

Plan Highlights

Voluntary Group Short Term Disability Insurance

Spectrum Class 3 St. Louis Union
Brands

COVERAGE

Short Term Disability insurance provides a benefit in the form of income protection when you are temporarily unable to work due to a covered maternity, injury or sickness. At the end of the elimination period, Matrix will collect medical certification from your provider to determine how long you may qualify for benefits, up to the maximum benefit duration.

ELIGIBILITY

Each Active, benefits eligible Employee of Spectrum Brands who is a member of the St. Louis Union working 40 or more hours per week.

SERVICE WAITING PERIOD

60 days of Active Service

BENEFIT AMOUNT

The weekly benefit is **60%** of covered earnings based on your hourly rate, to a maximum of **\$500** per week. Non-taxable benefits are issued by Reliance Standard Life Insurance Company.

ELIMINATION PERIOD

Benefits begin on the 15th day of disability (2 weeks)

MAXIMUM BENEFIT DURATION

Up to 11 weeks of benefit payments, or
13 weeks after the date disability begins.

VALUE ADDED SERVICES

- ▶ 24/7 Telephonic Intake
- ▶ Online Intake / Matrix Mobile App

FEATURES

- ▶ Minimum Benefit payable (\$15)
- ▶ Own Job definition of disabled
- ▶ Maternity is treated as any other illness
- ▶ Recurrent Disability provisions
- ▶ No pre-existing condition limitations
- ▶ Proactive collection of medical certification



CONTRIBUTION REQUIREMENTS

Coverage is 100% employee paid. The contribution rate is **\$0.96** per \$10 of covered weekly benefit per month.

SAMPLE PREMIUM CALCULATION

The weekly premium rate is calculated by taking the monthly rate x 12 months ÷ 52 weeks = \$0.22 per \$10 of covered weekly benefit.

If an employee works 40 hours per week at an hourly rate of \$16/hour, the weekly covered earnings is \$640 and the covered weekly benefit is calculated as \$640 x 60% = \$384.

So the weekly premium that would be taken as a post-tax payroll deduction, would be \$384 ÷ \$10 x \$0.22 = \$8.45 per week.

LIMITATIONS

- ▶ Offsets (such as, but not limited to Social Security, Workers Compensation, State Disability Benefits)

EXCLUSIONS

Benefits will not be payable for any disability caused by an intentionally self-inflicted illness or injury; the commission or attempted commission of a felony or engagement in an illegal occupation; an act of war; not under the regular and continuous care of a physician; incarceration in any federal, state or municipal penal institution, jail, medical facility, hospital or in any other place because of a criminal conviction; employment with another employer, loss of a professional or occupation license or certification; an occupational injury or sickness, or elective surgery.

For a comprehensive list of exclusions and limitations, please refer to the Certificate of Insurance. The Certificate also provides all requirements necessary to be eligible for coverage and benefits.

This Plan Highlights is a brief description of the key features of the RSL insurance plan. The availability of the benefits and features described may vary by state. It is not a certificate of insurance or evidence of coverage. Coverage is underwritten by Reliance Standard Life Insurance Company, licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, Home Office: New York, NY.