Policyholder: HATCH STAMPING COMPANY

Voluntary 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	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 Weekly Benefit	66 2/3% of your predisability earnings up to $1,000
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.

Short Term Disability Worksheet										
1 Calculate your weekly disability benefit.										
$_____	/ 52 =	$_____	X	66.67%	= $_____					
Your annual earnings		Your weekly earnings		Max % of income covered	Max weekly benefit available (if the amount exceeds the plan max of $667, enter $667)					
2 Calculate your cost per paycheck.										
$_____	/ 10 =	$_____	X	$0.34	= $_____	X 12 =	$_____	/ 52 =	$_____	
Your weekly benefit amount				Your rate	Your monthly cost		Your annual cost		Your cost per paycheck	