other types of leave, manage your accommodations related to ADA and ADAAA, and gain immediate access to leave information to help you make better business decisions.	◆	◆

Medical Evaluation and Review Services	STD	LTD
Independent Medical Exams (IME) — Leverage a specialty-matched physician when medical information is conflicting, unclear, or lacking detail. This tool also supports FMLA 2nd and 3rd opinions.	◆	◆
Peer-to-Peer Reviews — Leverage a specialty-matched physician who may contact the employee’s primary care provider for peer-to-peer discussion. A helpful tool for STD to support review of ERISA appeal determinations.	◆	◆
Functional Capacity Evaluations — In-person examination is performed with focus on examining an employee’s functional capacity to perform actions that may be required in job duties.	◆	◆
Fitness for Duty Examinations — Determine the ability of an employee to do the essential functions of his/her job or determine whether the employee can do the job without posing a direct threat due to a medical condition.	◆	
Services for Employers	STD	LTD
Ergonomic Services — Reduce risk factors for preventive and case-specific situations by utilizing ergonomic services to consider posture, productivity, health and safety, and cost-benefit perspectives that will lead to improvements enabling employees to stay at work or return to work.	◆	
Physical Demand Analysis/Job Analysis (PDA) — Determine causation, medical treatment plans, return to work, and accommodation. A PDA provides a biomechanical description of the essential job functions and physical demands required to perform them.	◆	
Employer Internal Program Development Assistance — Collaborate with Genex’s experts to develop custom solutions and program refinements that address your unique needs and challenges.	◆	
Vocational Case Management — Help disabled workers, who are unable to return to work at their original job, attain sufficient work skills to compete successfully in the labor market and return to suitable, gainful employment.	◆	◆
Transferrable Skills Analysis — Documents what other occupations an employee/claimant can do given their restrictions and limitations, education, training and experience.		◆
Labor Market Surveys — Determine real-world wages and other relevant details about identified jobs with employers in the local labor market.		◆
Return-to-Work Services — Implement a predefined step-by-step process to return employees back to full-time jobs through transitional tasks.		◆
Social Security Disability Assistance — Nationwide Social Security Disability Insurance (SSDI) representation services for claimants who are referred by insurance carriers and self-insured employers.		◆