Principal®

Policyholder: HATCH STAMPING COMPANY

Voluntary Long Term Disability (LTD) Benefit Summary

This chart provides you a brief summary of the key benefits of the long-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 long-term disability coverage benefits and restrictions, please refer to your booklet or contact your employer.

Eligibility	
Job Class	**HOURY MEMBERS ELEC BUY UP 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 Monthly Benefit	66 2/3% of your predisability earnings up to $7,000.
Benefit Amount	Primary monthly benefit less other income sources
Definition of Earnings	Base wage
Benefit Qualification	
Elimination Period	90 days
Own Occupation Period	2 years
Maximum Benefit Payment Period	To Social Security Normal Retirement Age
Additional Benefits	
Rehabilitation Incentive Benefit	5% increase in the monthly benefit percentage
Survivor Benefit	Three times your primary monthly benefit to your survivor.
Limitations & Exclusions	
Pre-Existing Conditions	3 months prior/6 months treatment free/12 months insured
Other Limitations	There are additional limitations to your coverage. A complete list is included in your booklet.

Long Term Disability Worksheet									
1 Calculate your weekly disability benefit.									
$_____	/	12	= $_____	X	66.67%	=	$_____		
Your annual earnings			Your monthly earnings		Max % of income covered		Max monthly benefit available		
2 Calculate your cost per paycheck.									
$_____	/	100	= $_____	X	$1.30	=	$_____	/ 52	= $_____
Your annual earnings (if the amount exceeds the plan max of $84,000, use $84,000)					Your rate				Your cost per paycheck