

Policyholder: Erica Lane Enterprises



Group short-term disability (STD) insurance benefit summary for atssu, corpn, ames, hnc rem, wapa, incom rem, pensacola

Effective date: 08/01/2020

What's available to me?

Help protect one of your most valuable assets - the ability to earn an income. If you're temporarily disabled and can't work for a short amount of time, you can rely on short-term disability insurance to replace a portion of your weekly income.

Your primary weekly benefit is 60% of your earnings prior to your disability up to \$1,250 minus other income sources. Other income sources could include but aren't limited to Social Security, other earnings, worker's compensation, state disability (if applicable), and salary continuance.

Your benefits are determined by your base wage. This is your definition of earnings and is outlined further in the booklet you'll receive following enrollment.

Compensation for business owners covers business profits plus salaries averaged over the prior two years.

Who receives coverage?

- You'll receive coverage if you're an active, full-time employee working at least 30 hours a week. Seasonal, temporary, or contract employees aren't eligible.
 - o If you're on regularly scheduled day off, holiday, vacation day, jury duty, funeral leave, or personal time off, you're still considered actively at work, as long as you're fulfilling your regular duties and were working the day immediately prior to your time off.
 - o You must enroll within 31 days of being eligible. If you don't, you'll need to provide health information for us to review for approval, or if you have a qualifying event.

Additional eligibility requirements may apply.

Once I start receiving benefits, how long will they continue?

Short-term disability benefits can continue up to 13 weeks.

When do I begin receiving disability benefits?

You must fulfill the elimination period (the amount of time before benefits are available) before you start receiving benefits. Your elimination period is completed on the 1st day for accidents and the 8th day for sickness.

What types of conditions may qualify as a disability?

You'll be considered disabled due to sickness or injury, or pregnancy.

During your elimination period and your benefit payment period (how long benefit is paid), one of the following must apply:

- You're unable to perform the majority of substantial duties of your own job; or
- You're unable to earn 80% of your income prior to your disability while working in a modified capacity.

Additional benefits:

Rehabilitation plan	If you're disabled, our staff may work with you, your physician and employer to create an individual rehabilitation plan to help you return to work. You may also receive this benefit if you're not disabled but have a condition that prevents you from working.
Mandatory rehabilitation	You may be paid for any expenses associated with an approved rehabilitation plan.
Reasonable accommodation	This benefit helps cover the cost of modifying the worksite to allow disabled employees to return to work. You may receive up to \$500 for this benefit.
Full maternity	You may receive a benefit for pregnancy or childbirth.



principal.com

Insurance issued by Principal Life Insurance Company, 711 High Street, Des Moines, IA 50392

This is a summary of short-term disability coverage insured by or with administrative services provided by Principal Life Insurance Company. This outline is a brief description of your coverage. It is not an insurance contract or a complete statement of the rights, benefits, limitations and exclusions of the coverage. If there is a discrepancy between the policy and this document, the actual policy provision prevails. For complete coverage details, refer to the booklet.

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