

Short-Term Disability

Plan design and rates

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	January 1, 2022
Class 1:	
Class description	All Eligible Employees
Waiting Period	First of the month following 60 days of employment
Benefit amount	60%
Maximum weekly benefit	\$1,400
Definition of Disability	loss of duties and loss of earnings required
Injury start date	8 days
Sickness start date	8 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	30%
Employer contribution %	0%

Short-Term Disability Rates

Age band	Participating employees	Monthly rate	Estimated volume	Estimated monthly premium
Under age 25	4	\$0.352	\$1,149	\$40
25-29	6	\$0.349	\$2,110	\$74
30-34	10	\$0.315	\$5,651	\$178
35-39	4	\$0.296	\$1,956	\$58
40-44	6	\$0.296	\$2,704	\$80
45-49	3	\$0.378	\$1,072	\$41
50-54	4	\$0.380	\$1,535	\$58
55-59	5	\$0.528	\$3,092	\$163
60-64	5	\$0.656	\$2,145	\$141
65-69	0	\$0.472	\$0	\$0
70 and over	0	\$0.399	\$0	\$0

Totals

Coverage	Total participating employees	Total estimated volume	Total estimated monthly premium	Total estimated annual premium
STD	47	\$21,414	\$833	\$9,996

Rate basis: Per \$10 of weekly benefit

Sequence Number: 8

Short Term Disability (“STD”) benefits will be reduced by the amount of state mandated statutory benefits and Other Income that an employee may receive or be eligible to receive. Depending on the amount of the state’s statutory benefits, STD coverage may not be appropriate for employees in CA, NY, NJ, HI, and RI. To confirm the impact of such off-sets on the plans quoted here, please discuss the benefits with your broker or your Sun Life Employee Benefits Representative.

Group Short-Term Disability coverage is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 15-GP-01.

July 15, 2021

Included in this plan:

- A flat broker commission
- 12-month rate guarantee from the Effective Date
- Disability management services
- Partial Disability benefit
- Employer FICA administration for any taxable benefits not included
- Full maternity coverage
- Nonoccupational coverage
- Coverage will be continued on a premium-paying basis for a period of 1 month during a layoff.
- Coverage will be continued on a premium-paying basis for a period of 1 month during a leave of absence approved by the policyholder.
- Earnings definition: Earnings are defined as the earnings reported by the employer immediately prior to the first date of disability. Earnings include deductions made for pre-tax contributions to a qualified deferred compensation plan, Section 125 plan, or flexible spending account, commissions, bonuses and overtime. Earnings do not include any other compensation.

Total earnings are averaged over 12 months.

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Assumptions

- This plan does not replace the statutory disability plan in any state.
- Employees in states with statutory STD plans are covered by those statutory plans, and any STD benefit payable will be offset by those statutory benefits. We reserve the right to re-rate if this assumption proves incorrect.
- The employer has not opted out of Workers' Compensation coverage.
- Notification of any employer-completed merger or acquisition.

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