

Short-Term Disability plan design

Eligible employees	All Full-Time United States Employees working in the United States who are scheduled to work a minimum of 30 hours per week
Effective Date	August 1, 2023
	Class 1:
Class description	All Eligible Employees
Waiting Period	30 days of employment
Benefit amount	50%
Maximum weekly benefit	\$1,000
Definition of Disability	loss of duties and loss of earnings required
Injury start date	15 days
Sickness start date	15 days
First-Day Hospitalization	No
Maximum Benefit Period	12 weeks
Partial Disability benefit	Return-to-Work
Zero-Day Residual	No
Pre-Existing Limitation	3/12
Contributions	Contributory
Participation requirement	15%
Employer contribution %	0%