

## Employer-Paid SHORT TERM DISABILITY INSURANCE

### Summary of Benefits

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#### Eligibility:

All active, hourly, non-bargained Employees of the Employer, and bargained Employees of the Employer in local unions IBEW Local 0385/5 Pittsburgh and IBEW Local 0011 Los Angeles regularly scheduled to work a minimum of 20 hours per week, except those Employees working in Rhode Island and Puerto Rico. Union employees please refer to your CBA for available benefits.

**Employee:** You will be eligible for coverage the first of the month following date of hire.

#### Available Coverage:

Gross Weekly Benefit <sup>1</sup>	Maximum Gross Weekly Benefit	Benefit Waiting Period	Maximum Benefit Period
60% of your weekly covered earnings*	No maximum	0 Days for accident 7 Days for sickness	180 Days for accident 180 Days for sickness

#### Important Definitions and Policy Provisions:

**Disability** – “Disability” or “Disabled” means if solely because of a covered injury or sickness, you are unable to perform the material duties of your regular occupation and you are unable to earn 80% or more of your covered earnings from working in your regular occupation. We will require proof of earnings and continued disability.

**Covered Earnings** – Covered earnings is the base weekly earnings in effect on your date of disability. This is the amount that will be used to calculate your STD pay. **\*For union employees - Your STD benefit is determined by your collective bargaining agreement.**

**When Benefits Begin** – You must be continuously Disabled for 0 Days for an accident and 7 Days for a sickness before benefits will be paid for a covered Disability.

**How Long Benefits Last** – Once you qualify for benefits under this plan, the maximum number of weekly Disability benefits is 180 Days for an accident and 180 Days for a sickness. Disability benefits will end sooner if you no longer qualify for benefits.

**When Coverage Takes Effect** – Your coverage takes effect on the later of the policy’s effective date, the date you become eligible, the date we receive your completed enrollment form if required, or the date you authorize any necessary payroll deductions if applicable. If you’re not actively at work on the date your coverage would otherwise take effect, your coverage will take effect on the date you return to work. If you have to submit proof of good health, your coverage takes effect on the date we agree, in writing, to cover you.

#### Benefit Reductions, Conditions, Limitations and Exclusions:

**Effects of Other Income Benefits** – This plan is structured to prevent your total benefits and post-disability earnings from equaling or exceeding pre-disability earnings. Therefore, we reduce this plan’s benefits by an amount equal to any Social Security retirement and/or disability benefits payable to you, your dependents, or a qualified third party on behalf of you or your dependents. Your disability benefits will not be reduced by any Social Security disability benefits you are not receiving as long as you cooperate fully in efforts to obtain them and agree to repay any overpayment when and if you do receive them. Disability benefits will be reduced by amounts received through other government programs, sick pay, employer funded retirement benefits, workers’ compensation, franchise/group insurance, auto no-fault, and damages for wage loss. For details, see your Certificate of Insurance.

**Termination of Disability Benefits** – Your benefits will terminate when your Disability ceases, when your benefit duration period is exceeded, you earn more than your allowable Covered Earnings, or the date benefits end because you did not comply with the terms and conditions of the policy.

**Exclusions** – This plan does not pay benefits for a Disability which results, directly or indirectly, from any of the following:

- Suicide, attempted suicide, or intentionally self-inflicted injury while sane or insane.
- war or any act of war, whether or not declared.
- active participation in a riot;
- commission of a felony;
- the revocation, restriction or non-renewal of an Employee's license, permit or certification necessary to perform the duties of his or her occupation unless due solely to Injury or Sickness otherwise covered by the Policy.
- any cosmetic surgery or surgical procedure that is not Medically Necessary.
- an Injury or Sickness for which the Employee is entitled to benefits from Workers' Compensation or occupational disease law.
- an Injury or Sickness that is work related.

In addition, the plan does not pay disability benefits any period of Disability during which you are incarcerated in a penal or corrections institution.

Terms and conditions of coverage for Short Term Disability insurance are set forth in Group Policy No. SHD 985122. This is not intended as a complete description of the insurance coverage offered. This is not a contract. Complete coverage details, including premiums, are contained in the Policy Certificate. If there are any differences between this summary and the group policy, the information in the group policy takes precedence. Product availability and/or features may vary by state. Please keep this material as a reference.

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