Principal®

Policyholder: HATCH STAMPING COMPANY

Base Short Term Disability (STD) Benefit Summary

This chart provides you a brief summary of the key benefits of the short-term disability coverage available from Principal Life Insurance Company. Following the chart, you will find additional information to answer questions you may have. For a complete list of all your short-term disability coverage benefits and restrictions, please refer to your booklet or contact your employer.

Eligibility	
Job Class	HOURLY MEMBERS ELEC CORE PLAN
Eligible Members	All active, full time employees (except seasonal, temporary, or contract workers) who work at least 30 hours per week
Benefits Payable	
Primary Weekly Benefit	66 2/3% of your predisability earnings up to $250
Benefit Amount	Primary Weekly Benefit less other income sources
Definition of Earnings	Base wage
Benefit Qualification	
Elimination Period	Benefits begin on the 1st day for accident and 8th day for sickness
Benefit Payment Period	Up to 13 weeks after the elimination period is satisfied
Maternity	Treated the same as any other disability
Additional Benefits	
Rehabilitation Incentive Benefit	5% increase in the primary weekly benefit
Survivor Benefit	3 weeks of pre-tax primary weekly benefit to your survivor
Limitations & Exclusions	
Other Limitations	There are additional limitations to your coverage. A complete list is included in your booklet.

How Do I Qualify For Benefits?

1) **Meet the Definition of Disability**. Disabilities must be solely and directly caused by sickness, injury, or pregnancy.

During the elimination period and the benefit payment period, one of these situations must apply:	• You cannot perform the majority of the substantial and material duties of your own job. • You are performing the duties of your own job on a modified basis and lose at least 20% of the income you earned before becoming disabled. • You are performing the duties of any other job and lose at least 20% of the income you earned before becoming disabled.

2) **Satisfy the Elimination Period.** The amount of time you must be disabled before receiving benefits is called the elimination period. Benefits begin on the 1st day when due to injury and begin on the 8th day when due to sickness. The elimination period can be satisfied with days of total or partial disability.